

Nursing & Midwifery Enterprise Agreement 2024-2028

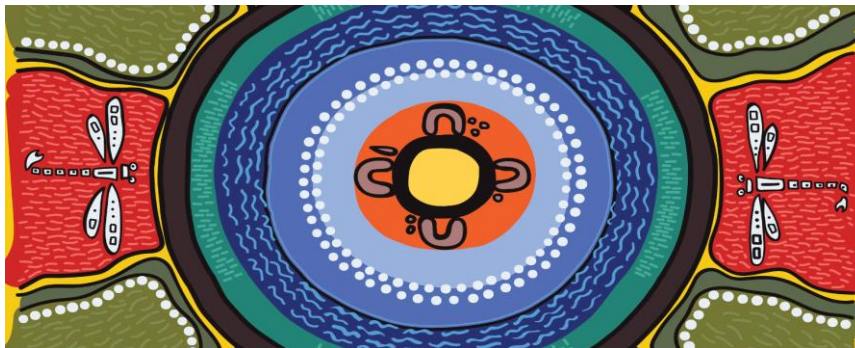
Manager Update

Acknowledgement of Country

We acknowledge the Traditional Custodians of all the lands and waterways on which Western Health staff, volunteers, consumers and caregivers come together. As we work, learn and grow, we pay our deep respects to the Elders and Traditional Custodians past, present and emerging of the Wurundjeri Woi-Wurrung, Boon Wurrung, Bunurong and Wadawurrung Countries of the greater Kulin Nation.

We are committed to the healing of country, working towards equity in health outcomes, and the ongoing journey of reconciliation.

Western Health is committed to respectfully listening and learning from Aboriginal and Torres Strait Islander people and we are truly guided by the values of relationship, responsibility and respect.



What does this session cover?

- To update Unit Managers/Operations Managers on the changes pertaining to the recent approved *Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028* **also known as the General agreement, and is not covering the Mental Health Award**
- **Information should be read in conjunction with the Agreement, and access resources to assist understanding e.g rostering material, Factsheets, FAQs, VHIA podcasts**

Agenda:

- Implementation plan
- New clauses and changes to previous clauses
- Overview of entitlements you should be aware of
- Where to find guidance and additional support
- Fact sheets and Information guides

Implementation Committees

The Enterprise Agreement contains obligations to Western Health and the Unions to ensure that the provisions contained in the Agreement are implemented within the agreed timelines and in the spirit in which they were negotiated for the benefit of all parties.

Western Health is committed to ensuring that our obligations are met in this regard.

Monthly Workplace Implementation Committee (WIC) includes unions, WH nursing/midwifery and People & Culture leaders and job representatives



Pay Increases:

Employee rates of pay will increase over the life of this Agreement from the following dates in accordance with Part 1 of Appendix 2 (classifications):

- 15 June 2024;
- FFPPOOA 1 July 2024;
- FFPPOOA 12 May 2025;
- 29 November 2025;
- FFPPOOA 11 May 2026;
- 30 November 2026;
- FFPPOOA 10 May 2027; and
- 29 November 2027



- FFPPOOA= First Full Pay Period On Or After
- Back pay dates have been agreed and **communicated**

Topics of Interest/changes

Definitions	Permanent Night Shift
Consultation and Change	Rosters – publication date penalty
Managing Conduct & Performance	Portfolio work in paid time
Flexible Working Arrangements	Supplementary Roster
Climate Change	Avoidance and Management of short shifts
Casual Employment	Overtime
Part-time Review & Casual Conversion	Recall-Return to workplace
Fixed Term Employment	Right to Disconnect
Underpayment of Wages	Rest period after overtime & excessive hours
Lead Apron Break	Public Holidays
Qualification Allowance	Types of Leave
Endorsed Midwife Allowance	Enrolled Nurse & NUM classifications
Allowances	Undergraduate Employment Models
Change of Ward Allowance	Gender reassignment leave

New Definitions

- **Adoption:**
Amended to include kinship care.
- **Immediate Family:**
Amended to recognise foster children of the employee.
- **New definition of Kin:**
A person who is related to the first person according to Aboriginal and Torres Strait Islander kinship rules.



