

ANMF ACT Log of Claims

ACTPS Nursing and Midwifery Enterprise Agreement - EA17

<u>Matters</u>	<u>Outline of Claims</u>
Current Conditions	<p><u>Claim: No changes to existing entitlements/conditions unless addressed and mutually agreed during bargaining</u></p> <p>ANMF members have expressed that conditions that guarantee job security, work health and safety, and pay (including protecting penalty rates) are essential terms that are not to be removed.</p> <p>However, if the ACT Govt is prepared to genuinely bargain, members are prepared to consider offers that significantly and substantially benefit Nursing and Midwifery employees, and the respective professions.</p> <p>Further, ANMF members seek clearer wording (including the use of plain English) of a number of clauses of the Agreement, to ensure clarity of process and meaning.</p>
Pay Increase	<p><u>Claim: 4% p/a for all classifications</u></p> <p>The ANMF notes that the ACT Govt has committed to pay increases in line with CPI.</p> <p>Given the current economic climate and the uncertainty of CPI (along with recent negative economic growth), this offer does not recognise the commitment, dedication and worth of Nursing and Midwifery employees.</p> <p>As ACT Nursing and Midwifery employees look after those who govern the Territory, and their families, ANMF members seek a pay increase commensurate with the recent pay increase awarded to ACT Government MLAs – 4% p/a.</p> <p>Let's be clear - this should not solely be an economic argument. This should be an equity argument.</p>
Staffing and Workload	<p><u>Claim: Express mandatory minimum Nurse-to-Patient ratios</u></p> <p><u>95% of ANMF members surveyed support the introduction of mandatory minimum nurse/midwife to patient ratios in support of safe patients care.</u></p> <p>To create certainty, ANMF members seek an express workload tool that sets out minimum Nurse-to-Patient ratios (that support safe patient care) within the Agreement.</p>



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	<p>The ACT Govt cannot ignore the local and International research that has demonstrated the value of Nurse-to-Patient ratios in terms of both work and patient safety, and health care costs.</p> <p>ANMF members also seek the introduction of similar mandatory reasonable workload tools in areas where ratios may not be suitable, along with the introduction of quarantined non-clinical time and additional administration support for appropriate work areas.</p>
<p>Penalty Rates</p>	<p><u>Claim: Maintenance and equity of penalty rates</u></p> <p>The ANMF, along with the ACTU, has made it clear - Unions will not stand for any reduction in penalty rates.</p> <p>ANMF members also seek to ensure that Nursing and Midwifery employees who work at night (incl. 12hr night shifts) and unfairly receive (or could receive) less than the current night shift penalty, are guaranteed appropriate penalty rates.</p>
<p>Flexibility</p>	<p><u>Claim: Enhanced work/rostering arrangements that significantly improve work/life balance</u></p> <p>ANMF members want a better work/life balance.</p> <p>As such, ANMF members seek:</p> <ul style="list-style-type: none"> - An equitable roster-request system; - An improved consultation process for roster development; - Improved processes for employees to genuinely and mutually agree to more flexible rostering/working arrangements; - No more than 5-days-in-a-row, nor single days off, rostered (unless requested and genuinely agreed); - Better access to Tea and Meal Breaks (or leaving early); and - On-Call arrangements that ensure work/life balance. <p>ANMF members also expressed that they do not want shift pattern changes that would see them spending more time (actual days) at work.</p>
<p>Leave</p>	<p><u>Claim: Maintenance and Improvements to Leave (Access, Types and Accrual)</u></p> <p>Again, to be clear, ANMF members want a better work/life balance.</p> <p>As such, ANMF members seek:</p> <ul style="list-style-type: none"> - Better access to Annual Leave (incl. better access at short notice) and better facilitation to take at half-pay;

	<ul style="list-style-type: none"> - Better access to Long Service Leave and better facilitation to take at half-pay; - Clearer and improved scope for Personal Leave access and notification provisions (particularly for Carer's leave) - Improved access and funding for Professional Development Leave; - The introduction of an express Study Leave entitlement (up to 5hrs per week); and - The introduction of Recovery Leave for RNL3/4/5s (5 days p/a).
Work Health and Safety	<p><u>Claim: Regular Work Health and Safety Reviews</u></p> <p>ANMF members seek a comprehensive and independent Nursing and Midwifery Work Health and Safety review (with a focus on Safe Staffing, Fatigue and Occupational Violence) to be undertaken annually across the ACT Public Service.</p>
Consultation	<p><u>Claim: Express consultation procedure</u></p> <p>ANMF members seek an express consultation procedure (for significant changes) in the Agreement. This procedure will set out timelines, requirements for meetings/correspondence, etc. that relevant parties must follow. This procedure would be in addition to current consultation provisions/requirements.</p>
Other Claims	<p><u>Claim: Changes to the Continuity of Care Midwifery Model Schedule</u></p> <p>Relevant ANMF members seek changes to the schedule that focus on improving working conditions (incl. fatigue reduction), backfill and pay, along with clearer wording of a number of the relevant clauses of the schedule.</p> <p><u>Claim: Better Transition to Retirement Provisions</u></p> <p>Relevant ANMF members seek enhanced provisions and initiatives that improve and assist Nursing and Midwifery employees' transition to retirement.</p> <p><u>Claim: Lead Apron Allowance</u></p> <p>Relevant ANMF members seek the introduction of a fair and reasonable Lead Apron Allowance (to be paid hourly, or part thereof).</p>
Length of Agreement	<p><u>Claim: Dependent on bargaining outcomes</u></p> <p>The ANMF considers the length of the Agreement will be determined by the outcomes achieved (and issues arising) during the course of bargaining.</p>