

# Christadelphian Wants To Cut Nurses Picnic Day

## Nurses win back-down on cut to annual leave

You told them you did not want your annual leave cut. Now you need to tell them you don't want your public holiday entitlements **CUT** either!

Christadelphian claims either reduce or remove 17 of your current conditions. (See over for full list of conditions your employer proposed removing in their draft agreement).

NSWNMA has continued to strongly oppose these changes. While your employer has agreed to withdraw 6 of these claims there are still 11 outstanding including:

- **Nurses Picnic Day (Additional Public Holiday)**  
Your employer doesn't think you deserve the additional public holiday and are pushing ahead with their claim to cut this longstanding entitlement. They are not offering to compensate you for the loss.
- **Transfer between facilities**  
Your employer could require you to work for all or part of your shift or permanently at a different facility when it is considered "reasonable".
- **Long Service Leave**  
Reduces leave after 15 years service from the current 1.5 months to 1 month for every 5 years worked. Removes entitlement to have LSL paid out if you leave after 5 years.
- **Workload Clause**  
Removes your legal right to deal with staffing problems.
- **Fair Work Commission**  
Removes your right to have the Fair Work Commission keep your pay and conditions legally enforceable.
- **Training, Education, Professional Development**  
Removes these entitlements from the agreement.

### Still NO response to your claims!

This shows where Christadelphians priorities are! Your employer has been busy putting proposals to your Union that remove your existing conditions.

It is time your employer backed away from ALL their claims to cut your conditions and start responding to your claims for better pay and conditions. We will be in a position to report back on your claims following the next meeting.



**For more info call Ben Donnelly on 8595 1234**

Authorised by Brett Holmes, General Secretary, NSWNMA, and Branch Secretary, ANMF NSW Branch, 27 Oct 2016. 2016-128 - Christadelphian Homes Ltd - 5100293



# Christadelphian Draft Claim

as at 26 October 2016

YOUR EMPLOYERS' CLAIM	CURRENT STATUS
Public Holidays - Additional Public Holiday removed	Cut
Long Service Leave - Reduced entitlement	Under discussion
Access to the Independent Umpire - Removed in the draft agreement	Under discussion
Training and education for nurses - Removed in the draft agreement	Under discussion
Study/Examination /Conference /Professional Development - Removed in the draft agreement	Under discussion
Attendance at Meetings and Fire Drills - Removed in the draft agreement	Under discussion
Union Representative Leave - Removed in the draft agreement	Under discussion
Labour Flexibility - Removed in the draft agreement	Under discussion
Staff Amenities - Removed in the draft agreement	Under discussion
Workloads Clause - Removed in the draft agreement	Under discussion
Transfer between facilities - Added in the draft agreement	Under discussion
Annual Leave - Removed ones weeks leave for every nurse	Withdrawn
Salary Packaging - Removed in the draft agreement	Withdrawn
Uniform Allowance - They wanted to stop paying laundry allowance after 5 days leave.	Withdrawn
Laundry Allowance - They wanted to stop paying uniform allowance after 5 days leave.	Withdrawn
Broken Shifts - Expanded circumstances where nurses could be made to work broken shifts	Withdrawn
Reasonable request to work Overtime - Removed in the draft agreement	Withdrawn
Paternity Leave - Includes 3 weeks top up pay	Improvement
Personal/Carers Leave - Requirement for a medical certificate in increased from 3 to 4 days single days absences.	Improvement



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