

Vote for pay rises to flow - Your ratios campaign continues

NSWNMA Branches will meet between June 22nd-29th to decide on your pay increases for this July and July 2016.

The Government has offered you a 2.5% pay increase in July 2015 with no tradeoffs of existing conditions, but still refuses to improve and extend the successful ratios system. NSWNMA Council also recommends that you vote to accept a 2.5% Award pay increase in 2016 if that is offered.

Pay and ratios the key to safer patient care

You've told us that pay rises and ratios are both important to delivering safer patient care.

It's clear that to achieve improved ratios your campaign must continue in the community and be aimed at our local politicians. It's also clear that to achieve genuinely negotiated pay rises that recognise your professional skills, the Government's bad wages laws must change.

NSWNMA Council recommends that you seek 2.5% pay increases for the next two years whilst your ratios campaign continues on.

2.5% pay increase the same as other public servants

The inflation rate is currently 1.3% p.a. and national statistics show Australian workers' wages growth is now at a record low. Pay

increases are trending downwards in all industries.

Some other public sector union members have already accepted pay rises totalling 2.5% p.a. for several years at a time, rather than deciding on their pay increase every 12 months. Teachers are receiving pay rises averaging 2.5% per year until the end of 2016. Police Association members have also extended their Award to June 2017.

Members of the other NSW health unions will also receive 2.5% next month.

In this environment NSWNMA recommends that members make the decision for both 2015 and 2016 now.

Your actions in 2015 will matter

This month groups of members are meeting their local MPs to describe how ratios help you, the profession and your patients. Together we can continue these actions to make the decision makers in Government make the right choices – to improve and extend ratios!

The ratios campaign that nurses and midwives backed so strongly over the last few years will continue. The details of your ratios claims are at www.nswnma.asn.au.

It's clear that ratios work – in international research as well as in Victoria and NSW – so our campaigning in 2015 will maintain the

pressure on the Government. We won't stop campaigning until the Government realises that ratios save lives and make economic sense.

Resolution for Branches' discussion and vote

We are asking all Branches to discuss and vote on the following resolution:

"The _____ NSWNMA Branch resolves to:

1. *Accept a July 2015 pay increase of 2.5%, and*
2. *Accept a July 2016 pay increase of 2.5% if that offer is received from the NSW Government, and*
3. *Commits to continued participation in activities to support our ratios campaign."*

What's the hurry?

Under the Government's public sector wages laws introduced in 2011, the NSW Industrial Relations Commission has no capacity to award back pay unless the employer agrees.

The Ministry of Health has indicated a strong reluctance to agree to backpay. This means a court hearing is needed to make your 2015 pay rise legally enforceable by 30 June.

What the pay rise means

Classification	From 1/7/15* per week (+2.5%)	From 1/7/16* per week (+2.5% if offered)
EN 5 th year	\$1,091.30	\$1,118.60
RN 1 st year	\$1,114.30	\$1,142.20
RN 5 th year	\$1,365.20	\$1,399.30
RN 8 th year	\$1,564.80	\$1,603.90
CNS Grade 1	\$1,628.40	\$1,669.10
NUM Level 1	\$1,963.00	\$2,012.10
NM Grade 3, 1 st yr	\$2,157.20	\$2,211.10

* from first full pay period starting on or after 1 July

What members can do

- Attend branch meetings and volunteer to assist in campaign actions
- Write to, or visit, your local State MP and ask them to support your ratios campaign (Contact the Association on 8595 1234 for advice and assistance in how to do this – or go to our website at www.nswnma.asn.au)
- At your next community organisation meeting (school, church, sport, and recreation) ask them to pass a resolution supporting your ratios campaign and let us know who in the community supports us.

We know that the result of the Government's refusal to back the evidence by increasing and extending ratios means you are left with unsafe and unreasonable workloads. We encourage you to stand together and raise your issues with local management, or through your local Branch meeting, or Reasonable Workloads Committee – call us for support with this.

NSWNMA progressing other Award changes you asked for

The Association is also seeking Ministry agreement to two other Award claims for 2015. We are pushing the Ministry to improve rostering by increasing the period for prior notice of rosters from two weeks to four. We are also pushing the Ministry to allow DONs to accumulate 3 ADOs.

If the Ministry agrees we will vary the Award to make these process improvements legally enforceable.


Brett Holmes
 General Secretary


Judith Kiejda
 Assistant General Secretary