

Proposed Nurses and Midwives (Queensland Health and Department of Education and Training) Certified Agreement (EB9) 2016

Frequently Asked Questions

Proposed Nurses and Midwives EB9 agreement

Who is covered by the Nurses and Midwives (Queensland Health and Department of Education and Training) Certified Agreement (EB9) 2016 known as Nurses and Midwives EB9?

Nurses and midwives employed by Queensland Health at or after 1 April 2016 for whom classifications and rates of pay are prescribed in Schedule 1 of the Agreement.

Nurse and midwives employed by the Department of Education and Training as State School Registered Nurses have their terms and conditions included as schedule to the Agreement.

What are the key features of the Nurses and Midwives EB9?

- The agreement will operate for two years, from 1 April 2016 to 31 March 2018.
- Annual wage increases of 2.5% from 1 April 2016 and 1 April 2017
- Annual increase of 2.5% to certain allowances
- Retention of existing conditions including:
 - Graduate transition support
 - Banked time
 - Disaster relief – overtime for senior nurses/midwives
 - Sunday night shift allowance
 - Job security – no forced redundancies
 - Contracting out
 - Collocation
 - Christmas Day Special Loading
- To simplify the current overlapping salary rates from Nurse Grade 9 to Nurse Grade 11, an amended salary spine will be introduced. The revised salary spine will not result in changes to the salaries of nurses and midwives and is not a reclassification exercise.
- Nurse Practitioners (Nurse Grade 8) will be eligible to advance to a third pay increment from 1 April 2016.
- The role of Enrolled Nurse Advanced Practice (ENAP) (Nurse Grade 4) will be re-titled Enrolled Nurse Advanced Skill (ENAS) and the ENAS workforce will increase by 40% (228 positions) state-wide over the life of the agreement.
- Casual nurses will receive 23% casual loading for work done on Sundays, and will be able to work up to 38 ordinary hours per week.

What has changed for the payment of a casual employee for work performed on a Sunday?

Previously, when a casual employee performed work on a Sunday there was no entitlement to be paid the 23% casual loading. Under EB9, for all hours worked on a Sunday, a casual employee will receive the casual loading. Payment on a Sunday will be calculated as follows:

- a) Nurse Grade 1
(ordinary rate + casual loading) x 2
- b) Nurse Grade 2 and above
(ordinary rate + casual loading) x 1.75

Projects

There will be a number of workforce enhancement projects:

1. **A Career and Classification structure project to develop:**
 - a job classification methodology/tool
 - a library of position descriptions
 - a methodology for review of role classifications
 - clearly articulated career paths for both nurses and midwives
2. **A Nursing and Midwifery Unit Managers project to:**
 - Define the role of the NUM/MUM (skills/knowledge/attributes)
 - Address increasing demands of the NUM role
 - Identify mentoring, reporting and monitoring mechanisms for NUMs.
 - Resources allocated:
 - \$200,000 for a State-wide summit
 - \$4 million to trial workplace initiatives in year one
 - \$8 million to implement successful initiatives in year two
3. **A midwifery models of care project group to:**
 - Develop midwifery career pathways
 - Remove barriers to full scope of practice
 - Develop a midwifery scorecard
 - Review Midwifery Group Practice entitlements
4. **A Retention Initiatives project will examine:**
 - options around return to work from parental leave
 - transition to retirement initiatives
5. **A Rural and Remote project will review:**
 - 'Director of Nursing - Rural and Remote' role (formerly Grade 10.1)
 - A review of attraction and retention initiatives for rural and remote positions including the annual isolation bonus, locality allowance and district and divisional allowances.
6. **A review of the *Principles of Best Practice Rostering: Queensland Health Guidelines* will make recommendations in respect of:**
 - On call and recall including the proper purpose and reasonable levels of on call and recall.
 - Night shifts including recovery time after night shift.
 - Support for NUM/MUMs who may complete real time rostering in Workbrain.

Wages and entitlements

What is the wages offer under the Nurses and Midwives EB9?

Annual wage increases to be paid as follows:

- 2.5% from 1 April 2016
- 2.5% from 1 April 2017

Am I still eligible for back pay if I have terminated my employment with Queensland Health?

- If you are an employee of Queensland Health on the date the agreement is certified, you will be eligible for any back pay arising from the new agreement.

- If you resign between 1 April 2016 and the date the new agreement is certified, you will not be entitled to any back pay arising from the Nurses and Midwives EB9.

- A temporary employee is not normally eligible for the back pay if their employment contract ceases between 1 April 2016 and the date the new agreement is certified. If that person is re-engaged within a three month period, however, an entitlement *may* exist.

Consultative mechanisms

What are the consultative forums for the Nurses and Midwives EB9?

