



Australian Nursing Federation

ACT Branch

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PERSISTENCE PAYS OFF UNDERPAID ALLOWANCE PAYMENTS TO BE PAID CORRECTLY TO ELIGIBLE CALVARY PUBLIC SECTOR PART TIME AND CASUAL NURSES AND MIDWIVES EFFECTIVE FROM DECEMBER 2010 AND BACKDATED TILL JULY 2009

The ACT ANF first became aware of this issue in about February 2009. The ACT ANF has been actively pursuing this matter on behalf of members since April 2009 with the CEO of ACT Health, and has kept Calvary Health Care ACT fully informed of its progress through correspondence and through the Agency Consultative Committee throughout 2009 and 2010.

Following receipt of legal advice, the ACT ANF again approached the ACT Health CEO, Dr Peggy Brown, in February 2010 in respect of this matter without resolution.

The matter was the subject of a conference in Fair Work Australia on 14 July 2010, where Commissioner Deegan referred the matter for arbitration if a settlement could not be reached. A further conference was held before Commissioner McKenna on 6 August 2010, at which ACT Health agreed to settle the matter.

ACT Health payroll have since processed the correct payment for eligible part time and casual nurses and midwives to receive the full payment of the Qualification Allowance effective from the 14 October 2010 payday. The time frame for the processing of their back adjustment to March 2007 is yet to be advised.

The ACT ANF notified Calvary CEO, Ray Dennis, of this development on 19 October 2010. On 26 October 2010 Calvary notified the ACT ANF that the matter was under active consideration. On 17 November 2010 Mr Dennis confirmed that eligible nurses and midwives, employed by Calvary Public Hospital would be paid the full amount applicable to their Qualification Allowance prior to Christmas 2010 and that the back pay to July 2010 would be processed as soon as possible.

The ACT ANF thanks affected members for their patience while the ACT ANF progressed this matter on their behalf, but is pleased that the persistence of the ACT ANF over an almost two year period will result in members being paid their correct entitlements under their Collective Agreement.

Members are asked to carefully check their pay slips to ensure that they are paid the correct amount in respect of their Qualification Allowance and contact the ACT ANF should they experience any difficulties. The ACT ANF will notify members when to expect their back adjustment when notification is received from Calvary Health Care ACT.

Once again, this outcome is a demonstration of what the union can do for you and a testament to the fact that: **THE COLLECTIVE IS ALWAYS MUCH STRONGER THAN THE INDIVIDUAL**

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