

NSWNMA 2023 Award Claim SNAPSHOT

A shift by shift nursing and midwifery ratios system must be introduced into the NSW public health system to restore patient care and safe staffing levels. This will enable nurses and midwives to deliver the high quality care all patients deserve, regardless of where they live.

RATIOS CLAIMS

Nurses and midwives need:



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



'Specials' in addition
to ratios or rostered staffing minimums



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



AINs and AIMs in addition to minimum ratios

A safe and enforceable ratios system across metropolitan and regional sites

Ratios for **all** adult inpatient medical/surgical, rehabilitation and palliative care wards across the state.

Ratios includes claims for: **1:4** in medical/surgical wards and MAUs; **1:3** in EDs, EMUs, paediatrics, inpatient mental health and postnatal wards; **1:2** in CCUs and HDUs/COUs; and **1:1** in ICU/PICU/MHICUs.

Application of the latest ACCCN Workforce Standards for critical care.

A ratios-equivalent system in community/community mental health, short stay wards, drug and alcohol services; and guaranteed staffing for outpatient clinics.

Up-to-date ACORN Standards to apply in perioperative services.

Improved claim for maternity services (1:3 midwives in postnatal) and Birthrate Plus® staffing reviews.

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

Peer Group D and F3 MPS to have a minimum of 3 nurses or midwives, 2 of which must be RNs.

PAY AND CONDITIONS CLAIMS

A 10% increase in pay and wage related allowances plus superannuation effective from 1 July 2023

- subsequent year increases aligned with CPI
- 100% salary packaging
- Pay equity and work value increases to be explored

Regional and Rural Staffing

- A new allowance for regional and rural nurses holding FLECC, ENECC or equivalent qualifications and working in regional and rural sites

Personal Protective Equipment

- A PPE allowance where full PPE is required to be worn for the majority of a shift
- A mandatory 15 minute PPE break every 2 hours where full PPE is worn

Breaks and fatigue prevention

- A mandated right to consecutive days off rather than 'where practicable'
- A right to disconnect where a nurse or midwife can opt out of receiving communications from their employer outside of rostered working hours
- Confirmation of the right to leave early or be paid overtime where paid breaks are not provided
- An entitlement to meal/rest breaks and the provision of a meal where overtime is worked prior to the commencement of a rostered shift
- A requirement for the provision of transport home after overtime if ordinary mode of transport is not available or is unsafe (for example due to fatigue or the time of day/night) and an entitlement for an employee to remain on paid overtime until they have reached place of residence

Allowances and leave

- The extension of the on-call allowance to Nurse Managers Grade 4 and above
- An equitable meal allowance for Patient Transport Service staff
- An allowance for nurses working in the role of Neonatal & Paediatric Emergency Transport Service
- Amendments to maternity leave and leave for matters arising from family violence provisions to reflect current NSW Government parental leave and domestic and family violence leave entitlements
- Improvements to current overtime meal allowance provisions to include employees right to elect of monetary payment in lieu of meals and inclusion of requirement for provided meals to be of adequate quantity, wholesome and fresh
- A requirement for an on-call roster to be developed where there are insufficient casual staff available to cover unexpected leave
- Increase in sick leave entitlements to include the equivalent of 15 days sick leave per year
- Extension of current FACS entitlements to include urgent care for animals
- Improved and protected professional development leave entitlements to include additional 5 days professional development leave, exclusive of mandatory and in-house training

Additional Award improvements

- A pay parity clause for nurses and midwives working in multi-disciplinary teams
- A guaranteed entitlement to supernumerary time for Transition to Practice nurses and midwives ("new graduates") during their first year of new graduate employment (5 clinical shifts at the immediate start of a new graduate rotation and 3 clinical shifts for subsequent rotations)
- Improvements to domestic duties clause to provide requirement for bed cleaners
- A requirement for overtime hours to be included in a calculation of an employee's salary progressions
- An extension of current grading committee provisions to require a committee to be convened to consider requests or proposals to establish or alter the grading of any nursing position