



Queensland Nurses' Union of Employees, 2nd Floor, 56 Boundary Street, West End Q 4101

■ Brisbane 3840 1444 ■ Townsville 4772 5411 ■ Rockhampton 4922 5390 ■ Cairns 4031 4466 ■ Toowoomba 4659 7200 ■ Bundaberg 4132 8411

Sunshine Coast Day Surgery

12 May 2006

New enterprise bargaining negotiations set to commence

Members have indicated that they are keen to make a workplace agreement with their employer to improve their wages and conditions. Part of the process of making a workplace agreement is to develop a log of claims to be served on your employer. To do this we have attached a survey. Please take the time to fill it in and return it. A reply paid envelope is provided or you can fax it to 3844 9387 or attach it to an email and send it to qnu@qnu.org.au.

The QNU will be consulting with members and keeping them informed as to the progress of negotiations through newsletters, other material and meetings of members. We need members at the workplace to be involved and to assist in distributing information and providing feedback. Please provide us with your details so that you can keep updated on the progress of negotiations.

Sunshine Coast Day Surgery new enterprise agreement — what are your issues?

The QNU standard claim for enterprise bargaining is based on our Wages and Working Life Policy which was passed at the QNU Annual Conference 2001, a major survey of members undertaken by the USQ on behalf of QNU, relevant QNU Annual Conference Resolutions 2005 and ensuring nursing wages and conditions at your workplace are keeping pace with nursing wages and conditions generally.

Please take a little time to add any comments you wish. Below is the standard claim items. Please indicate by putting a number between 1-5 in the box how important the issue is to you—1 indicating a LOW priority and 5 indicating a VERY HIGH priority and add any comments you wish:

1. No reduction in existing entitlements: _____

2. Parity of wages with the public sector: _____
3. Nursing qualification allowances (this may already be in place, but are the quantum appropriate?):

4. In charge of shift allowance (this may already be in place, but is the quantum appropriate?) _____

5. EN medication endorsement allowance (this may already be in place, but is the quantum appropriate?) _____
6. The establishment of processes, procedures and policies to ensure appropriate nursing staffing levels and appropriate workloads for nurses (a process may be in place – is it operating effectively?) _____

7. Day off after three consecutive night shifts _____

8. Improved night shift allowance (this may already be in place, but is the quantum appropriate?) _____

9. Breaks of at least 10 hours between shifts (a process may be in place – is it operating effectively?)

10. 30 minutes patient free time (exclusive of handover) _____

11. TOIL at overtime rates (this already exists – is it operating properly?) _____

12. Free, safe & accessible car parking _____

13. 14 weeks paid maternity leave _____

14. Better job security for part-time and casual nurses _____

15. Better provisions for recognising previous nursing experience to assist in attracting nurses back into the workforce (a process is in place is it effective?) _____

16. Professional Development Leave & Assistance _____

17. New AIN & Student Nurse Classification Structure _____

18. Higher On-call Rates _____

19. Extra weeks' leave for being on-call & overtime after a shift, whilst on call be included as an occasion for the purposes of accruing the entitlement _____

20. Permanent night shift to be recognised as similar to continuous shift work for the accrual of annual leave _____

21. Superannuation to be paid on "Ordinary Time Earnings" (OTE) rather than base pay _____

22. Access to Long Service Leave after 7 years rather than 10 _ _____

Please take a small amount of time to let us know of any particular local issues you would like to see included or addressed in the claim for UHC. _____

YES, I would be willing to act as a QNU contact for the purposes of distributing information to my colleagues and assisting with other QNU activities.

Ensuring a good outcome from negotiations means ensuring members are kept up-to-date, involved and informed. If you are willing to assist with QNU campaign activities in this way please fill in the following:

Name: _____

Address: _____

Phone: _____

Fax: _____

E-mail: _____

Your current position: _____

Your ward/ unit/location: _____

Please note: all information in this survey is confidential to the QNU and will only be used to assist us in our activities. No specific, individual details will be disclosed publicly or to your employer.

Please place in the reply paid envelope provided, or send to QNU, GPO Box 1289, Brisbane Q 4001