

Frequently asked questions about the 2010 Public Sector EBA for nurses and midwives

- 1) **When will we get our backpay?**
Once the agreement is registered the back pay will follow soon after.
- 2) **How much sick leave will I be entitled to?**
Sick leave will now be known as personal leave – which has increased from 10 days to 15 days. 13 days will accrue to the next year if they are not used, 2 days do not.
- 3) **If I use personal leave, will it be deducted from the two days that do not accrue first?**
Yes
- 4) **What is personal leave?**
It is another way of using your sick leave and can be used for personal illness or injury, caring for a member of your family or household, unanticipated matters of a compassionate or pressing nature and planned matters with prior approval of the employer that can't be accommodated by other forms of leave.
- 5) **Do I still need a medical certificate for personal leave?**
Applications in excess of 2 consecutive days shall be supported by evidence to satisfy a reasonable person – this may include a certificate from another health practitioner i.e. physiotherapist, or a statutory declaration.
- 6) **Can I request a review of my ward / units Nursing Hours per Patient Day (NHpPD) benchmark?**
Yes, and you will also be able to ask the ANF to request a review on your behalf
- 7) **Can I now apply for annual leave at half pay?**
Yes
- 8) **I never get to take my professional development leave – will it now accrue now?**
Yes
- 9) **Will the roster have to be posted 28 days before it is due to commence?**
Yes
- 10) **Are there changes to penalty payments on ADO's?**
There will be changes for some employees on the timing of the payment of the penalties, but not the actual amount.

In the past there have been two methods of paying penalties regarding ADOs:

- 1) Paid as earned method – where penalties were paid on the actual hours worked each fortnight, so when an ADO was taken it was only paid at the ordinary rate of pay as the penalties had already been paid
or
- 2) Average of Last Two Pays method – where penalties were paid at the time the ADO was taken based on the average of penalties over the last two pay periods

Going forward, there will only be one method - that is, 1) Paid as earned method. Employees who have previously been paid under the average of the last two pays method, will receive a lump sum payment of the value of the accrued penalties.

- 11) **Are there any changes to paid parental leave?**
No – the entitlement will remain as it is currently which is 14 weeks paid parental leave.

From 1 January 2011, you may also be able to claim entitlements from the Australian Government Family Assistance Office. Please contact the ANF Helpline on 6218 9444 for further advice and assistance.
- 12) **Is there to be a review of short term contracts?**
Yes, if you are on a short term contract (or succession of short term contracts) for over 12 months, unless the contract was for a defined project or parental leave relief, it is to be reviewed with regards to making it permanent.
- 13) **As the first pay increase is in October, does this stretch out the life of the agreement?**
No, the new agreement will still finish on 30 June 2013