

Enterprise bargaining

The overwhelming majority of Penola employees signed a petition requesting that the employer begin enterprise bargaining negotiations with the QNU.

On 17 March 2010 the QNU and two QNU members met with management representatives to discuss whether bargaining should proceed.

As we were not able to reach agreement on this fundamental issue, the QNU has made an application to Fair Work Australia to begin the enterprise bargaining process.

Enterprise bargaining is the way employees achieve improvements in their wages and conditions.

Currently approximately three-quarters of aged care nurses are covered by enterprise agreements and are paid significantly higher rates than Penola nurses (see table on following page).

But your employer says they can't afford to bargain

In the bargaining process both the employer and the union submit claims, and each responds to the other party's claims. Both claims and responses should be supported by explanations.

We have yet to see an employer agree to a wage increase they cannot afford.

At the end of the bargaining, employees who are to be covered by the agreement vote on the agreement.

Your employer is currently attempting to avoid negotiations. You have a legal right to pursue an agreement with your employer and be represented by the QNU.

You do not need to be afraid that you will lose your job simply because you want fair wages and conditions. You will in fact gain greater security of employment under an enterprise agreement.

What is usually in an agreement

The agreement will cover the following matters:

- » Hours of work – length of shifts
- » Wage rates
- » Classifications and career progression
- » Weekend penalties
- » Superannuation
- » Annual leave, long service leave, sick leave

as well as many other conditions of employment. The agreement will apply only to Penola nursing staff.

Examples of other agreements which the QNU has negotiated are available on the QNU website.

Please contact QNU Organiser, Paul Mitchell by phone on 3840 1444 if you have any questions or concerns about this matter.

Know someone who is not a member of the QNU?

Now they can **join on-line**.

Just go to **www.qnu.org.au** and follow the links

— it's easy!



 **Nurses. For you. For life.**

Classification	Penola \$/hr	Blue Care \$/hr	Spiritus \$/hr	RSL Care \$/hr	Prescare \$/hr
ASSISTANT NURSE					
AN ENTRY LEVEL	15.63	N/A	17.51	16.32	16.67
AN LEVEL 1.1	16.17	19.14	18.18	16.85	17.39
AN LEVEL 1.2	16.45	19.55	18.52	17.66	17.76
AN LEVEL 2.1	16.78	20.04	18.92	18.15	18.19
AN LEVEL 2.2	17.05	20.46	19.26	18.77	18.55
AN LEVEL 3	17.60	21.28	19.93	20.58	19.27
ENROLLED NURSE					
EN LEVEL 1.1	18.10	22.03	20.72	20.07	19.93
EN LEVEL 1.2	18.37	22.44	21.06	20.58	20.29
EN LEVEL 2.1	18.92	23.26	21.73	21.34	21.62
EN LEVEL 2.2	19.19	23.67	22.07	21.40	21.99
EN LEVEL 2.3	N/A	24.01	N/A	23.42	N/A
EN LEVEL 3.1	N/A	N/A	23.19	N/A	N/A
EN LEVEL 3.2	N/A	N/A	23.53	N/A	N/A
REGISTERED NURSE LEVEL 1					
RN LEVEL 1.1	19.39	24.31	23.54	24.85	22.43
RN LEVEL 1.2	20.58	26.46	25.68	27.43	24.23
RN LEVEL 1.3	21.90	28.66	27.82	29.40	26.03
RN LEVEL 1.4	23.13	30.87	29.95	29.40	27.76
REGISTERED NURSE LEVEL 2					
RN LEVEL 2.1	24.23	32.70	31.73	30.37	29.24
RN LEVEL 2.2	25.12	34.18	33.16	31.73	30.45
REGISTERED NURSE LEVEL 3					
RN LEVEL 3.1	26.45	36.38	35.30	38.05	32.25
RN LEVEL 3.2	27.45	38.03	36.90	38.05	33.60
REGISTERED NURSE LEVEL 4					
Grade 1	30.10	42.43	40.94	38.05	37.20
Grade 2	32.04	45.65	43.56	38.05	39.82
Grade 3	33.98	48.86	46.18	38.05	42.45
REGISTERED NURSE LEVEL 5					
Grade 1	30.10	42.43	40.94	39.95	37.20
Grade 2	31.76	45.19	43.18	39.95	39.45
Grade 3	33.98	48.86	46.18	39.95	42.45
Grade 4	36.19	52.54	49.18	39.95	45.45