

ANMF Summary of Negotiations

Respect Aged Care

The Offer

Wage increases

Management is offering a 3-year agreement with a nominal expiry date of 1 July 2027.

Despite not being fully transparent about it, Respect already increased wages for all employees by 3.75% on 1 July 2024.

The wages offer is as follows.

Aged Care Employees:

- 3% Monday 27 January 2025 (applied to rates adjusted by 3.75% on FFPPOA 1 July 2024).
- 3% FFPPOA 1 July 2025.
- 3% FFPPOA 1 July 2026.

Nursing Employees (RNs and ENs):

- 1% Monday 27 January 2025 (applied to rates adjusted by 3.75% on FFPPOA 1 July 2024).
- 3% FFPPOA 1 July 2025.
- 3% FFPPOA 1 July 2026.

This is a change from the offer prior to this, which was:

- 1% wage increase (which would give a total of 4.75% from 1 July 2024). The 1%, on commencement of the agreement, would have included backpay from 1 July 2024.
- 3.5% from 1 July 2025.
- 3% from 1 July 2026.

In the Aged Care Work Value Case, the Fair Work Commission has awarded work value wage increases to carers and general and support staff due on 1 January 2025 (FFPPOA) which the Government is providing funding for. Respect appears to be being diligent in this and has added these increases to its wage's offer, meaning it contains further benefit for employees in these groups.

As previously reported Respect has agreed to increase the Agreement rates in accordance with the guidance/direction from the Commonwealth Government in respect to the work value wage increases and to, in doing so, maintain the quantum and timing of the wage increases specified in the Agreement.

Note: The 27 Jan 2025 date of effect for the first wage increase under the agreement is intended to reflect when a majority Yes vote would have been possible had the Access Period not had to be restarted.

Conditions Improvements

Management has agreed to some important conditions improvements.

Personal/carer's leave

Following our campaigning, management has agreed to some greater flexibility in relation to medical evidence. Management proposes to allow 5 single-day absences per year without medical evidence.

Parental leave

In relation to paid parental leave, Respect said it would offer a new paid parental leave entitlement of 6 weeks' paid birth related or adoption leave – to be paid in addition to the top up of payments available under the Government's Paid Parental Leave Scheme.

Night shift penalty

A night shift penalty rate of 17.5%. This represents an improvement at those facilities where the night shift penalty rate is currently only 15%.

Family and domestic violence leave

An increase to the family and domestic violence leave entitlement to 20 days paid leave.

Cardigans

After we continue to press for this, Management has agreed to provide all employees who are required to wear uniforms with a cardigan, vest or jacket as part of their uniform.

Limited progress on staffing and workload

Despite our efforts, management has refused to agree to strong mechanisms in the agreement to address staffing, skills mix and achieve the Government's mandated care minutes. Members identified this as a priority.

In response to your feedback, the agreement will specify that Staff Unit Meetings will be used as an opportunity to discuss ward matters, including workloads. The ANMF Bargaining Team is disappointed the agreement will not contain a commitment on Care Minutes, however, if the agreement is voted up, we will be looking to take up an offer from management to meet with the ANMF at regular intervals to discuss Care Minutes.

Unresolved rostering issues

Management is looking for greater flexibility in how it rosters available staff and has proposed to take away from protections for staff in that regard.

- ANMF has sought that rosters be published at least 4 weeks in advance. Management is proceeding with fortnightly rosters. The minimum period of notice of the roster prior to each roster period would be 14 days.
- Management seeks to change the clause that imposes a penalty on the employer for late changes to the roster (less than 7 days notice). Management proposes the employee be paid for the hours worked, with the addition of a daily allowance. Management is yet to specify the amount of the allowance.

Part time agreements

In response to your feedback, management has dropped its proposed change to part-time agreements.

- All part time employees will continue to agree on engagement to the days of the week they will work and the starting and finishing times each day.

Other items raised by members

- Respect has a very diverse workforce and we included cultural leave in our claim. We think it could help Respect position itself as a better employer. Management has not provided anything for this.
- ANMF requested that the Agreement retain a preceptor allowance. Management have responded that Respect does not maintain a formal preceptor program.
- Its important that staff are paid for all time worked, including when handovers are required. Management has assured ANMF that sufficient handover time is built into rostered shift times. If implemented correctly, this should ensure that handovers occur on paid time. On this basis, the agreement will not contemplate handovers being performing out of hours. The existing clause, which currently limits additional payment for handovers, will be removed. If you have concerns about how handovers are operating please let us know.