

Disappearing Personal Leave?

The calculation of personal leave (which is sick and carer's leave) for members employed under the *ACT Public Sector Nursing and Midwifery Enterprise Agreement 2010-2011* (the EBA) is an issue that is regularly raised with the branch office. In the current system the 'bank' of accrued personal leave is scaled when you change your contracted hours. The formula being:

New working hours x Personal leave credit ÷ Old working hours

This is because the system is designed to provide personal leave in weeks even though personal leave appears on the payslip in hours. Under this system if weekly contracted hours are changed it is reflected in available personal leave. For example:

Jane works 30 hours a week and has 150 hours (or 5 weeks) of accrued personal leave. Surprisingly, the hospital finds itself short-staffed and asks Jane if she would like to go full-time. Jane agrees and starts working 38 hours. The above formula is then applied to her personal leave: $38 \times 150 \div 30 = 190$ hours. 190 hours is 5 weeks personal leave at 38 hours. Therefore Jane's personal leave is scaled to reflect her current working hours.

However, the system can be devastating to those with huge personal leave balances who reduce their contracted hours, particularly those who change from full-time to part-time hours. These people can see hundreds of hours of accrued personal leave disappear from their payslips as they reduce hours. They are still able to take the same number of 'weeks' off on personal leave, but not the same number of hours.

During negotiations for the EBA, the parties agreed that this system was unfair. The parties agreed to change the personal leave system to one that removes the scaling process and treats personal leave similarly to annual leave. However, this system change was unable to be implemented by Shared Services. It appears that, due to a lack of communication between Chief Minister's Department and Shared Services, it was not confirmed that Shared Services' payroll system was able to process the change prior to the incorporation of the new system into the EBA.

The ACT ANF was only notified that the system had not been implemented when following-up inquiries on behalf of members who continued to have their personal leave scaled. The ACT ANF has been attempting to resolve this issue with ACT Government and has received assurances that the changes will be introduced and processed in the near future. This may mean that if you have changed your contracted hours since July 2010 your available personal leave balance may need to be adjusted to reflect the new system.

Please contact the ACT ANF if you have any further enquiries on 62829455.



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The Collective Perspective

FEBRUARY

2012

THANK YOU AND FAREWELL

On behalf of the Branch Secretary, Branch Council, Members and especially the Branch Staff it is with sadness, but our best wishes for the future, we farewell one of our staff to bigger and better things.

After 3 years with the ACTANF Branch, Admin Assistant Adelaide Healy has resigned to pursue her university degree, career path and broader horizons.



We will greatly miss Adelaide's compassion, support and youthful exuberance in the office. During her time with us, Adelaide has developed into a delightful young woman who will achieve all she aspires to.

We wish her well for the future and wholeheartedly thank her for her contribution to the successes we have achieved here at the ANF office.

Adelaide, thank you for your commitment and support, you will be sorely missed by us all, and we wish you every success for your future endeavours.

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NURSES FROM ZULULAND TO AFGHANISTAN EXHIBITION

On 1 December 2011, the President, Ms Athalene Rosborough, and the Branch Secretary had the pleasure of attending the opening of the "Nurses from Zululand to Afghanistan" exhibition, currently running at the Australian War Memorial. This exhibition explores the personal stories of Australian military nurses from the first known Australian nurse in the Zulu War of 1879 up to the experiences of nurses currently serving as part of Australia's involvement in recent conflicts and peacekeeping missions. This is a particularly moving exhibition and a great testament to the resilience and fortitude of Australian military nurses and is highly recommended.



L-R: Chief Nurse, Ronnie Croome, Branch Secretary, Jenny Miragaya and Branch President, Athalene Rosborough attending "Nurses from Zululand to Afghanistan" exhibition at the Australian War

From the Branch Secretary

I hope that those of you who managed to have a break over the Christmas /New Year period have had a great break and are refreshed ready for 2012. Those of you, who remained working throughout the holiday period, thank you for your commitment and dedication. I hope your chance to have a break will not be delayed too long into the future. Certainly the ACT ANF Branch is refreshed and ready to take on the challenges of 2012.

As you are aware, a number of Enterprise Agreements were negotiated and finalised in 2011, a number are nearing completion and a number are still ongoing. The ACT ANF is fully committed to the challenge of extending the benefits of Collective Bargaining to those worksites in the ACT that are not currently covered by an Enterprise Agreement.

The ACT ANF Organiser, Liam Fuller, will continue to visit workplaces as requested throughout 2012. If you consider that your workplace would benefit from a visit from the ACT ANF, please contact the office on 62829455 and speak with Liam to arrange a site visit. The ACT ANF will also be represented at a number of orientation programs to be held in workplaces as well as at the University of Canberra, the Australian Catholic University and the Canberra Institute of Technology.

