

**Question on Notice
No. 1080
Asked on 9 June 2006**

MS BARRY asked the Minister for Health (MR ROBERTSON)-

QUESTION:

What are some of the benefits nurses will receive as a result of the recent successful ballot for Nurses (Public Sector) Enterprise Bargaining?

ANSWER:

- The agreement includes a 23% (25.3% compounded) wage increase for nurses (including the 4% wage increase already provided in the *Nurses Interim Certified Agreement*) and a number of additional career and professional development enhancements to support the attraction and advancement of nurses in Queensland Health.
- Wage increases, in addition to the 4% already provided in the *Nurses (Queensland Health) Interim Certified Agreement 2005*, comprise the following:
 - 3.5% or \$26.25 per week from 27 March 2006 (Nursing Attraction and Advancement Incentive);
 - 4% or \$30 per week from 26 October 2006;
 - 4% or \$30 per week from 1 July 2007;
 - 4% or \$30 per week from 1 July 2008; and
 - 3.5% or \$26.25 per week from 1 December 2008 (Nursing Attraction and Advancement Incentive).
- Other key benefits of the agreement include:
 - A \$2,000 one-off professional development payment to permanent registered and enrolled nurses (pro-rata amount for permanent part-time registered and enrolled nurses);
 - On-going professional development for all permanent registered and enrolled nurses (pro-rata amount for permanent part-time registered and enrolled nurses), including three days leave and an entitlement to costs and reasonable travel time associated with professional development leave;
 - Enhanced roles and career paths for nurses, including advanced practice roles such as nurse practitioners;
 - Additional support for nursing graduate transition (funding for one additional week's training);
 - Remote area incentives extended to enrolled nurses;
 - An additional week's leave for rural Directors of Nursing at the NO3/NO4 level;
 - Improvements to night shift and on-call arrangements, including increases to the night shift rate from 17% to 20% for registered and enrolled nurses;

- 4% increases on 26 October 2006, 1 July 2007 and 1 July 2008 to the following allowances:
 - On-call;
 - X-ray;
 - Mental Health Environmental Allowance;
 - Relieving in Charge and special duty allowance; and
 - Assistant in Nursing targeted training;
- Improved arrangements for midwifery models of care including an annualised salary for midwives that manage a caseload of clients across a wider continuity of midwifery care; and
- Commitment to address five priority areas for nursing including:
 - the development and implementation of a nursing recruitment strategy;
 - effective management of nursing workloads and nursing workforce planning;
 - adoption of a consistent approach to models of contemporary nursing practice;
 - the implementation of a nursing education and development framework; and
 - the implementation of a work-life balance strategy for nurses.