



# Special Case – 35% over three years



NSW  
NURSES &  
MIDWIVES  
ASSOCIATION



AUSTRALIAN  
NURSING &  
MIDWIFERY  
FEDERATION  
NSW BRANCH

The state government is still refusing to negotiate or make a meaningful offer to nurses and midwives on your 2024 Award Claim. In doing so, it is forcing us into a protracted period of arbitration before the NSW Industrial Relations Commission (IRC).

The government has lodged its case, putting forward an application to the IRC to pay all public health system nurses and midwives just **3% per annum for three years, with no further improvement to wages and conditions**. This is a disgrace.

To reject the government's insulting offer, we need to put in a Special Case that counters the government's application and justifies why you're worth more for the important work you do.

Your Log of Claims Committee (LoCC) has convened to consider legal advice around which elements are best pursued in arbitration as part of our Special Case.

This Special Case is focused on securing the essential pay increase you deserve, in addition to three key conditions the LoCC believes are winnable through this arbitration case. The conditions have been identified as being essential to attracting and retaining nurses and midwives in our state.

Members are being asked to vote on a:

- **35% pay increase** over 3 years.

In addition, we are seeking:

- **Night duty** penalties increase to 30%
- **Sick leave** increase to 20 days
- **Meal Allowance** for Patient Transport Services.

A three year period ensures greater financial certainty for nurses and midwives and it avoids a quick return to protracted periods of pay negotiations.

Your NSWNMA Council has reviewed and endorsed this position, and it is now time for branch members to have their say.

Once endorsed by members, it will be submitted to the IRC in early February. Hearing dates are then expected to take place between September and November. During this period, the IRC will weigh up the submissions and determine what it considers to be a fair and reasonable pay increase.

In the meantime, your union will be working with expert legal representation to continue compiling relevant evidence, including expert guidance and insights, to provide a compelling argument for a fair and justified pay increase.



Though we may be unable to take part in conventional industrial action

during this time, our political and community campaigning must continue. It is essential that we maintain pressure and **remind Labor that it is still possible to come back to the negotiating table and reach a fair outcome outside the IRC**. Labor can end this lengthy legal exercise at any point.

We will fight on two fronts: continuing our political campaign to pressure the government into making an offer and putting forward the biggest case this state has ever seen in the IRC.

# Special Case



**A 35% pay increase over three years, plus superannuation, for all public sector nurses and midwives.**



## **Night Duty penalty**

Our Special Case is for a 30% penalty rate for night duty. This would bring NSW in line with other states, and properly reward nurses and midwives for working unsociable hours.



## **Sick Leave entitlements**

Nurses and midwives are exposed to disease and illness at a higher rate than other public sector workers. Sick leave has become increasingly important since the COVID-19 pandemic. Our Special Case includes increasing sick leave entitlements to 20 days per annum.



## **Meal Allowance for Patient Transport Service**

For those working in patient transport, our Special Case includes a meal allowance to be paid when those workers are required to take a break away from their home base.