The Public Sector Nursing and Midwifery Enterprise Agreement 2011-2013 final drafting has been completed and will be out for consideration and vote as this newsletter goes to publication. The ACT ANF has participated in information sessions throughout January in respect of the draft Agreement. Members are welcome to contact the ACT ANF office if further clarification is required.

Expressions of interest in respect of Public Sector Workplace Consultative Committees (WCC) are again sought. WCCs are a relatively new consultative forum. They were originally established in the Public Sector under the 2004 Enterprise Bargaining Agreement at clause 8. They were maintained under the 2007 Union Collective Agreement at clause 163, continued under the 2010 Enterprise Agreement at clause 153 and will be maintained at clause 156 in the new draft Agreement which is currently out for consideration. They are collaborative forums and focus on local issues. Issues likely to have agency wide implications or unable to be

resolved at WCC level are referred to the Agency Consultative Committee (ACC). Interested members who would like to have a say in the decisions which have a direct impact on your workplace and the issues faced by you and your colleagues are encouraged to contact the ACT ANF at: actanf@actanf.org.au or on: 62829455.

Just a reminder to members in respect of the Profession Indemnity Insurance (PII) members enjoy simply by being a member of the ACT ANF. PII is dependent on a member being a current financial member of the ACT ANF at the appropriate membership classification. This is particularly important as members undertake further study and upgrade their qualifications and/or employment classification, or indeed change employment sectors. Should an incident occur during a period of unfinancial membership, members need to be aware that they will not be covered for PII. It is important that members maintain their current financial membership status in order to maintain PII. Members who have concerns or wish to amend, update or clarify their membership status should contact the ACT ANF Membership Officer, Ms Julie Ede on: 62829455 or via email to: actanf@actanf.org.au.

Finally, as we approach a membership of two thousand, I would strongly encourage you to recruit the two thousandth member and be rewarded, and thank you for your ongoing commitment to your profession and to the ACT ANF Branch. Please be assured that the ACT ANF will continue to work on behalf of members and their issues throughout 2012.

Yours in solidarity

**Jenny Miragaya
Secretary**



Authorised by Jenny Miragaya February 2012 ACT ANF Branch Secretary

Because We Care About Aged Care

The **Because We Care** campaign continues. Members are again encouraged to access the website and add their voice to the BWC campaign: <http://www.becausewecare.org.au/index.html> and send an email to the Prime Minister to remind her that Aged Care Can't Wait. The direct link to the PM is: <http://becausewecare.org.au/home/campaigns/aged-care-can-t-wait/send-an-email-to-prime-minister-julia-gillard/>.

ENTERPRISE BARGAINING UPDATE:

Public Sector Agreement

The final draft Agreement is currently out for consideration and vote.

Uniting Care

A meeting to endorse the final Agreement was held on 16 January 2012.

Salvation Army

Negotiations have commenced.

QEII

The draft Agreement is complete and has been conveyed to management.

Goodwin

Fair Work Australia approved the Agreement on 12 December 2011.

Calvary Private

A Log of Claims has been endorsed by members and forwarded to management with an initial bargaining meeting was held on 19 January 2012.

CJH

A Log of claims has been endorsed by members and forwarded to management with an initial bargaining meeting was held 20 January 2012.

Baptist Care Services

The Agreement has been lodged with Fair Work Australia.

Kangara Waters

The Agreement was approved by Fair Work Australia on 5 January 2012.

The Aged Care Multi-Enterprise Agreement (Adria, St Nicholas, St Andrews, Freemasons, Villaggio St Antonio)

The Draft agreement has been received by the ACT ANF for consideration.

Morshead Home

Negotiations have commenced.

ACT ANF STRATEGIC PLANNING DAY

The ACT ANF Branch Strategic Planning Day was held on 25 January to set the direction for the Branch into 2012.

WORKPLACE DELEGATES 2012-2013

The ACT ANF had a very good response in its efforts to recruit and retain members willing to take on the role of Workplace Delegate (WPD). An in-house orientation will be notified shortly and a formal study day will be held in the near future to assist new and experienced delegates with the role and update their knowledge and skills particularly in respect of changes to Occupational Health and Safety legislation.

APOLOGIES

Unfortunately, about 30% of members did not receive their Christmas newsletter as an insert in the ANJ last month. Once becoming aware of this, the ACT ANF negotiated with the Victorian contractor to reprint and post a copy of the newsletter to members' homes. It would appear that most members did not receive the reprinted newsletter until the New Year. The matter was beyond our control but has been addressed with the Victorian contractor. The *Collective Perspective* is produced every two months and should be received by members as an insert in the ANJ (and is also available on the website www.actanf.org.au).

In future could members please notify the ACT ANF office if they do not receive their copy of the *Collective Perspective*.