Clause 11

Consultation and Change



- Consultation required when a change is being proposed (as distinct from previous requirement to consult when a decision had been made)
- New provisions regarding shorter timeframes where there is a temporary or urgent change.
- 11A: Consultation about changes to rosters and hours of work. Where there is a change to an employee's regular roster or ordinary hours this can be conducted by notifying the relevant employee of the proposed change and inviting them for genuine discussions.
- We are compelled to consult on roster changes which are a requirement within the National Employment Standards.

Consultation



- We must demonstrate a genuine opportunity for our employees and Unions to influence the decision maker before the final decision is made when introducing major change in the workplace.
- Major change is defined as: *“A change in the Employer’s program, production, organisation, physical workplace, workplace arrangements, structure or technology that is likely to have a significant effect on Employees.”*

More on Consultation....

- In the event that a review is conducted, and we seek to rely on reports or recommendations emanating from that review to propose a major change, we may now be required to share such information with Unions and our employees (subject to not being commercial in confidence).
- **Reminder:**
If the implementation of major change gives rise to any OH&S concerns for employees, an OH&S assessment may need to be conducted and shared with Unions and staff.

Clause 15

Managing Conduct and Performance

- **Sexual Harassment** inclusion as serious misconduct
- Explicit requirement to have two phases to a process:
- **Investigative procedure** - the purpose of an investigative procedure is to conclude whether, on balance, concerns regarding conduct or performance are well-founded and supported by evidence.
- **Disciplinary procedure** - the disciplinary procedure applies if, following the investigation, the Employer reasonably considers that the Employees' conduct or performance may warrant disciplinary steps being taken.
- **Documentation is key as we must now supply material we are relying upon, may include statements**
- Escalation up to DONM in all disciplinary and performance matters.

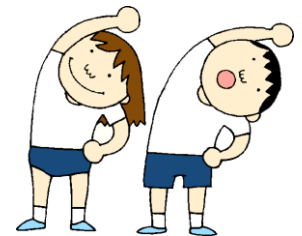


Clause 16

Flexible Working Arrangements

Specified employees are eligible to request flexible working arrangements in specified circumstances. For example, if the employee:

- is pregnant;
- is the parent, or has responsibility for the care, of a child who is of school age or younger;
- is a carer within the meaning of the Carer Recognition Act 2010 caring for someone who has a disability, a medical condition (including a terminal or chronic illness), a mental illness or is frail or aged;
- has a disability;
- is 55 or older;
- is experiencing family and domestic violence; or
- provides care or support to a member of the Employee's Immediate family or household, who requires care or support because the member is experiencing family and domestic violence.



Requests must be in writing and include reason for request. Requests must be responded to within 21 days

Clause 16B Climate Change



NEW CLAUSE

- Introduction of new clause regarding climate change.
- This provides for acknowledgement of continuous improvement, education and integration of environmental considerations.
- Time release for employees to utilise on climate related activities of the Employer. Utilisation of conference leave.
- Encouragement of 2 employees per ward to be sustainability reps

Clause 19

Casual Employment

Compliance amendments to reflect changes in the Fair Work Act to provide entitlements for casual staff to:

- Paid Family violence leave
- Paid parental leave subject to eligibility criteria
- Unpaid personal leave for carer responsibilities
- Unpaid compassionate leave
- Unpaid adoption leave
- Unpaid ceremonial leave



Clause 20

Casual Conversion

Cl. 20 Casual Conversion

Casual conversion may be requested by the employee or Employer

Clause 20

Part time review and Casual conversion

Review of Part-time hours if an employee works regular and systematic additional hours over a period of time

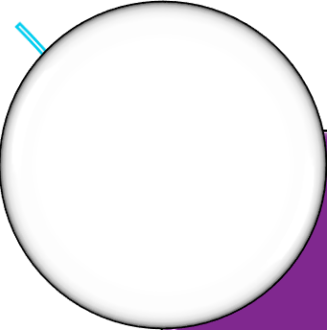
- The Employer is obliged to review the part-time arrangements with the Employee.
- The Employer should attempt to reach a mutually agreeable arrangement

If a casual worker has worked shifts on a regular and systematic basis over a period of time (26 weeks), unless the shifts are replacing an employee absence or flexible arrangement

