



IN REPLY PLEASE QUOTE: BH:KW
Ref: 16/1209
4 November 2016

Mr Ross Peden
Chief Executive Officer
Christadelphian Aged Care
1 Arab Road
PADSTOW NSW 2211

Via email: rpeden@chomes.com.au; admin@chomes.com.au

Dear Mr Peden

Without Prejudice

The ANMF NSW Branch has serious concerns about the hostile and negative approach Christadelphian Aged Care has taken in negotiations by seeking to cut core conditions of nurses.

Rather than the standard, reasonable and fair approach of using the conditions in the existing Enterprise Agreement as the starting point for negotiations, Christadelphian Aged Care has insisted that the negotiations be based on a draft agreement prepared by your lawyers. That draft agreement removed over 17 conditions that currently apply to nurses; it also made other changes that affect the integrity of some of the remaining clauses.

We have now had five bargaining meetings and there is no agreement from Christadelphian to reinstate many of the conditions removed in Christadelphian's draft agreement. This approach is extremely disappointing and an exercise in removing the rights of nurses and cutting their conditions, not an exercise in producing a simplified document.

We sought at today's meeting that the existing clauses that have been removed and that contain the following core conditions for nurses be maintained in the proposed enterprise agreement:

1. Additional public holiday (Nurses Picnic Day).
2. Guaranteed access to arbitration in the disputes clause.
3. Workload Management.
4. Entitlement to have Long Service Leave paid out on termination after 5 years.
5. Union Representative Leave.
6. Study/Examination /Conference /Professional Development Leave.
7. Training and Education for nurses.
8. Attendance at Meetings and Fire Drills.
9. Changes made to other the existing conditions.
10. We note that you have removed your claim to be able to be able to permanently change an employee's place of work, however we request that any temporary change to an employee's place of work only be by request of the employer and not required by the employer.

Address all correspondence to: Branch Secretary, 50 O'Dea Avenue Waterloo NSW 2017

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At today's meeting we detailed our members' claims, including explaining and advocating for the staffing claims that we first provided on 7 September. In addition to our claim to maintain existing conditions we bring to your attention our claim for safe staffing.

Safe Staffing and Workloads

Our members have told us that staffing levels at Christadelphian are having a negative impact on the care of residents and that the workload is putting pressure on nurses. We provided numerous examples of this at today's meeting.

Despite the concerns of your employees you have removed the Workload Management clause. This significant clause is standard in the industry and provides a process for workload issues to be addressed to ensure safe resident care.

We note that your values include operating with kindness, integrity and respect. We ask that you consider these values in the context of these negotiations and revise your position on cuts to nurses' conditions and commit to resolving the staffing issues at Christadelphian Aged Care.

At today's meeting we asked that Christadelphian Aged Care:

1. Withdraw the outstanding claims that cut nurses conditions and reinsert all the relevant clauses;
2. Respond to our claim for safe staffing and ensure that the agreement contains a commitment to replacement of leave and safe staffing levels; and
3. Make a fair pay offer effective 1 October 2016.

We consider negotiations have reached a very serious point and we request consideration by senior management and a response as soon as possible.

Please contact Katherine Wild of this office on 8595 1234 if you would like to discuss the above.

Yours sincerely



BRETT HOLMES

Branch Secretary

Australian Nursing and Midwifery Federation NSW Branch

CC: NSWNMA/ANMF NSW Branch members employed by Christadelphian Aged Care