

BlueCross EBA 2017

VALUE ► RECOGNISE ► REWARD ►

Aged care nurses and personal care workers



Australian
Nursing &
Midwifery
Federation
VICTORIAN BRANCH

May 2017. Campaign update #2.

ANMF BlueCross campaign billboard starts

ANMF to hold members meetings at all BlueCross aged care facilities in May

ANMF will hold members meeting at all BlueCross workplaces during May to provide an update on the ANMF's negotiations with your employer to improve your staffing levels, resident care, working conditions and wages.

Members will receive an email and a text message from ANMF advising your meeting date and time details. Generally the meeting will be held at 2pm in your staffroom.

Apart from holding the members meeting, ANMF Organisers will be available at your workplace on that day between 1.30pm and 3pm. This will provide members with an opportunity to raise workplace issues, ask questions about the process to negotiate your wages and conditions and discuss the next steps.

Importantly analysis of our workplace agreements shows ANMF achieves higher wages, better conditions and better staffing levels where we have strong ANMF membership. Please encourage your nursing or personal care worker colleagues to speak to the ANMF Organiser at your workplace about joining their union or they can join online at anmfvic.asn.au/joinANMF

If your workplace does not have an ANMF Job Rep this would also be a perfect time to ask your ANMF Organiser about what the role involves and how it would benefit your workplace and your colleagues. You can read more or nominate at anmfvic.asn.au/jobrep

ANMF met with your employer on Friday 17 March and Thursday 20 April. The next meeting is scheduled for Friday 12 May and Friday 19 May.

ANMF is seeking a 13 per cent pay rise over four years – or 3.25 per cent, per year on average across the agreement. Until now BlueCross, along with several other large providers, has set the wages benchmark for private-for-profit aged care in Victoria. We want BlueCross to continue to set the standard.

ANMF has already secured in principle agreements with three other large aged care employers offering nurses and personal care workers wage increases of at least 10 per cent over four years.

More details about the improvements members are seeking can be found on page 2 of this update.

Your BlueCross enterprise agreement expires on Wednesday 31 May 2017. This does not mean the parties have to reach an agreement by this date, but this date does provide union members with additional options to further their claims.

ANMF BlueCross campaign billboard

ANMF Bluecross campaign billboards will be travelling around Melbourne during May promoting your campaign for safer staffing levels, better resident care and better wages. The billboards will appear outside your facility to ensure that residents, their families and the local community understand that your campaign and the ANMF's negotiations with your employer are important to everyone.



Campaign update #2 continued.

What are ANMF Bluecross members asking for?

After consultation with private aged care members last year, the ANMF has created a 'log of claims', which is really a list of things that members tell us are important to them. The log of claims was approved by ANMF aged care members and then endorsed by the ANMF Branch Council in late 2016. It was sent to your employer in January with a request to start negotiations.

The private-for-profit and not-for-profit log of claims, approved by aged care members 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. **These lower rates occur in 17 BlueCross facilities**
- 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)
- improved annual leave - an extra week for Monday to Friday shift worker carers and enrolled nurses and part-time registered nurses
- 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
- the introduction of family violence leave
- improved redundancy provisions (including where there is a partial loss of hours).

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, this is the list of improvements members are seeking: anmfvic.asn.au/agedclaim17

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

facebook.com/anmfvic