



our fight continues

PHS CAMPAIGN UPDATE

The NSW government continues to avoid holding further discussions with your union to resolve the ongoing pay dispute. Premier Chris Minns and the Treasurer Daniel Mookhey are pushing for the Industrial Relations Commission (IRC) to resolve this issue through arbitration – that is to have the IRC take ownership of your pay outcome.

The government has applied to progress its inadequate pay offer of 3% per year for three years and it has failed to address many of the fair and reasonable claims we've put forward.

To stop this outcome – we must now lodge a counter claim in the IRC.

The consequence of this is that we can no longer partake in industrial action. The government believes nurses and midwives will simply sit down and be quiet. It is mistaken!

That may be business as usual for Labor, but our pressure is just ramping up.

Our political and community campaign can, and will, push on. We have no intention of walking away from this fight, and our priority is to force the government to make a decent pay offer.

The NSWNMA will now mount a clear and justified case to the IRC. Simply put, doing nothing is not an option at this stage.

This government cannot be allowed to ram through a three-year award that offers only 3% per annum. Allowing Chris Minns to continue his agenda of underpaying nurses and midwives would see us locked out of further Award negotiations until 2027.

This simply is not good enough.



Scan the QR code & get involved

[nswnma.info/
PHS_getinvolved](https://nswnma.info/PHS_getinvolved)



Your key questions answered

What happens once our claim is lodged?

A full bench of the IRC will weigh up the arguments put forward by both the state government and the NSWNMA. The bench will then decide what your wages will look like through to 2027.

When will we have an outcome?

It is expected this process will take several months, and this dispute may not be resolved until mid to late 2025.

How have we got to this point?

This is the result of the appalling failure of the Premier and Treasurer to negotiate with nurses and midwives. Throughout this process, your union has been there every step of the way to negotiate in good faith. This government has let you down, and we plan to hold them accountable.

What will our claim look like?

We cannot underestimate the mammoth task of pulling together our justified claim. We will put forward the biggest case ever run in our state's history. We will be arguing for a pay rise, over multiple years that recognises:

- Two decades of intensifying workloads which you haven't been compensated for.
- Evidence regarding the recruitment and retention challenges you're experiencing.
- The productivity gains you've missed out on for over a decade.
- A correction of the gender-based undervaluing of nursing and midwifery work in this state.

Will I have a say in this claim?

We will be asking for members' input over the coming weeks as we finalise our evidence. There will be opportunities for member involvement and input throughout the case.

Why can't I take industrial action?

We know taking industrial action, especially strike action, is what members feel particularly passionate about. This kind of action is what is traditionally associated with a campaign. However, unfortunately, this is no longer an option for us.

Now we have been forced to notify the IRC that we intend to progress with our counter claim, members will be unable to take part in industrial action in support of our campaign. If we take industrial action, the IRC will not hear our case. Only the government's case will be heard. **We cannot afford to jeopardise our chance of making a fair argument to the IRC.**

If industrial action is off the cards, what can I do to continue the fight?

This is where our political and community campaigning is crucial. We must ensure our pressure is reaching new heights on this government.

Soon we will begin exposing Labor MPs who are failing their communities by not backing our campaign for a better pay deal.

Branches will meet to discuss specific tactics you can deploy in your community. We need all state MPs to commit to backing our fight for additional funding for health. Without these resources, we will be unable to recruit and retain the staff necessary to see ratios rolled out in New South Wales.

What can I do right now to turn up the heat?

Before your branch meets, there are steps you can take right now to drum up support. Contact your MP and encourage your family, friends, and colleagues to do the same. Remember, electoral offices may be closed over the holiday period. If you have no luck reaching your MP, try again later.

If you've already spoken with your MP, keep up the pressure and check in with them again. We need MPs hearing from nurses, midwives and their allies all day, every day!

Make sure the politicians know what is at stake if nurses and midwives don't receive a competitive pay offer.

We won't be going away, and we must ensure this government is well aware of it.