

Dear Fellow Caregiver,

I am pleased to advise that negotiations have concluded with the NSW Nurses and Midwives' Association and ANMF NSW Branch over a new St John of God Health Care Hawkesbury District Health Service and NSW Nurses and Midwives' Association / ANMF NSW Branch Nursing and Midwifery Enterprise Agreement and I am now in position to provide you with the replacement Agreement for your consideration. The main features of the new Agreement are:

- The term of the Agreement will be for 2 years (nominal expiry date 30<sup>th</sup> June 2019).
- Subject to a successful ballot, Nurse / Midwife Caregivers who currently receive rates that are in accordance with those defined in the pay schedule in the current Agreement will receive a 7% increase over the above period as follows:
  - 3.0% from the first full pay period on or after 1<sup>st</sup> July 2017.
  - 0.5% from the first full pay period on or after 1<sup>st</sup> December 2017
  - 3.0% from the first full pay period on or after 1<sup>st</sup> July 2018.
  - 0.5% from the first full pay period on or after 1<sup>st</sup> December 2018
- Subject to a successful ballot Nurse / Midwife Caregivers who are covered by this agreement are currently receiving rates that are above those defined within the pay schedule in the current Agreement will receive a 5% increase over the above period as follows:
  - 2.5% from the first full pay period on or after 1<sup>st</sup> July 2017.
  - 2.5% from the first full pay period on or after 1<sup>st</sup> July 2018.
- These increases have been developed in consideration of the wider health market including other private providers, and NSW Health. The reason that a higher increase has been awarded to those who receive pay rates in accordance with the current EBA is because those rates are behind what we see as a competitive market rate. SJGHC has committed to work to close this pay gap to ensure fair pay rates for all of our Caregivers.
- Allowances will be increased by 2.5% per year from the first full pay period on or after 1<sup>st</sup> July for each year of the Agreement.
- The term Nurse / Midwife Caregiver is used throughout this Agreement to recognise the terminology used by St John of God Health Care to refer to those who work at our Hospitals (Caregivers).
- Paid Parental Leave has been increased from 9 to 14 weeks.
- When a child is born or adopted, a Nurse / Midwife Caregiver who is the spouse of a primary carer, subject to eligibility requirements, is now entitled to 1 week of paid parental leave (in addition to the unpaid parental leave entitlements prescribed by the National Employment Standards).
- The Parental Leave clause has been enhanced to ensure Fair Work compliance and fully explain all of the associated entitlements for Nurse Caregivers who give birth to or adopt a child.
- Caregivers on Parental Leave can elect to return to work as a casual for the duration of their period of their parental leave (subject to any mandatory period of absence).
- A 'support for Nurse / Midwife Caregivers experiencing domestic violence' clause has been introduced which outlines the support the Employer offers to affected Nurse Caregivers. This clause emphasises that Caregivers can access the SJGHC's Caregiver Facing Hardship Policy which provides additional financial support for Caregivers who experience domestic violence.
- There have been enhancements to better define what excess leave means for each type of leave and to reinforce the Employer's obligations before requesting that a Nurse / Midwife Caregiver take their excess leave (e.g. the Employer must first attempt to agree on a mutually convenient time to take excess leave, the Employer must provide more notice before annual leave is directed – 4 weeks rather

than 2 weeks, if the Nurse / Midwife Caregiver nominates another reasonable time to take leave after being directed to take excess leave the Employer can't unreasonably refuse this request).

