



**Australian  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

ANMF House  
535 Elizabeth Street  
Melbourne Victoria 3000  
ABN 80 571 091 192  
Box 12600 A'Beckett Street PO  
Melbourne Victoria 8006  
[anmfvic.asn.au](http://anmfvic.asn.au)  
t 03 9275 9333  
f 03 9275 9344  
e [records@anmfvic.asn.au](mailto:records@anmfvic.asn.au)

# MEDIA RELEASE

Friday 13 October 2017: BUPA INDUSTRIAL ACTION DAY 11

## **Bupa's offer must address workloads and wages: stop work meetings continue**

### **Monday 16 October**

Bupa Greensborough, 2pm-4pm, 264 Diamond Creek Road, Greensborough

### **Tuesday 17 October**

Bupa Bellarine Lakes (Geelong area), 1.30pm-3.30pm, corner of Bellarine Highway and Resort Boulevard, Moolap

### **Wednesday 18 October**

Bupa Eastwood (Bairnsdale area), 12.30pm – 2.30pm, 55 Timbarra Drive, Bairnsdale

Bupa nurses and carers protected industrial action for better staffing levels, better resident care and better wages will continue next week.

There are now almost 1000 nurses and carers participating in the campaign across Bupa's 26 Victorian nursing homes.

Bupa has significantly improved its wage offer since the industrial action began on Tuesday 3 October.

In December 2016 Bupa offered a 2.1 per cent wage offer in a one-year agreement and no other changes. Since nurses and carers began protected industrial action last week Bupa has offered 11.25 per cent in a three-year agreement. Bupa nurses' and carers' are amongst the lowest paid in the Victorian aged care sector and their last wage increase, of 1.75 per cent, was 17 months ago.

Bupa announced senior clinical nursing position redundancies on 3 October.

ANMF (Vic Branch) has been unable to recommend the wage offer to its members because it does not address significant inadequate staffing issues – including the number of nurses and carers rostered on every shift, particularly night shift where one carer can be allocated 20-25 residents each, or the failure of management to replace nurses and carers on unplanned leave.

Following a stalemate in the 14-month negotiations, ANMF this week requested the assistance of the independent umpire. Negotiations were held on Wednesday 11 October and are scheduled on Thursday 19 October in the Fair Work Commission with the assistance of Senior Deputy President Hamilton.

Australian Nursing and Midwifery Federation (Victorian Branch) offices:

Ballarat Bendigo Geelong Melbourne Morwell Shepparton Swan Hill Wangaratta Warrnambool

On Monday 16 October the Federal Court of Australia will hear ANMF's case about failure to consult staff and the union as part of its decision to make nurses redundant. Bupa announced the proposal on 3 October, intended to decide who would work in the remaining positions by 6 October, and planned to implement it on 12 October.

All of Bupa's 26 Victorian nursing homes are participating in stage-one protected industrial action which includes wearing red aged care campaign t-shirts every shift, distributing campaign information to residents, their families and the community and speaking to the media.

Nine Bupa nursing homes, which held stop work meetings and community barbecues this week, are participating in stage one and stage two protected industrial actions. The stage two actions are a ban on aged care funding paperwork, and working to rosters unless overtime is approved in advance and in writing. These nursing homes are Bupa Ballarat, Bupa Clayton, Bupa Portland, Bupa Edithvale, Bupa South Morang, Bupa Mildura, Bupa Bendigo, Bupa Sunshine and Bupa Thomastown.

Bupa Greensborough, Bupa Eastwood (Bairnsdale) and Bupa Bellarine Lakes (Geelong) will start stage two protected industrial action on the day of their scheduled stop work meeting and community barbecues next week.

Australian Nursing and Midwifery Federation (Victorian Branch) Assistant Secretary Paul Gilbert said: 'Inadequate staffing levels in aged care has become so normalised in a profit-driven aged care sector that employers appear blind to the consequences.

'Bupa nurses and carers should be so proud that their unprecedented industrial action has put a spotlight on aged care staffing numbers and is prompting people to ask what is a safe number of nurses and carers to look after our elderly loved ones?'

'The ANMF is trying to achieve safe nursing levels via an industrial instrument, but it would be far better if our federal politicians saw the need to enforce minimum nursing levels in the Aged Care Act.'

'Evidence-based nursing research will tell you that the Bupa Ballarat night shift ratio of two nurses and four carers looking after 144 residents is simply not enough.'

Media inquiries: Robyn Asbury 0417 523 252

### **All of Bupa's 26 Victorian nursing homes are participating in stage one protected industrial action**

Bupa Barrabool (Geelong)	Bupa Edithvale (stage 2 from 10 Oct)
Bupa Ballarat (stage 2 since 9 Oct)	Bupa Greensborough (stage 2 from 16 Oct)
Bupa Bellarine Lakes (Geelong) (stage 2 from 17 Oct)	Bupa Kyneton
Bupa Bendigo (stage 2 from 11 Oct)	Bupa Mildura (stage 2 from 11 Oct)
Bupa Berwick	Bupa Portland (stage 2 from 10 Oct)
Bupa Bonbeach	Bupa South Morang (stage 2 from 10 Oct)
Bupa Caulfield	Bupa Sunshine (stage 2 from 11 Oct)
Bupa Clayton (stage 2 from 9 Oct)	Bupa Templestowe
Bupa Coburg	Bupa Thomastown (stage 2 from 11 Oct)
Bupa Croydon	Bupa Traralgon
Bupa Donvale	Bupa Windsor
Bupa Eastwood (Bairnsdale) (stage 2 from 18 Oct)	Bupa Wodonga
Bupa Echuca	Bupa Woodend