

**FAIR WORK COMMISSION**

**THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION**

Applicant

**APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO  
AMEND THE *AGED CARE AWARD 2010* AND *NURSES AWARD 2020***

First Matter

AM2020/99

**HEALTH SERVICES UNION**

Applicant

**APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO  
AMEND THE *AGED CARE AWARD 2010***

Second Matter

AM2021/65

**HEALTH SERVICES UNION**

Applicant

**APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO  
AMEND THE *SOCIAL, COMMUNITY, HOME CARE AND DISABILITY SERVICES  
INDUSTRY AWARD 2010***

Third Matter

**NOTE IN RELATION TO EVIDENCE OF WORKERS  
HAVING LEFT AGED CARE FOR WORK VALUE REASONS**

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Filed on behalf of (name & role of party)	<u>The Applicant, the Australian Nursing and Midwifery Federation</u>		
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1. On 24 August 2022, the Commission raised with the ANMF's counsel to identify where workers had given evidence of people leaving aged care work based, in effect, on their own work value assessment. The ANMF has identified the following evidence.
2. As referred to at ANMF CS [531], Suzanne Hewson (EN) said in her statement that she intended to go into a more remunerative field of nursing work, and by the time of her oral evidence she had in fact done so.
3. Irene McInerney (RN) said at [45] that many staff decided it was too hard on them mentally and physically and left aged care because the pay is not attractive enough for a difficult work environment.
4. Dianne Power (AIN / PCW) said at [99] that, "Staff are leaving Regis for higher paid work in the disability sector and public sector aged care facilities," and that, "*In my view, based on my own experience, if wage rates were higher there would be a better retention of staff at Regis.*"
5. Pauline Breen (EN) said at [33] that she is considering retiring but would likely delay this if her pay increased. Christine Spangler (AIN / PCW) said the same thing (at [41]).
6. Wendy Knights (EN) said at [95] as follows:

"My observations is that level of wages means it is difficult to retain staff. Nurses are often talking about workloads and pay rates. The work is hard and demanding, and sometimes dangerous. You are sometimes abused by residents, or families. You are exposed to bodily fluids and waste. But you could earn as much or more doing a job that did not have any of these difficulties. At the moment, it seems to me that the people that tend to be retained in aged care are people who really have a passion for caring work."
7. Hazel Bucher (NP) said at [32] that aged care work is often the second choice for graduate nurses if they are unable to obtain a graduate position in an acute hospital, and is also evidenced by the lower pay rate for nurses in this (*i.e.*, the aged care) sector.
8. Mark Castieau, an HSU witness and chef, said at [20] of his reply statement dated 20 April 2022 that people who were leaving aged care had said to him, "*I'm going to get a job stacking shelves at Woolworths, you get paid more money.*"
9. In the Royal Commission Final Report, Volume 2, page 214, the Commission said this:

"According to the 2016 National Aged Care Workforce Census and Survey, 30% of the residential direct care workforce and 40% of the home care workforce work fewer hours than they would like to. The survey showed that

a desire for better pay and preferred working hours are among the most common reasons that aged care workers leave their jobs. Aged care is widely perceived to be a low status job which offers poor rates of pay.”

**J C McKenna**

**J E Hartley**

*Counsel for the ANMF*

25 August 2022

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Gordon Legal

Solicitors for the ANMF