

A BETTER DEAL AT BUPA

Union members set to receive a pay rise this week with more to come...

Last week union delegates met with senior BUPA management to discuss the lead up to this year's pay negotiations.

In this year's budget the Government set aside 1.73% to fund increases in aged care a figure that does not even keep pace with the cost of living. We wanted to discuss with BUPA how we could make sure that staff receive a decent increase and how we might work together to make this happen. We knew that BUPA had already written to non union workers and were concerned that this cut across the collective bargaining rights guaranteed by law.



After a full day of talks BUPA management have agreed with both our unions to immediately pass on a 1.6% pay rise to all SFWU and NZNO members from the 1 July. More importantly, BUPA management have accepted our right to push for a further wage increase over the coming weeks, along with other changes to the present terms and conditions of employment.

Feedback from a recent survey of union members means well also be pushing for:

- Pay parity with Healthcare Assistants in the DHBs
- Safe staffing on all shifts
- Making sure people are supported to access and complete career pathways - and move up the pay scales
- Increased leave
- Improved health and safety rights

BUPA management have made it clear they work closely with our unions and as a result we have agreed that **the increases achieved in the year's negotiations on top of the 1.6% will only be available to SFWU and NZNO members.** What's more BUPA have given an undertaking that these improvements are not up for discussion with non members before October 2011, by which time we expect to have completed a second round of bargaining.

For union members this is a good outcome and a test of our relationship with BUPA. For non union members it shows the real value of working together when it comes to a better deal at BUPA.

If you know workmates who are not yet union members now is a great time to be inviting them to come and join for a better deal at BUPA.

For more information contact your union on the number below.

Service and Food Workers Union Nga Ringa Tota
0800 86 46 61 • www.sfwu.org.nz
New Zealand Nurses Organisation
0800 28 38 48 • www.nzno.org.nz

SFWU
Nga Ringa Tota

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