

ESTIA HEALTH CAMPAIGN UPDATE 1

TUESDAY 2 AUGUST 2017

Negotiations with Estia Health management to start

1. Negotiations start for safer staffing levels, better resident care and wage increases

ANMF is scheduled to begin negotiations with Estia Health management for improved nurses' and personal care workers' wages and working conditions, safer staffing levels and better resident care.

The first meetings with your employer will be held on Wednesday 16 and Tuesday 29 August 2017.

The current Estia Health agreement expired on 31 May 2017.

Estia Health has 27 aged care facilities across Victoria. These facilities are covered by 12 expired enterprise agreements as a result of Estia Health's business acquisition program over the last four years. Having multiple agreements means nurses and personal care workers are earning substantially different pay rates for the same work across these facilities.

Lower pay rates are also a legacy of nursing homes that have been categorised historically as 'low care' (originally 'hostels'). ANMF is seeking to negotiate a single agreement with a single pay structure that reflects the reality that all aged care facilities are now only high care.

2. ANMF to visit Estia Health workplaces

In the lead up to the negotiations, which start mid-August, ANMF organisers and staff will visit every Estia Health nursing home to discuss:

- the negotiation process
- how your pay rate compares within the Estia Health group and with other Victorian aged care employers
- your claims for improved wages and conditions and safer staffing levels.

Members will be able to raise additional issues that are important to you or your colleagues at your facility. It will also be an opportunity to nominate as an ANMF Job Rep or encourage your Estia Health nursing and personal care worker colleagues to join ANMF.

ANMF will advise visit dates to members via email and text message. Please ensure your member and contact details are up to date via anmfvic.asn.au/memberportal

3. Our challenge

We will be negotiating fair wages and safer staffing levels in a challenging environment that includes:

- the Federal Government's \$1.6 billion aged care funding cuts and changes to the aged care funding instrument
- national private sector wage outcomes for all industries of around two per cent per year
- an annual inflation rate of about 2 per cent.

However, it is important to remember many aged care providers will still make reasonable profits per bed – for some it is up to \$13,000 per bed before tax and depreciation.

This is about your work, your residents and your life.

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4. The wage claim

ANMF members are seeking a 13 per cent pay rise over four years – or 3.25 per cent per year on average across the agreement, for those already on standard rates of pay.

The following table indicates examples of standard industry rates for the most typical classifications across the Victorian private aged care sector:

classification	standard rates May 2017		standard rates May 2021	
	weekly rate	hourly rate	weekly rate	hourly rate
WSG 6 Year 6 (Cert III Personal Care Worker)	\$911	\$23.97	\$1004	\$26.42
WSG 6 Year 6 (Cert IV Personal Care Worker)	\$946	\$25.26	\$1044	\$27.47
Enrolled Nurse Pay Point 5	\$1014	\$26.68	\$1120	\$29.47
Enrolled Nurse Pay Point 8	\$1068	\$28.11	\$1180	\$31.05
Registered Nurse Grade 2 Year 9	\$1401	\$36.87	\$1545	\$40.66
Registered Nurses Grade 4A Year 2	\$1603	\$42.18	\$1768	\$46.53
Registered Nurse Grade 5 (51-200 beds)	\$1713	\$45.08	\$1880	\$49.47

These rates apply to Aged Care Services Australia Group (ACSAG), BlueCross, Villa Maria/Catholic Homes, ARCARE, Royal Freemasons and many more. **But where does Estia Health sit?**

Currently, **nurses' pay rates** at around 10 out of the 27 Estia Health facilities meet the industry standard. **Seventeen pay below standard industry high care rates, with 11 significantly below.**

Personal care workers' pay rates at around 15 of the 27 Estia Health facilities are at or within one per cent of the industry standard rate in the table above. **This means 12 sites are below standard rates, with six significantly below.**

In addition to the wage increase that will apply to all nurses and carers, the ANMF is seeking catch up payments for the Estia Health nurses and personal care workers who are paid significantly less than the Victorian standard rates. **This catch up claim applies to a number of Estia Health sites, including Plenty Valley, Ringwood, Knoxfield, Bentleigh, Prahran, Leopold Wodonga, Bannockburn, Glen Waverley and Wattle Glen.**

ANMF is seeking a four-year agreement and uniform wages for all staff of at least industry standard rates by May 2021. The predicted standard rates in May 2021 are those set out in the table above (based on standard 2017 rates plus 10 per cent increases up until May 2021). These are the rates already achieved in negotiations with the major aged care providers listed above.

5. What are the key claims ANMF members are asking for?

After consultation with private aged care members last year, the ANMF developed a 'log of claims', which is a list of things that members tell us are important to them. The log of claims was approved by a statewide ANMF aged care members meeting and then endorsed by the ANMF Branch Council in late 2016.

ANMF is seeking an improved skill mix and ratios to ensure members can provide safe, quality resident care. We will also be seeking improved conditions including the introduction of family violence leave, the introduction of paid parental leave and a fairer calculation of long service leave which doesn't disadvantage those reducing their hours as they move toward retirement.

Specific personal carer claims include career structure improvements, exam leave and a fifth week of annual leave for Monday to Friday shift workers.

Here's a summary of the private and not-for-profit aged care claim, which has been sent to your employer:

- 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

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- abolition of low-care rates for registered and enrolled nurses
- a full-time registered nurse on site at each campus of each facility and at least two at night for facilities of 85 beds or more
- a clinical care coordinator rostered on a Monday to Friday morning shift
- 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 on the basis of 1:7 on AM, 1:8 on PM and 1:15 on night shift
- a three-level career structure for enrolled nurses, consistent with the public sector, rolling in the 4% medication allowance into a new Level 2 Authorised EN
- 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
- improvements to the long service leave clause
- improvements to paid parental leave
- the introduction of family violence leave
- improved redundancy provisions (including where there is a partial loss of hours).

Read the full log of claims anmfvic.asn.au/agedclaim17

How your employer responds to your claims for improved wages and conditions and safer staffing levels depends on how involved in your campaign you and your nursing and personal care worker colleagues are at your workplace.



Do you have a Job Rep? Does your nursing home have an ANMF Job Rep? You can be involved as much or as little as your circumstances allow. It's an important role that connects the union to your workplace. If you are a strong believer that you and your colleagues should be valued, recognised and rewarded for the important work you do, now is the time to become a Job Rep. Ask your Organiser or visit anmfvic.asn.au/reps



Important links

Log of claims aged care members are seeking anmfvic.asn.au/agedclaim17

Value Recognise Reward aged care EBA campaign page anmfvic.asn.au/agedcareVRR

Encourage your colleagues to become an ANMF member anmfvic.asn.au/joinANMF