

# NSWNMA 2021 Award Claims SNAPSHOT

To deliver safer patient care, the Berejiklian Government must introduce shift-by-shift nurse to patient ratios and safer workplaces for nurses and midwives – on every ward, in every hospital. If Victoria and Queensland can do it, so can NSW!

## Ratios Claims

### Nurses and midwives need:

**Ratios applied shift-by-shift**, based on the actual number of patients in each unit

**In charge of shift in addition** to minimum ratios and without a patient load

**'Specials' in addition** to ratios or rostered staffing minimums

**AINs and AIMs in addition to minimum ratios** and only where clinically appropriate

### Introduce a new ratios system – city and country

**Ratios for all adult inpatient medical/surgical** wards across the state, including small hospitals and MPSS

Up to date ACORN Standards to apply in **perioperative services**

**Ratios: 1:3 Paediatric, 1:3 EDs, EMUs and MAUs; critical care** latest critical care standards to apply (adult, paediatric and mental health); a ratios-equivalent system in **community/community mental health, short stay** wards, **drug and alcohol** services; and guaranteed staffing for **outpatient clinics**

Improved claim for **maternity services**, including post-natal, additional staffing principles

**Non-maternity patient care is excluded** from Birthrate Plus® staffing

**Newborns counted** in numbers when determining maternity staffing

Revised, better ratios for adult **inpatient mental health** units in general & dedicated hospitals. Support for clinical supervision for Community Mental Health nurses

1.4 FTE **CNE/CME** for every 30 nursing and midwifery staff, rostered on all shifts

**Peer Group D and F3 MPS** – minimum 3 nurses or midwives, 2 of which must be RNs

# Pay and Conditions Claims

**4.7% increase in pay and wage-related allowances** per year plus superannuation. Next pay increase due July 2021

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**Free permanent parking and improved access** for all nurses and midwives

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**Extend special allowance** for Telephone Counselling to add Consulting

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## **Update and improve definitions:**

- New definition of Professional Standard
  - New definition of Assistant in Midwifery
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## **Leave arrangements**

- Surrogacy Leave
  - Update parental leave provisions to remove discriminatory references
  - Access to paid pandemic leave for carers responsibilities
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## **Work Health & Safety**

- Annual fit testing for N95 respirator masks for all nurses and midwives
  - Safety in outdoor COVID testing clinics
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## **Miscellaneous Award improvements**

- Improve hours of work clause to ensure your genuine agreement, addressing the state-wide problem of Waiver Forms removing your right to a 10 hour break between shifts
  - Expand Scope of Grading Committee to include Nurse and Midwife Managers
  - Ensure annual leave and overtime is clear for part-time employees
  - Ensure overtime wording is clear and applies to overtime prior to shift just as it does at the completion of your shift
  - Overseas recognition for incremental purposes
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