

Dear Fellow Caregiver,

I am pleased to advise that negotiations have concluded with the New South Wales Nurses and Midwives' Association and ANMF NSW Branch over a new *St John of God Health Care NSW Hospitals and New South Wales Nurses and Midwives' Association / ANMF – NSW Branch, Nurses Enterprise Agreement 2016* 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 30th June 2019).
- All Nurse Caregivers covered by this Agreement will receive a 5% increase over the above period – 2.5% from the first full pay period on or after 1st July 2017 subject to a successful ballot and 2.5% from the first full pay period on or after 1st July 2018.
- These increases have been developed in consideration of the wider health market including other private providers, and NSW Health.
- Allowances will be increased by 2.5% per year and will coincide with the dates of the increases outlined above.
- The term Nursing Caregivers 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).
- Nurse Caregivers can now access their accrued Long Service Leave entitlements after 7 years of continuous service instead of 10 years.
- Nurse Caregivers can now also access their Long Service Leave at half pay for double the period or double pay for half the period.
- 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.
- When a child is born or adopted, 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).
- A 'support for Nurse Caregivers experiencing domestic violence' clause has been introduced which outlines the support the Employer offers to affected Nurse Caregivers.
- 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 Caregiver take their excess leave (e.g. the Employer must first attempt to agree on a mutually convenient time to take excess leave, what notice period the Employer must provide).
- An enhanced Nurse Practitioner classification structure has been developed where a further 3 pay levels for Nurse Practitioners have been added.
- Where annual leave is paid in advance, annual leave loading will now be paid at the time the leave is paid instead of at an anniversary date at a later stage.
- With the approval of the Nurse Caregiver in charge, meal and tea breaks may now be aggregated for Nurse Caregivers working night shifts.
- Casual Nurse Caregivers may apply at any time for a permanent nursing position that is advertised instead of needing to wait until 6 months of regular and systematic employment.
- Clear steps outlining the process Nursing Caregivers need to follow to address any concerns with workload has been introduced. A tool to guide Nurse Caregivers through formalising ongoing workload concerns has also been incorporated into the Agreement – This includes defined timeframes for a response.

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 **Friday 10th March 2017** until **midnight Friday 17th March 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.

A secret ballot will then be conducted to determine whether the Agreement is supported by a majority of Nurse Caregivers. The ballot will be conducted electronically, and commence on **Saturday 18th March 2017** and conclude at **midnight on Wednesday 22nd March 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 contact your manager, email IR@sjog.org.au or your union should you require further information.

Kind regards,

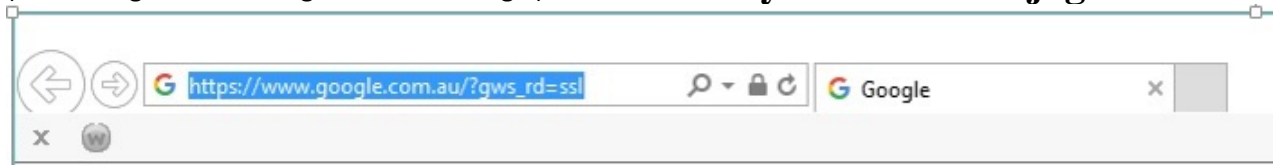


Rob Pini
Group Manager Industrial Relations

HOW TO VOTE ONLINE

You can vote from **18th March 2017 to midnight on 22nd March 2017** 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/sjognsw**



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

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**ST JOHN OF GOD HEALTH CARE NSW HOSPITALS AND
NEW SOUTH WALES NURSES AND MIDWIVES' ASSOCIATION /
ANMF - NSW BRANCH, NURSES ENTERPRISE AGREEMENT 2016**

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
 Caregiver 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 NSW Hospitals and
New South Wales Nurses and Midwives' Association /
ANMF - NSW Branch, Nurses Enterprise Agreement 2016**

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.

ATTENTION NSW Nurse 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.

- From the first full pay period on or after 1st July 2017 subject to a successful ballot – an increase of 2.5%
- From the first full pay period on or after 1st July 2018 – an increase of 2.5%

These increases have been developed in consideration of the wider health market including other private providers, and NSW Health.

2. *What about allowances?*

Allowances will be increased by 2.5% per year and will coincide with the dates of the increases outlined above.

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

The other main features of the new Agreement are:

- The term Nursing Caregivers 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).
- Nurse Caregivers can now access their accrued Long Service Leave entitlements after 7 years of continuous service instead of 10 years.
- Nurse Caregivers can now also access their Long Service Leave at half pay for double the period or double pay for half the period.
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4. *How has the overall pay increase been developed?*

The pay increase takes into account a range of factors including the duration of the Agreement, how our pay compares with other private providers in NSW, the wider health market including NSW Health, and our funding

increases from health funds. Our aim is always to provide competitive and sustainable increases for our caregivers, and we believe strongly that we have achieved that with this Agreement.

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 and we will respond to your question (and possibly add it to our FAQs!)