



Dear Colleagues,

Following the A/DG's announcement that Queensland Health has made an offer on your proposed EB late last week, I wanted to share some further information with about the offer. **Specifically, I wanted to address a couple of key points that have been raised over the weekend.**

Does the offer maintain nation-leading wages and conditions?

Yes. Queensland Health (QH) has consistently led the country in valuing our Nurses and Midwives, and ensuring their terms and conditions of employment, including wages were nation leading. In line with meeting the Government Election Commitment (GEC), we have offered a minimum **11% increase over the life of the Agreement** to wages and allowances (including 5.5% in the final year of the agreement).

This offer is above Public Sector Wages Policy by an additional 3% and this wages outcome has been offered to ensure our Nurses and Midwives continue to be the highest paid in the country across most classifications. This increase can be further supplemented by an additional CPI uplift in years 1 and 2 if certain triggers are activated in terms of CPI levels.

Why have I seen other states get a better wages outcome?

QH has historically had leading wages and conditions. This has meant that other States/Territories across the country are focused on catching up to Queensland and they need to make higher wages offer to even attempt to compete with us. The Queensland Government committed to maintaining nation-leading wages and conditions as part of its election platform in late 2024. The 11% wage increase on offer will ensure QH Nurses and Midwives continue to receive national leading wages and conditions as they have done for some time.

Why is the offer subject to no Protected Industrial Action (PIA)?

The offer is based on reaching in-principle agreement during May without PIA. QH is of the view that asking for no PIA while an offer has been tabled is a reasonable ask, and the parties are continuing to work on reaching agreement. The parties remain committed to bargaining in good faith, and this continues to be the case.

We put this condition forward because the QNMU has repeatedly stated that PIA would be taken, which would be the first-time nurses and midwives have taken PIA in Queensland Health in nearly 20 years.

Queensland Health remains committed to union encouragement, and the rights of employees to undertake workplace activity. However, our offer is contingent on no PIA during

the month of May to ensure that quality healthcare continues to be delivered, and that disruption to patient services across the health system are minimised. This condition includes formal actions concerning PIA, specifically:

- the lodging of an application to take PIA in the Queensland Industrial Relations Commission; or
- the specific formal balloting of QNMU members to undertake PIA in satisfaction of section 235 (2) of the Industrial Relations Act 2016.

Queensland Health remains confident that a mutually agreeable outcome can be negotiated with the unions for NMEB12 without the need for disruptive PIA take place.

What are the conditions around backpay?

As you may be aware PSWP provides for back pay, this back pay element is timed to when the parties reach In-principle Agreement.

The commitment to protect this element of the offer has been made, and it is conditional on reaching an agreement in May. QH is committed to doing all it can to ensure an agreement can be reached and to ensure back pay is not at risk under the PSWP framework.

Queensland Health is of the view the offer tabled is a strong offer that delivers not just for our valued Nurses and Midwives but for our community as a whole and is worthy of serious consideration. So, if the unions and QH do reach agreement in May, you will get your back pay to the 1 April 2025.

If you agree with our offer and want these conditions, you need to let your union know. We want this deal.

How can I find out more?

We are committed to ensuring that all nurses and midwives understand the offer and can ask any questions. Each HHS will be sharing further information with their nurses and midwives, including a detailed slide deck, and updated Frequently Asked Questions.

Metro North will advise, date and time of the sessions for nurses and midwives as soon as possible. Please keep an eye on your email for further information.

Kindest regards,
Alanna
Metro North Chief Nursing & Midwifery Officer



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