

Ramsay nurses and midwives: Breakthrough on pay & on call

Your proposed pay increase has been improved in a major new offer from Ramsay this week, achieved as a result of the growing voice of Ramsay nurses and midwives. All proposed “trade-offs” have been withdrawn by Ramsay and you have won a new proposal to significantly increase on call rates.

NSWNMA meetings coming to your hospital

NSWNMA officers will be visiting your hospital in March to discuss the details of the new offer. It's important that as many members as possible participate in the decision about whether to endorse this improved offer. If the offer is acceptable, final drafting of a proposed Agreement would occur and a formal vote undertaken.

March is the month to have your say

Your NSWNMA campaign team, comprising active members from each hospital, has discussed this week's new offer and recommends it for your full consideration.

New pay offer keeps ahead of public sector and inflation

Year	New Offer
2015*	4%
2016	3%
2017	2.5%

* 2% January; 2% July

The new pay offer delivers an average 3%p.a. increase. The previous offer was 2.6% p.a.

Inflation is currently 1.7% per year and the new pay offer is likely to keep Ramsay nurses and midwives' pay ahead of the public sector.

Over 30% increase to 'on call' allowance - and proposed cuts withdrawn!

In response to your strong campaign to improve on call rates, particularly from NSWNMA members in theatres and maternity, Ramsay have now agreed to increase the allowances by over 30%. Ramsay has completely withdrawn their earlier proposal to cut your pay for on call periods of under 12 hours.

Better process for dealing with staffing issues

The improved process for dealing with staffing issues includes a timeframe for management to respond to staffing issues, the ability to raise workload issues as a group, not just an individual and regular discussions about workloads at a unit level to identify problems early. Staffing considerations would need to include e-learning requirements and in charge workloads.

E-learning: must be considered in staffing

The proposed improved Workload Management clause includes completion of mandatory education modules as a factor to be considered when determining staffing.

It also puts the onus on Ramsay to provide other resources (e.g. computers) to be able to complete the training at work, or to pay members to complete it elsewhere where they are directed to do so.

In charge with patient load: small step forward

Despite continued attempts by your NSWNMA negotiation team to convince Ramsay that this is a serious workload issue across all hospitals, management refuses to agree to any outcome that would mandate staffing.

However, the proposed workloads clause will be able to help fix workload issues for all nurses and midwives, including those in-charge, where it is enforced by members.

Paid parental leave improves

Some other important improvements include an increase to 9 weeks paid parental leave, reintroduction of paid change time, optional minimum hours review for those part-time employees who regularly work above their rostered hours, ability to access any leave accrual for the purposes of compassionate leave and a limit on the number of quick shifts.

Missed meal breaks and break after recall

Ramsay has agreed 'in principle' to re-insert your 2009 enterprise agreement rights for:

- Consecutive eight hour break after a recall period is required, otherwise you get payment for next shift at double time
- When recalled to work during a meal break, you would be paid overtime.

Your growing voice has won improvements

Make sure you 'like' the [Ramsay Nurses and Midwives'](#) Facebook page and visit our campaign site www.nswnma.asn.au/get-involved/value-the-people-caring-for-people on the NSWNMA website.

Your growing voice in Ramsay has won this improved offer. Please spread the word today and encourage your colleagues to join the Association.

**For more info contact Matt Henderson or
Karen Conroy on 1300 367 962**