

Your conditions at RISK!

Your employer wants to take away existing conditions

NSWNMA met with Christadelphian senior management and their lawyer representative on 20 September. In a disappointing start to negotiations they provided a draft agreement that removes and reduces your current conditions.

Your employer has told us that the following conditions and more are up for discussion.

Conditions at RISK

Annual Leave: The draft agreement cuts your current 5 week annual leave entitlement to 4 weeks and your current 6 week annual leave entitlement to 5 weeks.

Public Holidays: Your extra public holiday - the August bank holiday has been removed from the draft agreement.

Workloads process: Removed from the draft agreement.

Transfer between facilities: The draft agreement contains a new clause that would allow the employer to require you to work all or part of a shift across more than one facility from time to time, or to permanently change your location of work.

Staff amenities: Removed from the draft agreement.

Right to the Independent Umpire: Your right to have the Fair Work Commission enforce your Enterprise Agreement in the event of a dispute has been removed from the draft agreement.

Annual review of part time hours and casual conversion: Removed from the draft agreement.

What you told us!

Your fantastic response to the survey told us what is important to you! Maintenance of your current conditions with a fair pay increase and improved staffing arrangements **NOT** a reduction in your current conditions. See **over page** for a full list of your claims.

More important than ever to stand together!

It is clear that your conditions are at risk, and it is important to let nurses know what is at stake.

1. Share this flyer with other nurses at your facility.
2. You are all stronger together. Ask your workmates to join the NSWNMA today at www.nswnma.asn.au/join
3. Want to be involved in the campaign to protect and improve your pay and conditions? Contact Ben on 8595 1234.



Need more info? Call Ben Donnelly on 8595 1234

Authorised by Brett Holmes, General Secretary, NSWNMA, and Branch Secretary, ANMF NSW Branch, 22 Sept 2016
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Your Wages and Conditions Claim 2016

Maintenance of all existing entitlements

- All existing conditions and entitlements to be maintained in the proposed new Enterprise Agreement.

Rates of Pay and Allowances

- 4% increase to pay and allowances per year over the life of the proposed Enterprise Agreement.

Staffing arrangements

- A sufficient number of Registered Nurses, Enrolled Nurses and Assistants in Nursing on shift at all times to provide safe staffing for the quality care of residents and a fair and reasonable workload for staff.
- Agreed staffing principles and criteria to ensure quality care for residents.
- Guarantee that staff absences will be replaced – including sick leave, annual leave and maternity leave.

Hours of work

- Employees to be able to choose to become full time where they regularly work close to full time hours.
- 4 hour minimum engagement for all employees.

Leave

- *Annual Leave* – flexibility for employees to request to take single annual leave days.
- *Paid Parental Leave* – 14 weeks paid parental leave/paid adoption leave for the primary caregiver and 2 weeks paid parental leave for the secondary caregiver.
- *Grandparent's Leave* – introduction of paid grandparent's leave.
- *Paid Disaster Leave* – three paid days or more by agreement in the event that an employee cannot be at work due to circumstances that are out of their control.
- *Paid Family Violence Leave* – paid leave for employees who are subject to family violence.

Other important Claims

- Payment for Criminal Record checks.
- Procedures to deal with bullying in the workplace.
- Casual employees to receive casual loading on all shifts.
- Casual employees to be entitled to overtime payment.
- Improved consultation around construction and the impact on nurses.

Updating of Provisions

- Updating of the agreement to include undertakings and provisions in accordance with the Fair Work Act.



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