**NSW Nurses’ and Midwives’ Enterprise Agreement 2020-2022**

**Frequently Asked Questions**

**ABOUT THE PAY OFFER**

1. **What is Healthscope’s pay offer?**

Healthscope has proposed a 2 per cent pay rise over two years. The 2 per cent pay rise will be delivered as:

* 1 per cent pay rise on existing EBA rates in 2020, back dated to July
* A further 1 per cent in 2021.

 The pay rise reflects the current economic conditions which have been influenced by COVID19. Australia has been in recession for the first time in 30 years and unemployment has increased with widespread redundancies.

 Our proposed pay rise is three times higher than that awarded to public sector nurses in NSW in 2020.

1. **Why didn’t Healthscope match the Ramsay pay offer?**

 Ramsay has offered a 2 per cent pay rise – the same as Healthscope – but they only committed to 12 months. They clearly also recognise the current economic conditions and are not prepared to commit to any pay rise beyond 12 months.

 It is important to note that Healthscope still pays higher rates of pay than Ramsay in most classifications.

1. **Will I receive back-pay on all the hours I have worked since 1 July 2020?**

 Yes. Back-pay will be paid on all the hours you have worked, not just base hours. But this will only apply if we receive majority support for the agreement at the ballot.

1. **Why does Heathscope not offer salary sacrificing in the same way as the public sector?**

 Unfortunately, Healthscope does not have any control over the tax laws in this area. We do offer some salary packaging but this is limited compared with not for profit employers and the public sector due to the tax laws. Beyond net salary Healthscope endeavours to offer a better employment experience.

**ABOUT 10-HOUR BREAKS**

1. **Why don’t nurses and midwives working in the private sector get a 10-hour break between shifts as those in the public sector do?**

 There is a 10-hour minimum break after overtime in the Proposed Healthscope Agreement.  This is a change from the Current Healthscope Agreement.

 The break between rostered shifts is for a minimum of 8 hours in the Proposed Healthscope Agreement. This position is unchanged from the Current Healthscope Agreement.

 We believe the best way for nurses and midwives to manage these matters is to address any rostering issues locally with their NUM, etc. In our experience NUMs and others building ward rosters are mindful of a range of personal issues when building the roster and fatigue management should always be a priority in these considerations. If you ever have concerns regarding the safety of your roster, you are encouraged to talk to your NUM or alternatively escalate the matter via the normal safety processes so this matter can be promptly addressed.  Alternatively, you are encouraged to contact your Director of Nursing.

**ABOUT WARD SHUTDOWNS**

1. **Will nurses and midwives be forced to take 8 weeks’ annual leave to provide for shutdown of wards during quiet times?**

 No. The existing clause about ward shutdowns will not change in the new agreement. It has been in our enterprise agreement for some time. In reality, most hospitals make other arrangements during quiet periods when some wards close. Nurses and midwives are asked to take leave only occasionally when other options are not viable.

**ABOUT LEAVE PROVISIONS?**

1. **I have heard that part-time shift workers are being given less leave than they are entitled to. Why is Healthscope doing this?**

 We are not. The Healthscope clause is unchanged. The base annual leave entitlements are for 6 weeks (7-day shift workers) and 4 weeks (other than 7-day shift workers). On top of this, if you work sufficient Sundays and Public Holidays then there is more annual leave available (up to a further week). Healthscope provides a base annual leave entitlement plus extra leave for shift workers. For completeness, the Modern Award provides a minimum of 5 weeks’ annual leave plus an extra week for shift workers, but we compensate for this with much higher pay rates and more generous conditions elsewhere in the agreement than the Modern Award.

1. **Is FACS leave being removed for former Manly and Mona Vale nurses and midwives?**

Former Manly and Mona Vale nurses can use their existing accrued FACS leave indefinitely but they will no longer accrue this type of leave under the new Healthscope enterprise agreement.

**ABOUT THE BALLOT**

1. **When will the ballot take place?**

The ballot will be open from 9am on Thursday 17 December 2020 to 5pm on Monday 21 December.

1. **Do I have to be a union member to vote?**

No. All full-time, part-time and causal nursing employees at Healthscope hospitals across New South Wales are encouraged to vote. You do not have to be a union member.

1. **Is my vote confidential?**

Yes, your vote is completely confidential. The ballot is conducted by an external organisation. They need your personal information to verify that you are eligible to vote and to ensure you have not voted already. The way that individuals vote is not provided to Healthscope.

1. **Where can I get more information?**

Go to [www.myvote.com.au/nswnursesmidwives](http://www.myvote.com.au/nswnursesmidwives) or email your question to wr@healthscope.com.au