

3 January 2017

## Campaign update 1

# Campaign for better wages, workloads and conditions

### 1. Private for-profit and not-for-profit aged care log of claims finalised

Private for-profit and not-for-profit aged care members, who attended the statewide members meeting on 29 November, endorsed the log of claims for the next round of enterprise bargaining. ANMF (Vic Branch) Council also endorsed the log of claims at its meeting on 13 December 2016.

The Federal Government's aged care funding cuts and changes to the aged care funding instrument have created a 'challenging environment' for next year's EBA negotiations. However, it is important to remember many aged care providers will still make reasonable profits per bed.

The log of claims includes:

- a 13 per cent wage rise over four years
- additional catch up payments where nurses and personal care workers are receiving below standard industry rates
- abolition of low care rates for registered and enrolled nurses
- a full-time registered nurse on site at each campus of each facility
- a clinical care coordinator rostered on a Monday to Friday morning shift
- registered nurse: resident ratios for each shift. For example, on an AM shift, one registered nurse for up to 30 residents, plus one registered nurse for 45-74 residents. On weekends and public holidays at least one registered nurse for each 40 residents on both morning and afternoon shifts. Plus staffing requirements in respect to skill mix and the overall number of staff (registered and enrolled nurses and personal care workers) on any given shift
- a three-level career structure for enrolled nurses, consistent with the public sector
- enrolled nurse endorsement allowance rolled into the hourly rate in a new EN Level 2
- amendments to the personal care worker four-level career structure to enable advanced PCW 2 carers (those with Certificate III), currently restricted to Wage Skill Group 6, to be appointed to Wage Skill Group 8 (currently reserved for Certificate IV PCWs)
- exam leave for personal care workers and enrolled nurses
- paid time at home to complete online learning where an employer cannot provide computer facilities or adequate paid time at work for continuing professional development
- improvements to the long service leave clause
- the introduction of domestic violence leave
- improved redundancy provisions (including where there is a partial loss of hours).

[Read the resolution from the statewide members meeting](#)

[Read the log of claims](#)



ANMF members at the Aged Care statewide meeting on 29 November

## 2. What happens next?

ANMF will send the log of claims to aged care employers' representatives early in 2017 to start the bargaining process with facilities where the current agreement is due to expire.

## 3. I believe aged care wages, workloads and conditions should be better. What can I do?

Two key factors determine how aged care employers will respond to your claims for improved wages and conditions. One is Federal Government funding. The other you have more control over and that's how involved nurses and personal care workers are at your workplace.

To learn how you can be more involved and directly influence the level of improvement to your wages and conditions, Job Reps and members are encouraged to register for one of our upcoming aged care EBA planning and information days.

The free, one-day seminars will be held at ANMF House, 540 Elizabeth Street, Melbourne.

**Friday 20 January 2017**, 9am – 4.30pm. Register online <https://goo.gl/zKRenq>

**Tuesday 14 February 2017**, 9am – 4.30pm. Register online <https://goo.gl/guW4QU>

**Monday 20 February 2017**, 9am – 4.30pm. Register online <https://goo.gl/yxdmOs>

Register early, to secure your place!

## 4. Why you get paid what you get paid

Less than 30 years ago, whether a nurse or a carer, you were paid the same rate for the same work in a public hospital as in a private aged care facility. Now aged care rates are up to 25 per cent less.

This occurred when Australia moved from having industrial tribunals determine your actual conditions of employment, to a process called 'enterprise bargaining', where employees (usually represented by unions) negotiate an agreement for wages and conditions to apply only with your employer. While this has been an advantage for nurses and midwives in the public health sector, who have achieved vastly improved wages and conditions through bargaining, the same cannot be said of nurses and carers in private aged care.

## 5. Why can't ANMF negotiate public sector wages and conditions in private aged care?

There are two broad reasons. The funding of private aged care is controlled by the Federal Government. To achieve public sector wages the government would need to provide additional funding, and your employer would need to agree to use it for this purpose. ANMF has achieved extra funding in the past, on two occasions, and both times private aged care providers refused to quarantine the additional funding for wages.

## 6. When does the campaign begin?

Each current enterprise agreement has a 'nominal expiry date' contained in it. Usually an agreement goes for three to four years, and usually once we are within three months of its 'nominal expiry date' we commence the process of campaigning for a new agreement. The agreement doesn't actually expire, it is just a date that signals the start of bargaining for a replacement agreement.

## 7. Eight ways to support your campaign for better wages, workloads and conditions

Apart from attending one of the aged care EBA planning and information days here are eight ways to improve your wages and conditions:

1. Invite your colleagues to [join ANMF](#). Analysis of agreements shows we achieve better wages and conditions in workplaces that have strong membership.

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2. Attend ANMF members meetings to discuss the progress of talks and be involved in decisions that affect your wages and conditions.
3. Ensure you have at least one Job Rep in your aged care facility. Job Reps are a point of contact between members and the union and improve communication. Call your ANMF Organiser on 9275 9333 to nominate or [download a brochure](#) from the Reps section of the website.
4. Read ANMF emails and newsflashes. We only send them if they're important.
5. Like the [ANMF Facebook page](#) and change your settings to see our posts first. You'll hear the latest news here and you'll be able to read, support and show support for the aged care campaign. Members are encouraged to read our [social media policy](#).
6. Update your contact details, particularly email and workplace on the [ANMF member portal](#) so you receive the news and information that is relevant to you.
7. Distribute the Value Recognise Reward bumper stickers and flags – your Organiser and the ANMF recruitment team will bring them on their next visit to your facility.
8. Buy a \$10 Value Recognise Reward T-shirt from the [ANMF web shop](#).

### **Our strength is our membership**

Please forward this email on to your colleagues and ask them to consider the [benefits of joining ANMF](#) and the campaign to improve wages, workloads, working conditions and their ability to provide safe resident care.