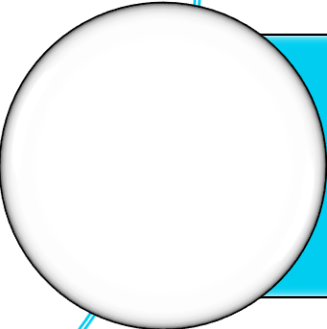
- Either the Employer or the employee has the right to request conversion to permanent hours
- Such a request will not be unreasonably refused by either party

Clause 20

Permanent employment - Graduates



Graduates and Nurse/Midwife undertaking Post Graduate studies to be offered ongoing employment at the end of the fixed term contract here



IMPORTANT: Should concerns arise early with a Graduate, that these are flagged early to ensure appropriate Educator intervention and if applicable People & Culture discussions prior to completion of their program

Clause 21

Fixed Term Employment

Legislative changes in place regarding Fixed Term contracts

Can only be for contracts with particular limitations:

- **Specialised skills** - where this cannot be sought internally and only required for a fixed period.
- **Training arrangements** – work that is being completed that combines work with study for a qualification such as an apprenticeship or traineeship. **Graduate or Discovery programs are not covered by this limitation.**
- **Essential work** - work performed during a specific peak demand period and will likely end.
- **Emergency circumstances or temporary replacement** - in times of planned leave where the employee is likely to return to work, for example parental leave or long service leave.
- **High Income Threshold** - where the salary is guaranteed a salary that exceeds normal classification remuneration.
- **Government funded** - positions that are funded for a minimum of 2 years or longer. One year funding is excluded.
- **Award provisions** – in most cases where employees are covered by an Award.

Cannot be longer than:

- 2 years (24 months) or 2 renewals
- **If unsure or employee is entitled to permanent ongoing please contact Business Partnership Team**



Clause 26

Underpayment of Wages

AMENDED TERM

- In previous agreement underpayments were to be corrected within 24 hours
- Amended that underpayments are now **to be corrected by the end of the next business day**

Step 1:

- As soon as employee advises manager of error, correction is to be sent to payroll and confirmation of action to be sent to employee.

Step 2:

- If there continues to be a genuine dispute regarding pay where payroll and manager are unable to resolve, this will be escalated to Business Partnership Team Pccbusinesspartners@wh.org.au

Clause 30A Lead Apron Break

NEW ADDITION

- An employee who is required to wear a lead apron continuously for greater than three hours is entitled to an additional 10-minute paid break.
- Can be taken with a meal break or any other break.
- Break is to be taken as soon as practicable.



Clause 31

Qualification Allowances



Evidence required

- A notarised copy of any of the following:
- The transcript of results demonstrating the achievement of the qualification the certificate of achievement
- The award of the qualification
- Where a qualification has been achieved overseas, proof from the Australian Government that it is equivalent to an Australian qualification

Payable on the first pay period on or after the presentation of the certificate (this includes upon application or interview)

- Must be relevant to the nurse/midwives area of practice and assist the employee in performing role, deliver quality patient outcomes and or assist in the administration of the ward.
- Notorised copy will be required for variation purposes and allowance to be paid.
Please consult with your DONM

Qualification Allowance cont...

Process

- Claim for HQA is initiated through People Hub by the employee.
- If new recruits demonstrate eligibility for a HQA on hiring, it is payable from commencement – please complete a variation to ensure the allowance is paid
- If an existing employee attains a qualification that is relevant and eligible, evidence will be needed to be attached to the variation for approval.

Clause 32A

Endorsed Midwife Allowance

Endorsed Midwife defined as:

- A registered midwife that currently holds an NMBA endorsement for scheduled medicines for midwives; and
- Is contracted to or otherwise required by the employer to undertake any of the core functions of an Endorsed Midwife as identified by the NMBA.
- Allowance becomes available in the agreement from June 2025 – WH exploring opportunities.

Clause 33 Allowances

CHANGE

Telephone Allowance

- Has been rolled up in the on-call rates and no longer applicable.

Clause 41A

Change of Ward (CoW)

NEW TERM

- This clause provides for payment of an allowance where an employee is required to work in a ward other than where they were rostered (Base ward) for the rostered shift, unless an exception applies.

