

Bupa EBA campaign update 25

FRIDAY 13 OCTOBER 2017

More stop works next week

1. Bupa wage offer

ANMF notes Bupa Director of Operations Ian Burge's claims that ANMF is stopping Bupa employees from accessing the revised wage rises while we continue to negotiate improved staffing levels and workloads and replacing unplanned leave. ANMF has not been asked to consider this.

Negotiations are continuing because members are telling us that improved staffing and leave replacement are very important for quality resident care and staff wellbeing. It's not simply wages.

Keep wearing your red t-shirt every shift. Bupa's improved offer means it is listening. [Here is a summary of the wage offers so far.](#)

2. STOP WORK meetings and community barbecues

After holding nine successful stop work meetings and community barbecues this week, three more are scheduled. Details are:

Monday 16 October - [Poster](#)

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

Tuesday 17 October - [Poster](#)

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

Wednesday 18 October - [Poster](#)

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

ANMF staff will visit your facility over the weekend and 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.

3. Protected industrial action: stage one and stage two bans

Stage one and stage two bans continue in **Bupa Clayton, Bupa Ballarat, Bupa Edithvale, Bupa Portland, Bupa South Morang, Bupa Bendigo, Bupa Mildura, Bupa Sunshine** and **Bupa Thomastown**.

Bupa stop work meetings and community BBQs

for more nurses and carers and fairer wages**Monday 16 October**

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

Tuesday 17 October

Bupa Bellarine Lakes, 1.30pm – 3.30
Corner of Bellarine Highway
and Resort Boulevard, Moolap

Wednesday 18 October

Bupa Eastwood, 12.30pm – 2.30pm
55 Timbarra Drive, Bairnsdale

Please wear your red t-shirt and bring
along colleagues and loved ones!



Campaign update 25 continued

Second stage protected industrial action will start in the above facilities – **Bupa Greensborough, Bupa Bellarine Lakes** and **Bupa Eastwood** - 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.

The stage one protected industrial action of wearing t-shirts and distributing campaign information to residents and their families will continue at all 26 Bupa nursing homes until further notice. **This means keep wearing your red campaign T-shirt EVERY SHIFT.**

In 12 days your online petition at anmfvic.asn.au/Bupapetition has passed 2000 signatures – keep signing and sharing.

Read messages of support on Facebook and all of the photos of your red action. 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

Report harassment or intimidation for taking protected industrial action at anmfvic.asn.au/Bupareport

Also remember ANMF has a proud history of providing financial support to those who experience hardship in the event their pay is docked. A copy of the ANMF hardship form is at the end of this update, or fill out the online form at anmfvic.asn.au/Bupahardship

4. Federal Court proceedings

On Monday 16 October the Federal Court of Australia's Justice O'Callaghan will hear ANMF's allegations that Bupa did not follow the enterprise agreement's consultation requirements regarding its proposed senior clinical nursing position redundancies.

This relates to the abolition of the Care Manager and Clinical Manager positions and the introduction of Clinical Care Manager positions.

5. Negotiations in the Fair Work Commission

ANMF and Bupa will hold further negotiations in the Fair Work Commission on Thursday 19 October with the assistance of Senior Deputy President Hamilton.

6. ANMF seeks orders against Bupa for breach of good faith bargaining

ANMF's application for orders regarding a breach of 'good faith bargaining' against Bupa is expected to be heard next week by the Fair Work Commission's Senior Deputy President Hamilton.

It is unlawful for management to coerce or order you to stop taking protected industrial action.

Particular incidents have been documented at Bupa Donvale, Bupa Traralgon, Bupa Coburg and Bupa Bonbeach.



ANMF wants Bupa management to publish notices in all of its facilities rectifying misrepresentations and advising members it recognises:

- they are legally entitled to wear the red campaign t-shirt
- members cannot be docked pay for wearing the campaign t-shirt
- employees, who have appointed ANMF to be their bargaining representative, are also entitled to take protected industrial action.

While Bupa today issued a clarification to its managers, it has not notified those employees who were given incorrect information. ANMF is hopeful that Bupa will agree to do that without the need for us to continue with the application for Orders from the Fair Work Commission.

7. Occupational health and safety concerns

ANMF has also notified Bupa of our concerns that Bupa may not have followed their consultation and risk management obligations under Victorian occupational health and safety law.

Bupa have confirmed a response to these concerns will be provided before 5pm today.

8. Concerns or questions?

If you have any concerns or questions contact the ANMF Information Line on 9275 9333 or records@anmfvic.asn.au

9. 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



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

Protected Industrial action #BeFairBupa

➤ **VALUE** ➤ **RECOGNISE** ➤ **REWARD** ➤ **BUPA nurses and carers**

Application form – welfare and hardship ANMF (Vic Branch) members fund

Personal details

First name _____ Surname _____

ANMF (Vic Branch) membership number _____

Were you a member of the ANMF at the time your pay was docked? Yes ☐ No ☐

Address _____

Suburb _____ Postcode _____

Workplace _____

Bupa community _____

Pay docking details

Amount docked for allegedly participating in industrial action _____

Pay period docked _____

Normal fortnightly hours worked _____

Were you directed to perform your normal work at any time during the period you were docked pay? Yes ☐ No ☐

A copy of your payslip MUST be attached and included in your application for assistance or your application will not be assessed.

Hardship details

Please describe the nature of your financial hardship _____

Amount of assistance required: Moderate hardship ☐ Extreme hardship ☐

Title of account (exact name) _____

Bank/State/Branch (BSB) number _____ Account number _____

ANMF (Vic Branch) Office Use Only

Application processed by _____

Date of joining ANMF _____ Date member contacted by ANMF _____

Payment approved Yes ☐ No ☐ Amount of payment approved \$250 ☐ \$500 ☐

Date payment processed _____

You can also complete this form online at anmfvic.asn.au/Bupahardship if you have an electronic copy of your payslip.