

Mater South Brisbane & Redlands enterprise agreement negotiations update #4



Agreement out to ballot – time for you to decide

Negotiations for a new enterprise agreement for Mater South Brisbane and Redland nurses have concluded. Now it's time for nurses to decide whether they wish to accept the employer's offer.

What is on offer?

- » Agreement length: Agreement commencing from date of approval and expiring 30 June 2012
- » Wages
 - › From 1 January 2010: AiNs, Student Nurses and SPD rates to increase between 21.7% and 59.3%. This provides parity with the public sector. (Note: AiNs in SPD will receive equivalent rates to the first three paypoints for Enrolled Nurses)
 - › From 1 July 2010: 4% for ENs and RNs
 - › From 1 October 2010: 4% for AiNs, Student Nurses and SPD
 - › From 1 July 2011: 4% for all nursing employees (Note: A full proposed wages schedule including all classifications and paypoints and the proposed percentage increases is attached to this newsletter)
- » Continuation of all existing entitlements
- » Professional development assistance and leave
 - › Available to permanent registered enrolled nurses working 16 or more hours per fortnight;
 - › Applies annually from 1 July 2010;
 - › \$500 per annum for approved professional development activities:
 - * Two days paid leave per annum;
 - * Pro rata for part-timers; and
 - * Not cashable, nor paid out on termination
- » On call from 1 January 2010 rates to increase as follows
 - › Monday to Friday - \$20.78;
 - › Saturday, Sunday, Public Holiday or Rostered Off Duty - \$38.02.
- » Annual leave loading payable on termination
- » Cashing out of annual leave at the election of the employee and only amounts in excess of a year's accrual
- » Excessive annual leave: ability for an employer to direct an employee to take annual leave in excess of eight weeks after provision of 28 days notice
- » On call extra weeks annual leave: clause to be amended to reflect overtime worked after a rostered shift if an employee's on call to be included as an occasion
- » Written agreement if employee wishes to reduce the 10-hour break to eight hours.

How do I vote?

Every nurse needs to have their say as to whether or not they wish to approve the agreement. You decide by considering the offer, reviewing the agreement and casting your vote.

Timeline for consideration and ballot process

- » Since 10 December 2009 the agreement has been available in your workplace for access and consideration.
- » By 17 December 2009 you should have received a ballot paper. If you haven't please contact Mater Human Resource Department.
- » Ballot opens: 17 December 2009.
- » Ballot closes and counted: 24 December 2009 at 10am.

If you want to know more or have any questions contact the QNU on 3840 1444.

Remember — to have your say you must cast your vote.

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BE INFORMED

BE ACTIVE

Wage Rates for Enrolled and Registered Nurses

Description	Hourly Rate from 1 July 2009	Hourly rate from first pay period after 1 July 2010	Hourly rate from first pay period after 1 July 2011
Enrolled Nurses			
EN Level 1 Grade 1	\$22.6597	\$23.5661	\$24.5087
EN Level 1 Grade 2	\$23.0131	\$23.9336	\$24.8910
EN Level 1 Grade 3	\$23.3782	\$24.3133	\$25.8959
EN Level 1 Grade 4	\$23.7492	\$24.6992	\$25.6871
EN Level 1 Grade 5	\$24.1432	\$25.1089	\$26.1133
Registered Nurses Level 1			
RN Level 1 Grade 1	\$25.2621	\$26.2726	\$27.3235
RN Level 1 Grade 2	\$26.4520	\$27.5101	\$28.6105
RN Level 1 Grade 3	\$27.7066	\$28.8149	\$29.9675
RN Level 1 Grade 4	\$28.9611	\$30.1195	\$31.3243
RN Level 1 Grade 5	\$30.2155	\$31.4241	\$32.6811
RN Level 1 Grade 6	\$31.4747	\$32.7337	\$34.0430
RN Level 1 Grade 7	\$32.7338	\$34.0432	\$35.4049
RN Level 1 Grade 8	\$33.9913	\$35.3510	\$36.7650
Registered Nurses Level 2			
RN Level 2 Grade 1	\$34.5747	\$35.9577	\$37.3960
RN Level 2 Grade 2	\$35.3921	\$36.8078	\$38.2801
RN Level 2 Grade 3	\$36.2125	\$37.6610	\$39.1674
RN Level 2 Grade 4	\$37.0390	\$38.5206	\$40.0614
Registered Nurses Level 3			
RN Level 3 Grade 1	\$39.7166	\$41.3053	\$42.9575
RN Level 3 Grade 2	\$40.6537	\$42.2798	\$43.9710
RN Level 3 Grade 3	\$41.5817	\$43.2450	\$44.9748
RN Level 3 Grade 4	\$42.5194	\$44.2202	\$45.9890

Wage Rates for Student Nurses and Assistants in Nursing (including in SPD)

Description	Hourly rate from first pay period after 1 January 2010	Hourly rate from first pay period after 1 October 2010	Hourly rate from first pay period after 1 July 2011
Grade 1	\$20.6618	\$21.5566	\$22.4513
Grade 2	\$21.1763	\$22.0711	\$22.9658
Grade 3	\$21.5132	\$22.4079	\$23.3039
Grade 4	\$22.0789	\$22.9737	\$23.8921
Grade 5	\$22.6539	\$23.5605	\$24.5026
Grade 5 with SPD Certificate Year 1	\$22.6597	\$23.5661	\$24.5087
Grade 5 with SPD Certificate Year 2	\$23.0131	\$23.9336	\$24.8910
Grade 5 with SPD Certificate Year 3	\$23.3782	\$24.3133	\$25.2859