

Agreement out to ballot shortly

The Ozcare Nurses Union Collective Agreement 2008 expired on 31 December 2009. The QNU, with your workplace representatives, have met with management since late last year to come to an agreement that would keep pace with other large non-profit aged care providers.

Negotiations have concluded and now it's time for you to have your say on the document. Your employer will provide you with instructions on the voting process that will occur shortly and is currently running consultation sessions throughout Queensland.

The proposed agreement will expire on 1 March 2013.

Some of the features in the draft Ozcare Nurses Enterprise Agreement 2010 include

Wage increases

- » 1 July 2010: 8% for RNs and EENs, 4.5% for AINs
- » 1 July 2011: 5% for RNs and EENs, 4.5% for AINs
- » 1 July 2012: 5% for RNs and EENs, 4.5% for AINs

Please refer to the attached wage sheet to see how Ozcare compares to other larger non-profit aged care providers.

Allowances will increase in line with the Consumer Price Index (inflation) on 1 July 2011 and 2012.

Maximum shift lengths have been extended to ten hours from eight hours. Previously it was eight and ten by mutual agreement. Ozcare has given an undertaking that no employee will be forced to work ten-hour shifts against their will. Other entitlements in your existing agreement remain unchanged.

Paid union training leave has been reinserted. This was taken away as a result of your previous agreement being negotiated under the Howard government's *WorkChoices*. This clause allows up to two nurses at a facility to attend a QNU training course being run in their area and to be paid at ordinary rates by their employer.

Consult clause 7.9 of the draft agreement for further information.

Want further information?

Please contact your local workplace representative, your QNU organiser or call the QNU on 3840 1444.



Wage comparisons

Classification	Ozcare 01-Jul-10 \$/hr	BlueCare 01-Jul-10 \$/hr	Spiritus 01-Jul-10 \$/hr	RSL Care 01-Sep-09 \$/hr	Prescare 01-Sep-10 \$/hr
ASSISTANT NURSES					
AN ENTRY LEVEL	18.53	N/A	18.21	16.32	17.34
AN LEVEL 1.1	18.92	20.09	18.91	16.85	18.09
AN LEVEL 1.2	19.27	20.53	19.26	17.66	18.47
AN LEVEL 2.1	19.37	21.04	19.68	18.15	18.92
AN LEVEL 2.2	19.76	21.48	20.03	18.77	19.29
AN LEVEL 3	20.53	22.34	20.73	20.58	20.04
ENROLLED NURSES					
EN LEVEL 1.1	22.57	23.13	21.55	20.07	20.72
EN LEVEL 1.2	22.98	23.56	21.90	20.58	21.10
EN LEVEL 2.1	24.02	24.42	22.60	21.34	22.48
EN LEVEL 2.2	24.21	24.86	22.95	21.40	22.87
EN LEVEL 2.3	N/A	25.21	N/A	23.42	N/A
EN LEVEL 3.1	N/A	N/A	24.11	N/A	N/A
EN LEVEL 3.2	N/A	N/A	24.47	N/A	N/A
REGISTERED NURSE LEVEL 1					
RN LEVEL 1.1	25.42	25.52	24.48	24.85	23.33
RN LEVEL 1.2	27.53	27.78	26.70	27.43	25.20
RN LEVEL 1.3	29.62	30.10	28.93	29.40	27.07
RN LEVEL 1.4	31.65	32.41	31.15	29.40	28.87
REGISTERED NURSE LEVEL 2					
RN LEVEL 2.1	33.38	34.34	33.00	30.37	30.41
RN LEVEL 2.2	34.80	35.89	34.49	31.73	31.67
REGISTERED NURSE LEVEL 3					
RN LEVEL 3.1	36.89	38.20	36.71	38.05	33.54
RN LEVEL 3.2	38.47	39.94	38.38	38.05	34.95

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!

