

# Keep wearing your red t-shirts every shift

## You're making a difference

ANMF can only recommend an offer from Bupa that addresses wages AND workloads. Remember Bupa's Australian and New Zealand businesses reported a \$585 million profit last year (approximately \$45 million in aged care alone).

September 2017

**11.25** in a three-year agreement, back  
**per cent** pay from 1 September 2017.  
No other improvements.

Bupa made this offer on the eve your protected industrial action started. In the same week, Bupa notified it was proposing nursing position redundancies across all of its 70 nursing homes.

ANMF members are seeking improved back pay! It's been 17 months since your last pay rise. You've also said you want unsafe workloads fixed, unplanned leave replaced and nursing redundancies to stop.

August 2017

**2x2.5** wage rises in a two-year agreement  
**per cent** (effectively the only rises in a three year  
period). No back pay. No other improvements.

Bupa made this offer on the eve of your protected industrial action ballot

April 2017

**2.3** in a one-year agreement and  
**per cent** no other improvements

Members voted no to the offer

December 2016

**2.1** in a one-year agreement and  
**per cent** no other improvements

Members voted no to the offer

April 2016

**1.75** last pay rise  
**per cent**

➤ VALUE ➤ RECOGNISE ➤ REWARD ➤ BUPA nurses and carers