- Only when the Employer and Nurse / Midwife Caregiver cannot agree on ways to reduce excess annual leave can the Employer direct the Nurse / Midwife Caregiver to take excess annual leave – excess is now defined as any leave that hasn't been taken within 18 months of accrual rather than leave in excess of 8 weeks (pro-rata if part time).
- Only when the Employer and Nurse / Midwife Caregiver cannot agree on ways to reduce excess long service leave can the Employer direct a caregiver to take excess long service leave – excess is now defined as any leave that hasn't been taken 3 years after reaching the initial 7 year entitlement date rather than when they reach a balance of 10 weeks (pro-rata if part time).
- Safe Staffing Principles and clear steps outlining the process Nurse / Midwife Caregivers need to follow to address any concerns with workload have been introduced. A tool to guide Nurse / Midwife Caregivers through formalising ongoing workload concerns has also been incorporated into the Agreement – This includes defined timeframes for a response.
- The Employer has agreed to fund all vaccinations that are required to perform the Nurse / Midwife Caregiver role.
- Nurse / Midwife Caregivers can now accrue Time off in Lieu of Overtime at overtime rates instead of ordinary rates.
- Nurse / Midwife Caregivers can now access their Long Service Leave in single day periods.
- Provisions have been inserted that outline and reinforce the Employer's stance on Discrimination, Harassment and Bullying.
- The Agreement now facilitates a process where Nurse Caregivers in the Perioperative Department share responsibility for occupying on-call shifts with the primary goal being to significantly reduce the risk of compromising Nurse Caregiver and patient safety.
- Like Working with Children Checks, Nurse / Midwife Caregivers are now responsible for the cost of National Criminal Record Checks. National Criminal Records Checks are currently only required upon commencing employment and do not need to be maintained on a regular basis.

**Please note that this offer, and timing of increases, is dependent on securing a positive ballot outcome.**

Consistent with the *Fair Work Act 2009*, information about the proposed Agreement will be made available for you to review from **Monday 3<sup>rd</sup> July 2017** until **midnight Monday 10<sup>th</sup> July 2017**. This information, which includes a copy of the proposed Agreement, a Frequently Asked Questions document and an instruction on how to vote, is included in the correspondence you have received via the mobile phone or email address you have recorded on our systems or (minus the EBA) in hard copy. It is also available from your manager or on our Compass intranet website via the *Workforce* tab, hover over the *Industrial Relations* tab and two options will come up on the right hand side – click on the second option - "*Latest EBA Negotiations*". Copies will also be made available in your work area. If you are unable to obtain a copy, please contact [IR@sjog.org.au](mailto:IR@sjog.org.au).

A secret ballot will then be conducted to determine whether the Agreement is supported by a majority of Nurse / Midwife Caregivers. The ballot will be conducted electronically, and commence on **Tuesday 11<sup>th</sup> July 2017** and conclude at **midnight on Friday 14<sup>th</sup> July 2017**. An instruction sheet to assist you with the voting process is included as a separate attachment. You may vote anytime within the above time period from anywhere that you have internet access, including at work should you wish to do so.

It is important that you take this opportunity to have your say and vote on the Agreement.

Please do not hesitate to email [IR@sjog.org.au](mailto:IR@sjog.org.au), contact your HR Department or your union should you require further information.

Kind regards,



Rob Pini  
Group Manager Industrial Relations

# ATTENTION Hawkesbury Nurse / Midwife Caregivers - FAQ about your new EBA



EBA negotiations are finalised, and here are some of the questions you may have about your agreement....

## 1. *What will the overall pay increase be?*

The pay increase is detailed below.

- Subject to a successful ballot, Nurse / Midwife Caregivers who currently receive rates that are in accordance with those defined in the pay schedule in the current Agreement will receive a 7% increase over the above period as follows:
  - 3.0% from the first full pay period on or after 1<sup>st</sup> July 2017.
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  - 2.5% from the first full pay period on or after 1<sup>st</sup> July 2017.
  - 2.5% from the first full pay period on or after 1<sup>st</sup> July 2018.

## 2. *What about allowances?*

Allowances will be increased by 2.5% per year from the first full pay period on or after 1<sup>st</sup> July for each year of the Agreement.

