

Bupa EBA campaign update 28  
DAY 33 OF INDUSTRIAL ACTION

FRIDAY 3 NOVEMBER 2017

## History in the making: Bupa nurses and carers rolling strikes

### 1. Strike action

For more than 20 years private and not-for-profit aged care nurses and carers have found it difficult to take industrial action to support their claims for improved staffing levels, wages and conditions.

In the most extraordinary action ever to occur in this sector, Bupa nurses and carers began rolling strike action on Tuesday 31 October. Strike action, not working an entire morning or afternoon shift, continued on Thursday 2 November and Friday 3 November.

This is the first action of its kind in private and not-for-profit aged care in Victoria, perhaps Australia.

This third stage of the protected industrial action has taken place in 13 Bupa nursing homes this week - **Bupa Ballarat, Bupa Caulfield, Bupa Coburg, Bupa Clayton, Bupa Donvale, Bupa Eastwood, Bupa Greensborough, Bupa Mildura, Bupa Portland, Bupa Sunshine, Bupa Templestowe, Bupa Thomastown, and Bupa Woodend.**

ANMF has given Bupa the required five-day notice that the strike action will continue next week. ANMF has scheduled a members meeting at each Bupa facility on Wednesday 8 November to discuss this action and other matters about your EBA negotiations. Meeting notices will be sent out to members today.

Bupa nurses and carers striking for the very first time is evidence there is something deeply wrong with the private aged care system.

Members are telling us what they have told their managers. They are seriously concerned for their residents because they are understaffed, working short and go home worried about the care that was missed. You are telling us that you are distressed that employers and politicians don't share your concerns.

Congratulations to members who have taken bold, brave action.



Bupa Echuca



Bupa Sunshine



Bupa Portland

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You are becoming activists carving a new path for aged care nurses and carers who have had enough of weak legislation, aged care assessment audits and a complaints process that has failed residents.

Successful stop work meetings and community barbecues were held this week at Bupa Wodonga, Bupa Echuca and Bupa Traralgon. Thank you to the local trades hall councils, the residents, their families and public sector nurses who supported these meetings.

Read the ANMF (Vic Branch) media release: [Historical industrial action as strikes start at Bupa nursing homes](#)

### 2. Hardship fund

ANMF has a proud history of providing financial support to members who experience hardship in the event their pay is docked as a result of taking lawful protected industrial action.

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

### 3. Concerns or questions?

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

### 4. Petition soars past 5000

Keep signing and sharing the petition telling Bupa Chairman Lord Leitch to put resident care, staffing levels and nurses' and carers' wages before profits. The petition is nearly at 6000 signatures and includes overwhelming support for your campaign. [anmfvic.asn.au/bupapetition](https://anmfvic.asn.au/bupapetition)

### 5. Nurses and carers missing from workforce taskforce

Frontline nurses and carers have been shut out of the high level discussions and decision making about the future of the aged care workforce.

The taskforce has been set up to respond to the June 2015 report of the Senate Community Affairs References Committee inquiry into the future of the aged care sector workforce, the workforce-related observations in the government commissioned Legislated Review of Aged Care 2017 and the Review of National Aged Care Quality Regulatory Processes released in October 2017 in response to the issues at Oakden Older Persons Mental Health Service in South Australia.

Federal Aged Care Minister Ken Wyatt announced the aged care workforce taskforce on Thursday 2 November. The taskforce members are:

- Chair - Professor John Pollaers
- Dr Michele Bruniges – Secretary, Department of Education and Training, Australian Government
- Dr Penny Flett – Pro Vice Chancellor University of Western Australia
- Dr Stephen Judd – CEO Hammondcare
- Professor Linda Kristjanson – Vice-Chancellor Swinburne University
- Alan Lilly – Chief Executive, Blue Cross

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- Professor Andrew Robinson – Co-Director of Wicking Dementia Research and Education Centre, Tasmania, and Director Dementia Training Australia
- Catherine Rule – Acting Deputy Secretary, Department of Health, Australian Government
- Tim Shackleton – Chief Executive Officer, Rural Health West
- Pat Sparrow – Chief Executive Officer, Aged & Community Services Australia
- Dr Adrian Turner – CEO, Data61, CSIRO
- Ian Yates – Chief Executive, Council on the Ageing

In his media release Minister Wyatt said ‘The Taskforce will explore short, medium and longer term options to boost supply, address demand and improve productivity for the aged care workforce.’

It is no wonder nurses and carers feel like the politicians and employers are not listening to them.

We have 16 years experience of mandated ratios in Victoria’s public nursing homes. We have the evidence in the [National Aged Care Staffing and Skills Mix Project Report 2016](#)

The Federal Government must respond to nurses’ and carers’ genuine concerns and legislate minimum nurse/carer to resident ratios.

Read the Federal ANMF media release: [Nurses ‘shut out’ of ministerial aged care taskforce](#)

Read the ministerial media release: [New aged care workforce taskforce to focus on safety and quality](#)

### 6. Stronger together

We’re stronger together. Encourage your colleagues to be part of the campaign for an improved enterprise bargaining agreement outcome. 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](https://anmfvic.asn.au/Bupa)