

Liferview Aged Care EBAs 2017

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Aged care nurses and personal care workers



Australian
Nursing &
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VICTORIAN BRANCH

16 June 2017. Campaign update #1.

Negotiations begin

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

ANMF has begun negotiations with Liferview management for improved nurses' and personal care workers' wages and working conditions, safer staffing levels and better resident care.

Each of the four Liferview facilities have separate but identical enterprise agreements (EA) as they have separate company structures. All agreements expired on 31 May 2017.

ANMF is seeking a 13 per cent pay rise over four years – or 3.25 per cent, per year on average across the agreement, along with improved skill mix and ratios to ensure members can provide safe, quality resident care. The ANMF appreciates that conditions in the industry are challenging as the Turnbull Government seeks to strip around \$1.6 billion in funding from aged care over the next four years.

At our meeting on Friday 9 June, Liferview offered a seven per cent pay rise over four years, plus a \$25 catch up for registered nurses and \$12.50 for enrolled nurses across the life of the agreement. However there was no offer to improve other conditions, except for a minor change to the professional development leave clause.

The registered nurse/enrolled nurse rates are just above standard 'low care' rates which apply to about 35 per cent of all aged care facilities in Victoria, however Liferview's rates are approximately \$95 below most standard high care rates:

- Registered Nurse (Grade 4A year 2) - \$1509.70 (which is slightly above the \$1485 for standard low care but well below standard high care rate of \$1603)
- Enrolled Nurse (PP8) - \$1036.20 (slightly above the \$1022 for low care standard rate but well below the \$1068 standard high care)

'Low care' rates are paid in aged care facilities that were historically known as a low care 'hostel' and only had low care residents. The federal government ageing in place policy introduced in the 1990s means hostels and low care-only facilities no longer exist, but under our agreements employers can legally continue to pay the low care rate. ANMF is working towards employers eliminating the gap between low care and high care nurses' pay rates.

Other major providers such as ACSAG, Arcare, Royal Freemasons and BlueCross have already agreed to 10 per cent wage increases over four years. Most smaller providers with historical 'low care' nurses rates (like Liferview) are also agreeing to pay additional amounts to catch up their nurses rates to high care rates, in addition to the 10 per cent. All providers are agreeing to some changes to current conditions.

Personal care workers/health and allied service assistants are paid slightly above standard rates across the industry. Liferview's seven per cent offer will mean that all members will fall further behind comparable aged care providers, including personal care workers and support staff who are at or just above standard rates.

Support the campaign for safer staffing levels, better resident care and better wages.



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nurses and personal care workers in private-for-profit and not-for-profit nursing homes

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Supported by U. Fitzpatrick, Australian Nursing & Midwifery Federation (Victorian Branch), Melbourne



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Campaign update #1 continued.

It is not an offer than ANMF could recommend ANMF members to accept.

Workplace visits

ANMF organisers, elected officials and staff visited The Willows and Willow Wood to discuss claims for improved wages and conditions and safer staffing levels and update you on negotiations. They will visit:

- Argyle Court on Tuesday 27 June, 12pm to 3pm; and
- Emerald Glades on Wednesday 28 June, 12pm to 3pm.

We strongly encourage all members to attend and encourage your non-member colleagues to join us and the campaign, along with nominating a Job Rep.

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