

Vote **YES** again

The Fair Work Commission requires Bupa to hold a second ballot to approve your agreement



Bupa EBA campaign update 34

FRIDAY 12 JANUARY 2018

New ballot required

Members are advised that the Fair Work Commission requires Bupa to hold a new ballot of all Victorian employees to approve your proposed enterprise agreement.

The need for a second ballot is due to a technical error. The latest approved version of the Fair Work Commission's form was not used when Bupa issued its Notice of Employee Representational Rights (NERR) last year. A number of employers have been affected by the same issue.

The NERR is a written notice of your 'right to be represented by a bargaining representative' (such as ANMF) in negotiations for an enterprise agreement.

Bupa is required to issue the correct NERR, which it did on Thursday 11 January. It can hold a ballot 21 days after the NERR is published.

Bupa nurses and carers have already overwhelmingly voted to approve the agreement and ANMF shares members' disappointment about the delay.

Bupa has advised that it will pay back pay and the first pay rise following a positive ballot result rather than following formal approval of the agreement from the Fair Work Commission.

Ironically ANMF members, when they vote YES, are likely to receive their first pay increase and back pay sooner because of the error.

ANMF recommends members VOTE YES again!

A successful ballot is still required to finalise the agreement which includes an 11.25 per cent wage increase over three years, workload management improvements and significant improvements to other entitlements. Bupa will be able to hold a new ballot in early February.

[Read the agreement here anmfvic.asn.au/bupaeba17](http://anmfvic.asn.au/bupaeba17) Read the [ANMF vote YES flier](#) over the page.

We understand it is frustrating but please make sure your vote counts and participate in this important process. Approval requires a YES vote by more than 50 per cent of those employees who vote.

ANMF encourages all members to participate in the ballot and VOTE YES.



Bupa nurses and carers vote

YES

Due to a technical error,
the Fair Work Commission requires Bupa to hold a
second ballot to approve the proposed agreement.

ANMF recommends members
vote YES again in the upcoming ballot!

anmfvic.asn.au/bupa

Authorised by Lisa Fitzpatrick ANMF (Vic Branch) Secretary, November 2017.

VALUE ➤ RECOGNISE ➤ REWARD ➤ Bupa nurses and carers

ANMF
Australian
Nursing &
Midwifery
Federation
VICTORIAN BRANCH

Victorian Bupa aged care EBA ballot

Bupa's Victorian nurses and carers should be proud of their strong and united 37-day protected industrial action campaign to improve their wages and working conditions.

In December 2016 Bupa offered a 2.1 per cent wage increase in a one-year agreement with no other changes. You voted **YES** to a significantly improved EBA settlement at members meetings on 8 November 2017. You overwhelmingly voted to approve the agreement in December 2017. Due to a technical error you need to vote **YES** again to formalise the EBA to start receiving your new wages, backpay and benefits including:

- ✓ Wages and allowances (1 August 2017 – 1 July 2020).
 - 11.25 per cent wage rise over a three-year agreement with back pay from 1 August 2017**
 - 2.75 per cent – 1 August 2017**
 - 2.5 per cent – 1 July 2018**
 - 2.5 per cent – 1 July 2019**
 - 1 per cent – 1 October 2019**
 - 2.5 per cent – 1 July 2020**
- ✓ A written and signed commitment that the first pay rise in the next agreement will be from 1 July 2021.
- ✓ The Sunday morning shift penalty rate will increase from 150 to 175 per cent for personal care workers and other all other support staff. This is an extra \$5 per hour or approx \$35 per Sunday morning shift.
- ✓ A staff replacement and workload management clause that:
 - encourages nurses and carers to raise workload issues, including leave replacement, in staff meetings
 - encourages nurses and carers to discuss concerns about unreasonable workloads with their manager. If appropriate action is not taken to address the issue, the employee may utilise the dispute resolution procedure. (Your ANMF Organiser can assist members with this process).
- ✓ A transition to retirement clause for employees, aged 55 years and over, who want to retire within the next five years. This enables nurses and carers to reduce their hours without impacting their accrued long service leave entitlements.
- ✓ An improved entitlement for part-time employees to have regular additional hours worked, above their contracted hours, recognised.
- ✓ A fairer excess annual leave clause. Staff will be able to accrue up to six weeks leave instead of four weeks without being directed by management to take a week's leave.
- ✓ An entitlement to use any accrued personal leave as family violence leave. This is significant recognition by a major private aged care employer that nurses and carers in a family violence situation need to maintain their employment but need time off work for legal, court and medical appointments or to make other safety arrangements.
- ✓ An improved parental leave clause, similar to the Victorian public sector nurses and midwives agreement clause, that recognises circumstances where a child dies, is still born or a neonatal death occurs.
- ✓ An improved e-learning clause where nurses and carers will be paid to undertake courses at work. Employees will be paid for any required online training that cannot occur during your shift.

For more information go to anmfvic.asn.au/bupa