

Opal rejects guaranteed Ratios

Here's what Opal have said about your claims. Tell your union what you think now – at opal@nswnma.asn.au.

Better Ratios : Better Staffing

You're calling for new and better mandated minimum nurse to resident ratios. Your Claim has been developed directly from what Opal nurses have told NSWNMA.

- Mandated minimum nurse to resident ratios for an RN led model of care:

AM	PM	Night Shift
One AIN for every 6.5 residents +	One AIN for every 8.5 residents +	One AIN for every 18 residents +
One EN for every 50 residents +	One EN for every 50 residents +	One EN for every 50 residents +
One RN for every 25 residents +	One RN for every 25 residents +	One RN for every 40 residents +
AND current ACFI Link Nurses, Facility and Clinical Manager positions		

- Guarantee that staff absences will be replaced – including sick leave, annual leave and parental leave.
- Guarantee that increased nursing staff will be provided in addition to the minimum nurse to resident ratio when needed. Including but not limited to the following reasons:
 - more care is needed for:
 - dementia care residents;
 - palliative care residents;
 - complex care residents.

Pay offer made

In negotiations yesterday Opal made you this offer:

- 2016: 2.4% (AIN Experienced (min Cert III) 1st year: 3.4%)
- 2017: 2%
- 2018: 2%





- Nurses called in without 24 hours notice to fill an **unexpected absence** (i.e. replace sick leave) to be paid a 10% loading for the duration of the shift.)
- An additional, higher RN increment to **reward experienced RNs**.
- If you work 7 hours or more – two 10 minute **paid breaks** or one 20 minute paid break.
- If you work less than 7 hours – one 15 minute paid tea break.
- Allocated time on the roster for nurses to complete **mandatory training** including e-learning.
- **Paid Trade Union Leave** – 5 days paid trade union leave for NSWNMA representatives.
- **Paid Parental Leave** – 14 weeks paid parental or adoption leave to be paid when leave starts for the primary care giver.
- Clear commitment and process to deal with **bullying** at your workplace.



- **ACFI Link Nurses** (AIN, EN, RN) to be included in classification structure.
- **AIN classifications updated**.
- **Annual Leave** – flexibility to take up to 5 single day's annual leave per annum.
- **Paid Disaster Leave** – three paid days or more by agreement if you cannot be at work.
- **Paid Family Violence Leave** – paid leave if you are subjected to family violence.

**RESPECT OPAL
NURSES**
Better Pay and Ratios