Purpose:

- to compensate an employee for a relocation to a different ward, unit or Department (or clinical section, where this applies)
- to deter employers from relocating employees to, for example, fill unplanned absences. It is not intended to apply (or deter) ordinary, expected movements between clinical sections or from their usual area of work.
- **A separate factsheet will be circulated and update sessions will be held on the CoW allowance due to its complexity**
- Continue to log these shifts on the tracker – including the time the staff member spends in the area and the reason so payment can be advised to payroll.

CoW Principles

- Employees have a right to reasonable certainty around where, with whom and the clinical context in which they work.
- This builds collegiality, clinical expertise and job satisfaction
- Relocation may occur on commencement of a shift or during a rostered shift where, on balance, the period of relocation would constitute “a rostered shift”.
- Specifically, a relocation to fill an unplanned absence is more likely to occur at the start or near the start of a rostered shift and relocations of this kind are intended to be covered by the clause
- The entitlement is not intended to operate to delay the timing of the relocation to avoid paying the allowance – it is paid if on balance, the Employee worked their ‘rostered shift’ somewhere other than their Base Ward.

More about Change of Ward...

Exceptions:

- a) A casual employee, including Bank employee
- b) A pool employee
- c) An employee whose role is genuinely not ward based, such as CHC, Educators, Advanced Practice Nurse/Midwife or who does not ordinarily work in a ward
- d) An employee not undertaking ad hoc assessment or supervision duties, for example an assessment in aged care for part of a shift
- e) An additional shift that a part-time employee has agreed to work, unless relocated from the ward on which the additional shift was schedule to take place
- f) A post-registration student who is required to operate in another ward, unit or department due to their academic requirements, e.g. student midwife/perioperative PG
- g) Working from home arrangements
- h) Community health centres
- i) A multi-base ward employee to the extent they are working on one of their base wards in accordance with their roster, e.g ICU Liaison nurses - multi campus roles

Clause 41C

Four Clear Days

- Entitlement of **Clear Days** allowance where employee does not receive four clear days in a 14-day roster cycle.
- Any employee is entitled to four clear days in each fortnight free from duty, including on call and recall work (subject to employee requests or FWA)
- Allowance of 3.167 hours ordinary pay or pro-rata for part-time employees on each applicable occasion.

Clause 42A

Permanent Night Shift

NEW TERM

- This clause is intended to maximise the use of permanent night shift so that night shift is worked by those who want to work it.

Employees can request permanent night shift:

- Employer to respond within 21 days in writing of approval or decline;
- Education to be provided on night shift where practicable. If necessary, roster off nights for education and night shift penalty will still apply.

Upcoming work to be undertaken to offer those working night shift for the last 12 months. WH will consult unions on the process.

Minimum 47-hour break before working day shifts after nights (any staff)

Night Shift rostering principles – giving choice of permanent, planned blocks or ad hoc over a 12-month period.

Refer to Employee Centred Roster Guidelines

Clause 45

Rosters

NEW TERM

Providing employees who work 0.8 EFT or more with two consecutive days off per week (Subject to employee requests/FWA).

HIGH IMPORTANCE

A new requirement to pay change of roster for the late posting of a roster.

- Managers must ensure there is **always 8 weeks of published rosters** at all times 28 days of roster, 28 days in advance, otherwise the change of roster penalty applies for every late posted shift.
- **Public Holiday Roster**
Compliance to have draft public holiday/ High demand roster posted to allow for requests and changes prior to posting of official roster.

Clause 45A

Portfolio Work in Paid Time

NEW TERM

- Those with portfolio or administrative responsibility allocated by the Employer will be provided reasonable paid time to undertake the responsibilities. Reinforces work in paid time.
- **No length of time is specified – WH to accommodate in double staffing or by switching management time with AUMs for example to do rosters.**

Clause 46

Supplementary Roster

- In addition to clause 45 (Rosters) the **employer is to maintain a supplementary roster**
- A supplementary roster facilitates additional shifts that are available on a voluntary basis for permanent ward staff. Requirements are:
 - Display vacant shifts which employee can nominate to work (to be displayed when roster is published)
 - Contain a stand-by facility where employees can nominate extra shifts they wish to work should vacancies arise (unplanned leave)
 - **Now includes provision to support introduction to electronic supplementary rosters**
- Reasonable effort to replace from supplementary roster in first instance- and we must record attempts to replace and keep this record for Union to view.
- Those who are called who have **not nominated themselves** on a supplementary roster will receive Change of Roster allowance.
- This also works alongside the Legislative changes of the Right to Disconnect.

