



2007 AUSTRALIAN RED CROSS BLOOD SERVICE CLAIM

Nurses save lives! Nurses are essential to the health and well-being of the Victorian community and yet there is enormous failure on behalf of governments of all political persuasions to recognise the overall contribution that nurses make.

Nursing must be seen as a viable career option for school leavers and, in addition, existing experienced nurses must have job satisfaction to ensure that they remain nursing. No amount of marketing will be successful if retention issues are not continually addressed and nurses are not valued.

Agreement and implementation of the 2007 Australian Red Cross Blood Service Claim will allow the following to occur:

1. Experienced nurses will stay working at the Australian Red Cross Blood Service (ARCBS), contributing significantly to the Victorian community.
2. The ARCBS will be able to demonstrate its true commitment and how it values nurses.
3. There will be a safe working environment that ensures nurses are free to nurse, free of fear, intimidation and violence.
4. Nurses will be able to better balance the competing work, family and life issues that they are faced with.

The Victorian community values and respects the ARCBS nurses' contribution. It is now time for the Government and the ARCBS to demonstrate the same.

AUSTRALIAN RED CROSS BLOOD SERVICE NURSING STAFF COLLECTIVE BARGAINING AGREEMENT 2007

Précis of Log of Claims

Note - This document is a précis of the ANF log of claims for nurses. The actual claim provided to the ARCBS is a comprehensive draft agreement that contains the Award, the expired agreement and the amendments arising from Part D of this claim in its entirety in a single document.

Part A - Award maintenance

The new Agreement to contain all relevant conditions contained in the Nurses (Victorian Health Services) Award as in place at 15 December 2005 (except where varied by the existing Agreement or Part D of this claim), insofar as such matters are neither objectionable nor prohibited, and shall be enforceable as provisions of the new Agreement.

Terminology to be updated where appropriate.

Part B - Current EBA maintenance

The new Agreement to contain all conditions contained in the Australian Red Cross Blood Service and Australian Nursing Federation Enterprise Bargaining Agreement 2004-2007 (except where varied by Part D of this claim), insofar as they relate to matters pertaining to the employment

relationship between the employer served with this claim and the employees engaged in classifications covered by that Agreement insofar as such matters are neither objectionable nor prohibited.

The new Agreement to also incorporate amended Organisational Change provisions.

Part C - items that cannot be contained in an agreement

Any conditions in this claim, the Award or the current Agreement that are prohibited by law from being contained in a union collective agreement are to be maintained (except where varied by this claim) and contained in a common law deed between the union and the employer.

Part D - New claims

1. Recruitment and retention initiatives

- a) Minimum 18% increase in all wages and allowances.
- b) Division 1 and Division 2 non-salary conditions as far as practicable to be merged into common conditions for all nurses, with no overall loss of conditions for any employee.
- c) Nurses at Grade 3 and above to have salaries increased to restore relativity with top Grade 2 Nurse rate as intended by professional rates decisions of the Industrial Relations Commission.

- d) A Division 2 nurse entering the workforce who has:
 - completed the Certificate IV entitling them to endorsement to administer medication to enter at Pay Point 2.
 - completed the Diploma to enter at Pay Point 3.
 - completed an Advanced Diploma competency relevant to their area of practice to be eligible for the Senior Allowance.
- e) In addition to the night duty allowance, an employee who commences night duty on a Sunday shall be paid the Sunday rate of pay for all hours worked on that shift, provided that if the Monday is a Public Holiday, all hours worked on the Monday are to be paid at Public Holiday rates.
- f) Permanent night duty allowance to apply to all night duty shifts.
- g) Costs associated with police checks to be the employer's responsibility, with police checks remaining with the employee, and agreed process reached.
- h) Enhanced overtime payments for casuals, weekends and public holidays.
- i) Superannuation – compulsory employer contribution to be increased to 10% of all salary, allowances, loading and penalties and payable to all nursing employees, regardless of age or income.
- j) Research Nurses to be paid not less than 3A with career structure to be negotiated within 12 months.

2. Work life balance

- a) Where an employer requires, or the nature of work dictates that employees change before and after their shift, this is to be counted as time worked.
- b) All nurses to be eligible for not less than 14 weeks paid parental leave and 2 weeks paid paternity leave, specifically including casual employees engaged on a systematic and regular basis.
- c) Nurses to be entitled to take long service leave pro-rata on completion of 7 years service.
- d) The ARCBS will recognise service with any employer respondent to the Nurses Public Sector EBA, the Nurses Psychiatric Services EBA 2007 and the Royal District Nursing Service EBA 2007 for LSL purposes, and will compensate any prospective employer of a departing ARCBS employee an amount for LSL purposes.
- e) The allowable period of absence between employers for LSL purposes to be increased to 12 weeks.
- f) All nurses to have access to 6 weeks annual leave where they work (including overtime) or are on-call on weekends, whether full or part-time.
- g) Senior Allowance to be payable during annual leave.
- h) Paid time for nurses performing volunteer duties for

CFA, SES and similar organisations, and nurses not be required to re-attend for work, without loss of pay, for 10 hours after completion of volunteer duty.

- i) The employer to reimburse a nurse for child care expenses where a nurse (without 24 hours notice) is required to perform work at times other than or in addition to their rostered hours.
- j) On-call allowance to be increased to 5% and introduction of "stand-by" allowance to properly compensate for extended periods of on-call duty.
- k) The employer is to provide paid leave to any nurse where that nurse has been elected to the Victorian Branch Council of the ANF to enable the nurse to travel to and from and attend Branch Council meetings and where applicable, meetings of the Branch Executive Committee.
- l) Leave to attend alcohol and drug rehabilitation program.
- m) All employees to have access to a 48/52 type flexible leave scheme on request.
- n) All staff to have access to the 8:8:10 roster.

3. Education

- a) Professional Development leave to be extended to part-time employees on a pro rata basis.
- b) A Division 1 nurse who completes additional recognised tertiary education beyond the minimum necessary for registration to receive the Qualification Allowance - e.g. double degrees, 4 year degrees, honours degrees, Masters entry and similar arrangements.
- c) Provisions protecting and compensating trainees.
- d) a Registered Nurse Division 1 who holds a doctorate shall be paid, in addition to their salary, 8.5% of the base rate.
- e) Study leave of 4 hours per week per semester for tertiary studies, with backfilling of absences.

4. Occupational Health and Safety

- a) Bring EBA into line with Victorian legislative changes in OHS and workers compensation,
- b) Strengthen nurses' rights to OHS and workers compensation which have been reduced under WorkChoices and other Federal legislation.
- c) Introduction of agreed principles and processes to prevent and manage OHS hazards affecting nurses including violence, bullying and stress.
- d) Improved Accident Make-up Pay

5. Staffing

- a) Team leader positions to be at a minimum level of Grade 4.