

## Bupa EBA campaign update 27 DAY 24 OF INDUSTRIAL ACTION

THURSDAY 26 OCTOBER 2017

## Bupa nurses and carers are trailblazers!

### 1. Almost 400 attend Bupa HQ rally

Almost 400 nurses, carers and residents' relatives attended the rally outside Bupa's corporate office in the Melbourne CBD – for safe staffing levels.

Comedian Rod Quantock compared the rally, and the speakers at the rally were ANMF (Vic Branch) Secretary Lisa Fitzpatrick, Victorian Trades Hall Council Secretary Luke Hilakari and ANMF Assistant Federal Secretary Annie Butler.



Ms Fitzpatrick called Bupa nurses and carers 'trailblazers' in private aged care for their courageous and unprecedented protected industrial action. There has not been an aged care campaign like this before and the eyes of the industry are on you. This is the first time nurses and carers have taken such significant action. You have drawn a line in the sand for your residents by saying no to unsafe staffing.

The rally also called on Federal Aged Care Minister Ken Wyatt to introduce mandated nurse and carer resident ratios in private aged care. If the Andrews Government can legislate ratios in public nursing homes and residential aged care wards across regional and metropolitan Victoria then the Federal Government can do the same in private aged care.

Thank you to everyone who jumped on the buses or made their own way there. It was a watershed moment in aged care and you have shown your colleagues around the country that it is possible.

On the day of the rally Federal Aged Care Minister Ken Wyatt announced nursing homes would no longer receive prior notification of an accreditation visit.

**Read the ANMF (Vic Branch) media release: [goo.gl/EPdxiW](http://goo.gl/EPdxiW)**

**Read Federal Aged Care Minister Ken Wyatt's media release: Aged care assessment visits to be unannounced: [goo.gl/E9ZpPr](http://goo.gl/E9ZpPr)**

### 2. Stop work meetings and community rallies - Wodonga, Echuca and Traralgon

Stop work meetings and community rallies will be held outside three Bupa nursing homes next week. Please encourage residents and their families to attend in support of increased staffing levels. You can download posters below and your Organiser will bring some on their next visit.

## Campaign update 27 continued

Stop work meeting details are:

**Tuesday 31 October** – Poster link: [goo.gl/oqCo8k](https://goo.gl/oqCo8k) and 'Dear patient letter' link: [goo.gl/pyZwbW](https://goo.gl/pyZwbW)  
**Bupa Wodonga**, 1-3pm, 11-19 Melrose Drive, West Wodonga,

**Wednesday 1 November** – Poster link: [goo.gl/YNSu2p](https://goo.gl/YNSu2p) and 'Dear patient letter' link: [goo.gl/pyZwbW](https://goo.gl/pyZwbW)  
**Bupa Echuca**, 12-2pm, corner Fehring Lane and Northern Highway, Echuca

**Thursday 2 November** – Poster link: [goo.gl/6zvGjz](https://goo.gl/6zvGjz) and 'Dear patient letter' link: [goo.gl/pyZwbW](https://goo.gl/pyZwbW)  
**Bupa Traralgon**, 12-2pm, 96 Park Lane, Traralgon

Second stage protected industrial action will start in the above facilities – **Bupa Wodonga, Bupa Echuca and Bupa Traralgon** - from 7am on the day of your stop work meeting. 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.
3. two-hour stop work meetings, or consecutive two-hour stop work meetings (on advice from ANMF)

This is in addition to the stage one protected industrial actions which are:

1. wearing red campaign t-shirts and stickers every shift
2. distributing campaign information to residents and their families and visitors which create discussion during work time
3. stopping work to communicate with the media for up to thirty minutes duration on each occasion on advice from the ANMF (Vic Branch)

This will mean from Thursday 2 November all 26 Bupa nursing homes across Victoria will be implementing stage one and stage two protected industrial action above. Action will continue until a resolution is reached.

Keep wearing your red t-shirt every shift!

### 3. Negotiations in the Fair Work Commission

Negotiations between ANMF and Bupa will be held with the assistance of Deputy President Hamilton on Tuesday 31 October.

### 4. Important members meetings to consider strike action

ANMF is scheduling members meetings across Bupa nursing homes to discuss the progress of the campaign. Members at these meetings will also consider escalating to level three protected industrial action which is strike action. ANMF staff will be able to answer all of your questions.

### 5. Harassment and intimidation is unlawful

It's unlawful for managers or anyone to remove information about protected industrial action from a noticeboard designated for union information. It is also unlawful to coerce someone to stop taking lawful protected industrial action.

Report harassment or intimidation via [anmfvic.asn.au/Bupareport](https://anmfvic.asn.au/Bupareport)



**Together  
we stay  
STRONG**



## Bupa Melbourne corporate office rally pics



## 6. Hardship Fund

ANMF has a proud history of providing financial support to members who experience hardship in the event their pay is docked.

Apply via [anmfvic.asn.au/Bupahardship](https://anmfvic.asn.au/Bupahardship)

## 7. Concerns or questions?

If you have any concerns or questions contact the ANMF Information Line on 9275 9333 or [records@anmfvic.asn.au](mailto:records@anmfvic.asn.au)

## 8. 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](https://anmfvic.asn.au/joinANMF)

For more information visit the Be Fair Bupa campaign page at [anmfvic.asn.au/Bupa](http://anmfvic.asn.au/Bupa)

