



VALUE AGED CARE NURSING PROPERLY

FOR BETTER RESIDENT CARE

EBA 2008/9

www.valueagedcarenursing.com.au

Why is ANF asking me to sign this form?

The Australian Nursing Federation (Vic Branch) is currently seeking a new enterprise agreement for Registered Nurses (Division 1 and 2) and Personal Care Workers. As from 1 July 2009, under the Commonwealth industrial relations laws (Fair Work Act), employers **must** negotiate with ANF if the majority of employees who will be covered by the Agreement want the ANF to represent them.

Do I need to be an ANF member to sign this form?

No, the agreement ANF is keen to reach with your employer is for all direct care staff, whether ANF members or not. However, ANF strongly recommends that it is in your interests to join ANF.

Should I join the ANF?

If you want your employer to take you seriously, we need to all work together. ANF members can voice their opinions in a way that management will take notice. By combining members' opinions, the message from the nursing team is stronger than just individual workers complaining to management. More ANF members mean a stronger union and a better agreement. Even when we are not bargaining, ANF can help if you are disciplined, suspended or sacked without just cause, if you are underpaid, if your rosters are changed without your agreement, or for general inquiries about wages and conditions. Protect your right to work with dignity with the power of the ANF behind you.

I've been told that I cannot join ANF. Is that true?

No! ANF has a legal right to represent all nurses and PCWs in private aged care in Victoria. All nurses and personal care workers employed in private aged care

can join the ANF. It is illegal for someone to discourage you from joining. ANF can represent you with your employer, in industrial tribunals and in court. **Don't let anyone tell you otherwise!**

Why join the ANF?

- ANF is a member only service. You must be a financial member at the time you need us. ANF is well resourced, with almost 50,000 members and over 90 staff in Victoria. ANF understands nursing, including aged care nursing. That is what we do for thousands of members. You have strength in numbers with the ANF, you have bargaining power. As an individual, you have little or no influence. ANF has professional negotiators and advocates fighting for you.
- ANF retains lawyers to represent you in court, whether it be the Coroners Court or pursuing underpaid wages and superannuation.
- ANF negotiates with your employer for your collective bargaining agreement that determines your salaries and conditions and terms of employment.
- ANF membership brings a \$5 million liability insurance policy, in case you are sued in connection with your job and your membership fees are tax deductible.
- ANF conducts industry-wide campaigns, such as pursuing minimum staffing levels and skill mix in all aged care facilities throughout Australia.
- ANF ensures Health and Safety rules and regulations are adhered to, and is a world leader in reducing injuries caused by nursing. All employees have the right to safe working conditions and a disease free environment.

How can I join ANF?

The easiest way to join is online – www.anfvic.asn.au or call ANF on 9275 9313.

fold upwards here

Dear ANF State Secretary

I request that the Australian Nursing Federation (Victorian Branch) be my bargaining representative.

I call on the Australian Nursing Federation (Victorian Branch) to negotiate an enterprise agreement on my behalf with my employer. I call on my employer to negotiate this Agreement in good faith with the ANF.

I work in a low paid industry with rates of pay at least 8%, and as much as 20%, behind the public and private acute health sectors. As an aged care worker I deserve better.

Signed:

Name:

Employer:

Facility location

Home Email:

Home Phone:

Please tick:

RN Div 1:

RN Div 2:

PCW:

Fold this section up at the dotted line, then fold again up to the top and stick down.

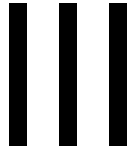
because we care.org.au
Quality care for older Australians

because
WE care

Delivery Address:

PO Box 12600
ABECKETT STREET VIC 8006

No stamp required
if posted in Australia



Australian Nursing Federation
Victoria Branch
Reply Paid 12600
ABECKETT STREET VIC 8006

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I support the claims of the Australian Nursing Federation (Victorian Branch) for all care workers in aged care which include:

- a minimum average wage increase of 3.5% a year
- maintenance of current award and agreement entitlements
- increased paid parental leave, access to long service leave at 7 years
- automatic progression from pay point 1-8 for Division 2s
- new classifications of Division 2 (Advanced) and PCW2 (Advanced) and an extra year of experience payment for PCWs
- Div 2 In Charge of Facility allowance of \$70 per shift
- Div 2 Qualification allowance including payment of medication endorsement on all hours worked
- a new NUM structure
- Grade 5 paid in out of hours of the DON

