

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 Wednesday 8 November 2017. You now need to vote **YES** to formalise the EBA to start receiving your new wages, backpay and all the 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.

View the proposed agreement anmfvic.asn.au/bupaeba17