Clause 47

Avoidance and Management of short shifts

- Part time staff will be offered an additional shift first
 - Then pool
 - Then bank
 - **Then agency**
- All areas will maintain a supplementary roster detailing the availability of part time staff to identify where a part time staff member may be available to work an additional shift
- All shifts will be replaced for the hours that are vacant except:
 - Where the nurse in charge has identified that a short shift can be used and are above ratios
 - a short shift-means a shift of 6 hours duration with a 30 minute meal break
 - 7.6 hour shift is a standard shift as defined by hour of work clause



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Avoidance and management of short shifts continued....

- Definition of a short shift-means a shift of 6 hours duration with a 30 minute meal break

Key points from EA:

- No short shifts on night duty
- Full shifts will be utilised to replace unplanned vacancies as set out in Clause 45.7 unless determined that short shift will not have a negative impact on the ward
- Nurse/midwife in charge to consider the skill-mix rostered, acuity of ward, the time in which the absence was notified, number of short shifts already (if any), capacity for staff to attend professional development
- This is a shift in practice so staff responsible for filling shifts must be made aware of this requirement

Clause 49 Overtime

Should be the last option

Overtime rates are unchanged



Where the Employer requests or directs an Employee to work overtime:

- In addition to the Employee's rostered shift length; or
- Where a break of at least eight hours has not been provided between successive shifts – for all work performed until a break of eight hours is provided, or
- Employees working a double shift will be provided at least a 10 minute break every two hours worked and adequate transport to and from work free of charge.
- **A double shift occurs where a non-casual employee has worked 14 or more continuous hours (inclusive of any paid or unpaid breaks)**

Clause 53 Rest period after overtime

Clause 54 Rest period after excessive hours

- If the 10-hour break after overtime requirement would result in employee starting ordinary hours with 3 or less hour left of rostered shift, Employee will be paid for the entire rostered shift **without the requirement to attend.**
- **Rosters should not be changed if the above occurs.**
For example, an emergency case in theatre runs late and the team are unable to leave until 0600. They are unable to return to work until 1600 due to needing 10 hours off post overtime. If their shift for that day was due to finish at 1900 anyway so they would only be working 3 hours, they are not required to attend (for 3 hours or less remaining)

Rest period after excessive hours

- An employee who is not casual, who works four or more shifts per week; and
- Has worked 14 or more hours continuously inclusive of any breaks
- Will be granted a substitute rostered day off no later than 14 days from the excessive hours worked.



Clause 50

Recall Return to the Workplace

- Relates to on-call procedural areas only e.g. Theatre, Cath lab, Radiology
- **A separate factsheet will be provided.**
- **On Call must be rostered** and different rates now apply for weekdays, weekends and public holidays so payroll need to know the periods of on call/dates/times to ensure correct rates are paid.
- On call is to be paid in blocks of 12 hours, even if the on-call period is shorter than this. Where the on-call period is longer than 12 hours, multiple periods will be payable.
- Rest period after recall has been amended – needs to be considered on a case-by- case basis.

Clause 52

Right to Disconnect

There are 4 components to this legislative change:

- When employees are no longer at work, they are entitled to rest and relaxation
- Management of availability via the supplementary roster will occur before using other methods.
- An employee can be unavailable for contact with respect to offer or requests for additional or changed hours of work unless:
 - They have indicated availability on supplementary roster;
 - In receipt of an on-call allowance; or
 - Directed by employer to perform overtime
- It does not limit contact about a clinical or other urgent matter.