## 3. *What other changes have been made to the Agreement?*

The other main features of the new Agreement are:

- The term Nurse / Midwife Caregiver is used throughout this Agreement to recognise the terminology used by St John of God Health Care to refer to those who work at our Hospitals (Caregivers).
- Paid Parental Leave has been increased from 9 to 14 weeks.
- When a child is born or adopted, a Nurse / Midwife Caregiver who is the spouse of a primary carer, subject to eligibility requirements, is now entitled to 1 week of paid parental leave (in addition to the unpaid parental leave entitlements prescribed by the National Employment Standards).
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- Like Working with Children Checks, Nurse / Midwife Caregivers are now responsible for the cost of National Criminal Record Checks. National Criminal Records Checks are currently only required upon commencing employment and do not need to be maintained on a regular basis.

#### **4. *How has the overall pay increase been developed?***

These increases have been developed in consideration of the wider health market including other private providers, and NSW Health. The reason that a higher increase has been awarded to those who receive pay rates in accordance with the current EBA is because those rates are behind what we see as a competitive market rate. SJGHC has committed to work to close this pay gap to ensure fair pay rates for all of our Caregivers.

#### **5. *What if there is a no vote?***

A 'no' vote means we start negotiations again, and pay increases will be delayed until we get to 'yes'. There will be no backpay. SJGHC has made the best agreement we can deliver for you. It's in all of our interests to have an agreement in place and operating effectively as soon as practicable.

#### **6. *What is a 'yes' vote? And what if I don't vote?***

A 'yes vote' is a majority of 50%+1 of all votes cast being in favour. So, for example, if only 50 people vote, a yes vote happens if at least 26 people voted 'yes'. Remember, only those votes that are cast are counted – so if you want to make sure your opinion counts, you have to VOTE!

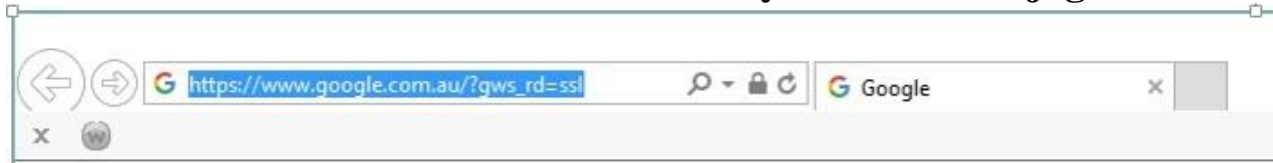
#### **7. *Additional Information***

If you have any questions that you would like answered you can speak to your manager or, alternatively, email Group Industrial Relations on [IR@sjog.org.au](mailto:IR@sjog.org.au) and we will respond to your question (and possibly add it to our FAQs!)

# HOW TO VOTE ONLINE

You can vote from **11 July to 14 July** by following these steps.

1. Log your computer on to the internet and in the address bar at the top left corner of your web browser (not through a search engine such as Google) enter **www.myvote.com.au/sjoghn**



2. Enter your surname, caregiver (employee) number and date of birth then click on the submit button.

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**ST JOHN OF GOD HEALTH CARE  
HAWKESBURY DISTRICT HEALTH SERVICE AND  
NEW SOUTH WALES NURSES AND MIDWIVES' ASSOCIATION / ANMF NSW BRANCH  
NURSING AND MIDWIFERY ENTERPRISE AGREEMENT 2017**

Please fill in your details below then click on the submit button  
This information is only used to check that you are eligible to vote and that you have not already voted. The way you vote remains secret.  
This information remains confidential and will be destroyed after the completion of the ballot.

Surname  
 Employee Number (without the 'E')  
   Date of Birth (dd/mm/yyyy)

3. Click on either the YES or NO box then click on the submit button.

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**Do you approve the proposed  
St John of God Health Care  
Hawkesbury District Health Service and  
New South Wales Nurses and Midwives' Association / ANMF NSW Branch  
Nursing and Midwifery Enterprise Agreement 2017**

Click on either the YES or NO box then click on the submit button.  
If you make a mistake click the same box again to clear the entry.

☐ YES - I approve the Agreement.  
☐ NO - I do not approve the Agreement.

Please note that your personal information is only used to check that you are eligible to vote and that you have not already voted. The way you vote remains secret.