- The Nurses and Midwives Implementation Group (NaMIG) is the peak consultative forum and will continue to perform the same functions as under the Nurses and Midwives EB8.
- Other consultative forums include Local, Nursing and Midwifery, and HHS Consultative Forums.

General information

Where can I access a copy of the proposed Nurses and Midwives EB9 agreement?

Hard copies of the proposed Nurses and Midwives EB9 agreement are on display in Queensland Health facilities. An electronic copy is available via the enterprise bargaining internet site at www.health.qld.gov.au/employment/conditions/awards-agreements/negotiations/nurses-midwives/default.asp

What information is available online?

Follow the above link to find:

- The proposed Nurses and Midwives EB9 agreement, and a summary of the proposed agreement
- Proposed wages rates
- An information session power point presentation
- A list of the ballot contact officers for each HHS and Division
- Information on how to vote

Where do I find more information about the Nurses and Midwives EB9?

- Attend an information session being held within your HHS/division
- Speak to your ballot contact officer
- Visit the enterprise bargaining website at www.health.qld.gov.au/employment/conditions/awards-agreements/negotiations/nurses-midwives/default.asp
- Email NursesandMidwivesEB9@health.qld.gov.au
- Speak to your local union representative.

Who negotiated the proposed agreement?

The agreement was negotiated by officers of the Department of Health, representatives from the Hospital and Health Services, and by officials and delegates of the Queensland Nurses' Union (QNU) and The Australian Workers' Union (AWU).

Who are the parties to the agreement?

QNU, AWU, Queensland Department of Health, Hospital and Health Service and Department of Education and Training.

Why is the Department of Education and Training a party to the agreement?

Nurses working for the Department of Education and Training will be covered by this agreement for the first time. Their terms and conditions of employment are provided for in a Schedule to the agreement and will remain unchanged except they will receive the same wage rates and professional development entitlements that Queensland Health

nurses receive. They will continue to be covered by the *Queensland Public Service Officers and Other Employees Award – State 2015*.

Does the proposed agreement cover union members and non-union members?

Yes. The proposed agreement will apply equally to both union members and non-union members.

What will be the operative date of the *Nurses and Midwives (Queensland Health and Department of Education and Training) Certified Agreement (EB9) 2016*?

The proposed Nurses and Midwives EB9 agreement will replace the Nurses and Midwives EB8 agreement, and will operate from the date of certification with an effective date of 1 April 2016 and a nominal expiry date of 31 March 2018. By using the term 'nominal', an enterprise agreement can remain in place past the end date until a replacement agreement is negotiated and certified by the Queensland Industrial Relations Commission.

What is the relationship between the proposed agreement and the *Nurses and Midwives (Queensland Health) Award – State 2015*

The *Nurses and Midwives (Queensland Health) Award – State 2015* will operate from the date of certification of EB9. Where there is any inconsistency between the proposed Nurses and Midwives EB9 agreement and the *Nurses and Midwives (Queensland Health) Award – State 2015*, the provisions of the proposed agreement would apply to the extent of any inconsistency.

Ballot process

What is involved in the ballot process?

Following a nineteen day consultation period from 29 June 2016 to 17 July 2016, during which nursing and midwifery employees have an opportunity to access and receive an explanation of the terms of the proposed Nurses and Midwives EB9 agreement, employees will be able to vote on whether or not they accept the proposed agreement.

An electronic ballot will be conducted by GoVote, an independent service provider engaged for this purpose.

GoVote will send ballot information to your postal address registered in the payroll system. This information will include a unique personal identification number (PIN) and 'How to Vote' instructions.

When is the ballot period?

The electronic ballot information will be posted to all relevant employees' postal address on 7 July 2016 and voting will open at 8am on 18 July 2016 and close at 6pm 31 July 2016.

How can I lodge my vote?

You can vote by:

- Internet;
- Telephone; or
- SMS

Electronic ballot information and 'How to Vote' instructions including your PIN will be posted to the postal address recorded on the payroll system.

You will need your payroll number to vote.

You will need to know your "Person ID" (payroll number) to be able to vote. This is located on the top right hand corner of your Pay Advice.

Are temporary and casual employees eligible to vote?

Yes. All temporary and casual employees are eligible to vote.

Why is Queensland Health conducting a ballot?

Under the *Industrial Relations Act 1999* the onus is on the employer to demonstrate to the Queensland Industrial Relations Commission that a valid majority of employees support the proposed agreement. This is determined by conducting a secret ballot.

What does a valid majority mean?

A valid majority will be 50% plus 1 of the relevant employees who cast a valid vote to give an approval. This is why it is extremely important for employees to exercise their right to vote.

What happens if the proposed agreement is not voted up?

Should a valid majority not be achieved, Queensland Health and the relevant unions will meet and discuss options.