Clause 56 Public Holidays

Updated to expressly refer to Easter Sunday, Grand Final Eve and the King's Birthday and deal with part day Public Holidays



Clause 57

Annual Leave



- You are entitled to 190 hours of leave per annum or 5 weeks
- If you work weekends you are entitled to an additional 38 hours annual leave. This is accrued progressively at 3.8 hours for each week in which the ordinary hours were worked. Maximum 38 hours accrual, pro-rate for part-time.
- Annual leave must be requested 6 weeks in advance and the Employer must respond within 10 days of receiving the application. If not approved, consultation must occur with employee regarding alternatives. Approved annual leave will not be unreasonably withdrawn.
- **Western Health can direct you to take excess annual leave if you do not provide a plan to take leave.**
- High Demand Holiday periods – Employer will identify the date by which notification in writing will be received regarding their annual leave outcome.
- Please refer to Employee Centred Rostering principles guidance.

Clause 61 Personal Leave



- New addition that personal leave includes the loss of pregnancy along with other forms of leave
- May use personal leave to attend scheduled diagnostic appointments
- Number of occasions statutory declaration can be used has increased from 3 to 5 days per year
- Personal leave may be recognised that has been accrued from an interstate health service and local government
- Removal of the 180 day cap on PL for portability between employers.

Clause 64 Family Violence



There is much work in the background to escalate keeping our staff safe.

- Employees continue to have access to 20 days paid leave that can be taken without prior approval
- Employees are able to access personal leave to support an eligible employee who is experiencing family violence
- Contact officers are being established and trained within the workplace (Anne Dive)
- Policy and systems are being established to ensure access to assistance whilst ensuring privacy – Refer to Prompt on the intranet
- Access to Flexible Working Arrangements
- Unable to discipline a staff member if the Employer is reasonably satisfied employee is be subject to domestic violence without appropriate supports in place
- If require family violence leave, please contact Business Partnership Team

Clause 65

Compassionate Leave

- Inclusion of miscarriage related matters
- Increase of entitlement from 2 days to 4 days

Clause 77

Parental Leave



Continued provisions that allow for:

- There are some progressive changes to Parental Leave that Managers and staff need to be aware of:
- New provision to include *pre-adoption/placement* leave
- Removal of gender from access to the paid parental leave for the *primary carer*
- Provision for employee to be paid if transferring an employee to a safe job is required but unable to be accommodated.
- *New breastfeeding provisions* including paid break time, place to express or feed and a place to store expressed breast milk in the first year after the birth.

Clause 77

Parental Leave

NEW

- An employee who needs to attend pre-natal, assisted production or parenting classes that are only available or can only be attended during an ordinary rostered shift are able to access personal leave.
- **No minimum qualifying period for non-casual employees or casual employees who have worked regular and systematic hours over the last 12 months.**



Return from parental leave

Reminder common issues:

- Lack of clear documentation about arrangement (both the request and our response must be in writing);
- Timeframes must be clear, and reviews must take place as agreed (i.e. may be for 12 months, subject to annual review, or may be for longer periods, or permanent);
- Backfilling for the remainder of the person's EFT must be lined up with the agreed timeframes

Clause 87

Long Service Leave



NEW TERM

- Recognition of interstate and Victorian local Government service for those commencing with Employer after 24 June 2024.
- Long Service leave will not be unreasonably refused by the Employer six months from the date of entitlement.
- May be requested as single days – payroll working through how to administrate this
- Upon cessation of employment if employee has continuous service of 7 up to 15 years, they must note in writing whether they wish long service to be paid or transferred to a new employer (who must also agree to accept).

Clause 72B Special Disaster Leave

- Employee who meets the criteria in this clause are eligible for 3 days per occasion, **changed from per year.**
- Applicable to full-time and part-time employees
- Personal leave exhausted (review on case-by-case basis)
- Not cumulative
- Where requested by Employer production of evidence to access leave under this clause.



