

Bupa EBA campaign update 23

SATURDAY 7 OCTOBER 2017

BUPA INDUSTRIAL ACTION: DAY 5

Stop work meetings and community barbecues

1. Keep going! Stay red!

Stay strong and keep wearing your red aged care campaign t-shirts and handing out information.

Remember your action is legal and you cannot be told to take your t-shirt off. Members should be aware it is unlawful for management to coerce or order you to stop taking protected industrial action.

ANMF is pursuing legal and industrial remedies in workplaces where members have advised of harassment or intimidation.

If you believe you have been harassed or intimidated because of your action please advise ANMF via our online form at www.anmfvic.asn.au/BUPAreport

Also remember ANMF has a proud history of providing financial support to those who experience hardship. Forms will be available for applications next week.

[Read the latest media release](#)

2. Bupa's latest wage offer and nursing position redundancies

After 14 months of slow negotiations, Bupa's latest 11.25 per cent wage offer over a three-year agreement only came once management knew nurses and carers were taking protected industrial action.

Disappointingly the new wage offer was followed by Bupa announcing proposed nursing redundancies. Bupa cannot improve resident care in its nursing homes by cutting nurses. **An acceptable offer MUST address resident care, workloads and wages.**

Keep wearing red!

Bupa stop work meetings and community BBQs

for more nurses and carers and fairer wages

Monday 9 October

Bupa Ballarat 12.30 – 3.30pm
305 Smythes Rd, Delacombe
Speech by Lisa Fitzpatrick (Secretary)

Bupa Clayton 1.30pm – 3.30pm
12 Burton Avenue, Clayton

Tuesday 10 October

Bupa Portland 1pm – 3pm and 3pm – 5pm
83 Wellington Road, Portland

Bupa South Morang 1.30pm – 3.30pm
18 – 22 McGlynn Avenue, South Morang

Bupa Edithvale 2pm – 4pm
256 – 260 Station Street, Edithvale

Wednesday 11 October

Bupa Bendigo 1.30pm – 3.30pm
208 Holdsworth Road, Bendigo

Bupa Thomastown, 1.30pm – 3.30pm
89 Dalton Road, Thomastown

Bupa Mildura 2pm – 4pm
514 Deakin Avenue, Mildura

Bupa Sunshine, 2pm – 4pm
74 Devonshire Road, Sunshine

Please come along to support your Bupa ANMF colleagues, wear your red t-shirt!



#BeFairBupa

3. STOP WORK meetings and community barbecues

ANMF staff are working hard to prepare for the stop work meetings and barbecues at nine Bupa nursing homes next week. Details are:

On **Monday 9 October** a stop-work meeting and barbecue will take place at:

Bupa Clayton (1.30pm-3.30pm) [Clayton flier](#)

Bupa Ballarat (12.30pm-3.30pm) [Ballarat flier](#)

On **Tuesday 10 October** a stop-work meeting and barbecue will take place at:

Bupa Edithvale (2pm-4pm) [Edithvale flier](#)

Bupa Portland (1pm-3pm and 3pm-5pm) [Portland flier](#)

Bupa South Morang (1.30pm-3.30pm) [South Morang flier](#)

On **Wednesday 11 October** a stop-work meeting and barbecue will take place at:

Bupa Bendigo (1.30pm- 3.30pm) [Bendigo flier](#)

Bupa Mildura (2pm-4pm) [Mildura flier](#)

Bupa Sunshine (2pm-4pm - time has been corrected) [Sunshine flier](#)

Bupa Thomastown (1.30pm-3.30pm) [Thomastown flier](#)

ANMF staff, visiting facilities over the weekend, will have copies of the meeting fliers so you can invite residents, relatives and the local community.

Members who are not rostered on to work are also encouraged to attend one of the meetings and barbecues to show your support.

4. Stage two industrial action at selected facilities

At this stage, only the facilities listed above will begin stage two protected industrial action from 7am on the day of their stop work meeting.

Bupa Clayton and Bupa Ballarat start from 7am, Monday 9 October. Bupa Edithvale, Bupa Portland and Bupa South Morang start from 7am, Tuesday 10 October. Bupa Bendigo, Bupa Mildura, Bupa Sunshine and Bupa Thomastown start from 7am, Wednesday 11 October.

The protected industrial actions are:

1. A ban on the completion of any paperwork or electronic forms related to the Aged Care Funding Instrument (ACFI), with no retrospective completion of such paperwork. Note – this is distinct from clinical paperwork in the resident history.
2. Finishing and commencing duty at the rostered times unless overtime is approved, in writing, in advance.

Please note: The current protected industrial action of wearing t-shirts and distributing campaign information to residents and their families will continue at all 26 Bupa sites until further notice.

More facilities will be able to join the stage two action soon.

Action is ongoing until a resolution is reached.

5. Support for your campaign

The scale of your Bupa protected industrial action is unprecedented in Victorian aged care and is raising the significant issue of understaffing in nursing homes in the media. In six days your online petition at anmfvic.asn.au/Bupapetition has passed 1500 signatures – keep signing and sharing.

You're not alone - if you need a boost – check out your colleagues' messages of support on our [Facebook page](#).

Photos of members wearing their red aged care campaign t-shirts can be shared on [ANMF's Facebook page](#), website and updates by emailing media@anmfvic.asn.au

6. Stronger together

We're stronger together. Encourage your colleagues to be part of the campaign for better wages and better staffing levels and skill mix. Invite them to join ANMF online at anmfvic.asn.au/joinANMF

For more information visit the Be Fair Bupa campaign page at anmfvic.asn.au/Bupa