

## Update on EB negotiations

Your QNU representatives met with Lourdes management on 8 February 2010 to continue with the negotiations for an enterprise agreement for nursing staff.

The Union has rejected the 4% wages offer and has requested that Lourdes reconsider a wage increase that would be paid at the commencement of the agreement, rather than October 2010.

The employer has rejected paid maternity leave. The Union has requested that your employer return to the Board for further instructions in relation to wages and maternity leave, as we believe the proposals are inadequate.

A number of other matters in the proposed agreement put to your employer have been agreed, including salary packaging and occupational superannuation.

In relation to training matters, your employer has indicated a preparedness to have further discussions on these points. Your employer has also advised they would develop a full draft agreement which will incorporate the terms of the new Modern Award and the proposals that have been previously put to them in the Union's proposed Draft Agreement.

The next meeting is scheduled for 23 February 2010 and we will keep members fully advised of further developments.

Attached is a wages comparison which sets out your existing wage rates and those of other aged care providers in the Toowoomba area.

Please advise your QNU Toowoomba Organiser, Auriel Robinson, of any issues you would like included in your agreement.



## Wages Comparison—Aged Care Providers, Toowoomba area—February 2010

	Blue Care 01-Jul-09 \$/hr	Ozcare 01-Sep-09 \$/hr	Spiritus 01-Jul-09 \$/hr	RSL Care 01-Sep-09 \$/hr	Lourdes \$/hr
<b>Assistant Nurses</b>					
AN ENTRY LEVEL		17.73	17.51	16.32	17.27
AN LEVEL 1.1	19.14	18.10	18.18	16.85	17.58
AN LEVEL 1.2	19.55	18.44	18.52	17.66	17.87
AN LEVEL 2.1	20.04	18.54	18.92	18.15	17.96
AN LEVEL 2.2	20.46	18.91	19.26	18.77	18.26
AN LEVEL 3	21.28	19.64	19.93	20.58	18.26
<b>Enrolled Nurses</b>					
EN LEVEL 1.1	22.03	20.90	20.72	20.07	19.44
EN LEVEL 1.2	22.44	21.28	21.06	20.58	19.75
EN LEVEL 2.1	23.26	22.24	21.73	21.34	20.13
EN LEVEL 2.2	23.67	22.42	22.07	21.40	20.52
EN LEVEL 2.3	24.01	22.42	22.07	23.42	20.84
EN LEVEL 3.1			23.19		
EN LEVEL 3.2			23.53		
<b>Registered Nurse Level 1</b>					
RN LEVEL 1.1	24.31	23.54	23.54	24.85	23.28
RN LEVEL 1.2	26.46	25.49	25.68	27.43	25.12
RN LEVEL 1.3	28.66	27.43	27.82	29.40	26.86
RN LEVEL 1.4	30.87	29.31	29.95	29.40	27.93
<b>Registered Nurse Level 2</b>					
RN LEVEL 2.1	32.70	30.91	31.73	30.37	30.11
RN LEVEL 2.2	34.18	32.22	33.16	31.73	31.11
<b>Registered Nurse Level 3</b>					
RN LEVEL 3.1	36.38	34.16	35.30	38.05	32.57
RN LEVEL 3.2	38.03	35.62	36.90	38.05	34.59
<b>Registered Nurse Level 4</b>					
Grade 1	42.43	39.51	40.94	38.05	
Grade 2	45.65	42.34	43.56	38.05	
Grade 3	48.86	45.18	46.18	38.05	
<b>Registered Nurse Level 5</b>					
Grade 1	42.43	39.51	40.94	39.95	
Grade 2	45.19	41.93	43.18	39.95	
Grade 3	48.86	45.18	46.18	39.95	
Grade 4	52.54	48.41	49.18	39.95	
Note: Lourdes rates of pay based on information supplied by employer.					
Rates have been fitted into the Aged Care award classification to compare with other local employers.					