

ANMF RECOMMENDS MEMBERS



**TO SIGNIFICANTLY
IMPROVED WAGES,
ALLOWANCES
AND CONDITIONS.**

The new Bolton Clarke offer was achieved because ANMF members took protected industrial action for 64 days.

Make sure your vote counts.
Vote YES.

BE FAIR TO THOSE WHO CARE

Authorised L. Fitzpatrick, Secretary, Australian Nursing & Midwifery Federation, 535 Elizabeth St, Melbourne VIC 3000



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Federation**
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Bolton Clarke ANMF members overwhelmingly voted to the improved EBA offer at a members meeting on 16 September 2024.

ANMF recommends Bolton Clarke nurses, personal care workers and midwives and VOTE YES to:

- Wage increases between 12% and 14% over the four-year agreement. Many nurses and carers will receive further increases depending on their current expired EBA rate and if they have access to higher classifications (eg. the level 3 Cert Senior or the Level 4A for PCWs, the Advanced EN or RN Advanced).
- Increased night shift allowances (per shift) - \$61.90 for PCWs and \$70 for nurses.
- Increased PM shift allowance (per shift)- \$30.95 for PCWs and \$35 for nurses.
- Increased on-call allowance (per 12-hour period) \$72 seven days a week.
- A commitment to apply the stage 3 aged care work value increases to shift and on-call allowances.
- Industry-leading long service leave entitlement providing access at seven years and recognition of service during periods of unpaid parental leave.
- Paid parental leave of ten weeks for the primary carer and one week for partner leave.
- Personal leave of up to 16 days per annum (10, 12, 12, 12, 16 thereafter) plus access to the Personal Illness Pool of 10,000 hours per annum. Three single days no certificate. Chronic illness provision included. RDNS entitlement to 19 days per annum grandfathered for RDNS and McKenzie employees.
- Five weeks base annual leave for nurses and four for personal care workers with an additional week for those who work on ten weekends or more and outside the hours of a day worker (RDNS CCAs retain their current entitlement to a base five week's annual leave).
- 150% on Saturday and 175% on Sunday in addition to applicable shift allowances.
- Shift allowances, higher duties allowance, motor vehicle allowance (note commitment to use best endeavours to provide a pool care where personal car is off the road) and grandfathering of higher \$1.11 per km for 35 RDNS staff (compared to 99 cents per km for all others), clothing and equipment, on-call allowance, overtime meal allowance, broken shift, nauseous allowance.
- RN, EN and allied health qualifications allowances included. PhD added at 8.5%.
- 15 days paid family and domestic violence leave.
- Three days paid professional development leave (pro rata part-time, but five days grandfathered for RDNS-covered employees), plus three days examination leave for RNs and AHPs as well as ENs and PCWs undertaking nursing studies.
- Public holidays will be paid at 250% for permanent full-time and part-time, 312.5% for casuals. Public holiday rostered-off provision is the standard aged care provision (RDNS-covered employees to receive \$700 per year compensation for loss of more beneficial clause, but also have access to the new agreement entitlement).
- Accident make-up pay up to 39 weeks included (not previously available for RSL-covered employees). Improved for all employees in that the make-up pay is the difference between weekly compensation payments and regular pay (including shift, weekend penalties and regular overtime) rather than ordinary pay.

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