Clause 73

Cultural and Ceremonial Leave

- New entitlement to one day of paid leave per calendar year for NAIDOC celebrations and events
- Additional 3 days paid leave each year for ceremonial purposes that are connected with the death of a member of immediate or extended family;
or
- Other ceremonial obligations
- Up to 10 days paid leave per year for those who are a member of the First Peoples Assembly of Victoria during term of office



Clause 74E

Gender Affirmation Leave

NEW

- Up to 20 days paid leave for essential and necessary gender affirmation procedures
- Up to 48 weeks of unpaid leave

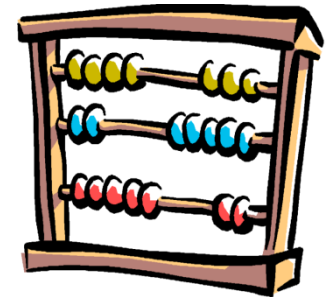
Clause 74F

Foster and Kinship Care Leave

- Applies to employees who provide short term foster and kinship care as a primary caregiver to a child who can't live with parents as a result of an eligible child protection intervention.
- Two days paid leave on up to five occasions per calendar year
- Covers foster caring, kinship care and Aboriginal kinship care

Interpretation of ratios

- Nurse and midwife to patient ratios are not set in the EBA
- Covered under the *Safe Patient Care (Nurse to Patient and Midwife to Patient Ratios) Act 2015*.
- Formulates the minimum requirement of nurses to be rostered to a shift for certain types of wards
- It does not inform how those nurses or midwives are to be allocated work (e.g. no requirement for a nurse to only look after 4 patients in a ward with 1:4 ratio requirements)
- Work allocation should be applied having consideration for workload, capacity of staff, patient acuity/complexity – should aim for even distribution of workload and effective use of resources available.



Clause 75

Professional Development Leave



- Professional Development leave includes conferences, seminars, research and home study and must be relevant to a nurse/midwife attaining CPD points
- Paid at the employees normal shift length e.g. normally night duty pay 10 hours
- Must be applied for, where for home study the employee must identify what the study is and how it relates to their employment
- Overtime penalties to apply if outside ordinary hours
- PD leave is available to all staff where the course is relevant to the work of the employee.
- Must be applied for demonstrating enrolment and how the course relates to their employment
- Five **days** paid professional development leave – pro-rata for part-time

Continuous Professional Development

What are CPD activities?

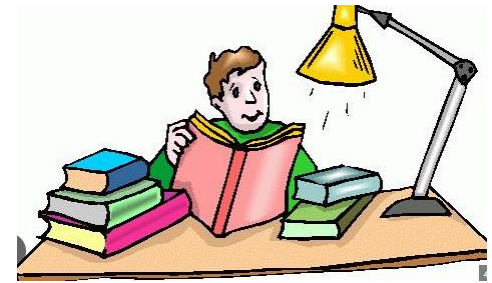
- Activities that maintain knowledge in the Employee's current area of practice, improve and broaden their knowledge, expertise and competence, and develop the personal and professional qualities required through their professional lives. This can include:
 1. reviewing practice;
 2. identifying learning needs;
 3. planning and participating in relevant learning activities; and
 4. reflecting on the value of those activities.
 5. can include conference/seminar leave
 6. and may also be utilised for activities including research or home study.



Clause 76 Study Leave

- Study leave (EBA Study Leave) will be available to all Employees where a **component of the course** is relevant to nursing/midwifery
- This means and Enrolled Nurse studying to be a Registered Nurse/Midwife **can** apply for study leave

Clause 79.5 Post Registration Midwifery Students



- Engagement at a minimum of 0.6 EFT
- Payment at substantive salary rate for all clinical placements/supervised experience that occurs within SCN/Pre-Natal/Post-Natal/Birthing suite
- Not paid for time outside the roster

Classifications

Advanced Practice Framework

- For implementation over the life of the agreement – expected to commence early 2025
- New definitions and streamlined classifications for advanced roles in the CAPR stream – Liaison, Coordinator and Consultant roles

Clause 84

NUM Classification Process

- NUM/MUM whose position was graded in accordance with 2016 or 2020 Agreement will continue
- Where a new NUM/MUM position is created, or substantial change to an existing position it will be matched against the new matrix.

Clause 106

Undergraduate Employment Models

- A RUSON/M may include students studying a Masters degree
- New provisions to recognise Registered Enrolled Nurse Students (RENS)
- RUSON/RUSOM/REN can be engaged as casual
- Removal of restriction on numbers of RUSON/RUSOM (but recognise that funding has been changed)
- If RUSON/M at WH entering our Graduate Programs, prioritised for earliest entry after registering.



Should you have queries please contact your Director of Nursing & Midwifery or the Business Partnership Team via email: pccbusinesspartners@wh.org.au