Pay and professional place: Enrolled Nursing in Residential Aged Care
Pay equity – equal pay campaign
Workers united will never be defeated.

28 October 2014. History is made. Equal pay for all women is our right! The appeal against Kristine Bartlett’s equal pay case is dismissed.

Equal pay is here to stay!

“Thanks Kristine!”

WE WON!

28 October 2014. History is made. Equal pay for all women is our right! The appeal against Kristine Bartlett’s equal pay case is dismissed.
Part 2: Place

Regulating staffing levels and ensuring a place for Enrolled Nurses
Staffing levels and quality care

The impact of delayed or missed care

• Stressful work environment, with no breaks at times.
• Feels like you haven't done your job. Can't take time to spend with residents who are really sick or dying

And with enough staff?

• Staff would not go home exhausted.
• Life would look like the advertisements for residential care- one-to-one time out in the garden sharing stories together!
In safe hands

In safe hands report
2005 guidelines

- Voluntary staffing indicators for safe Aged Care & Dementia-care consumers
<table>
<thead>
<tr>
<th>Type of facility</th>
<th>RNs</th>
<th>ENs</th>
<th>Caregivers</th>
<th>Total HPPD</th>
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<td>Rest home</td>
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</table>

‘median hours of care’ staffing reported in ARC Industry profile (2017-2018)
That the average of 4 hours and eighteen minutes of care per day, with a skills mix requirement of RN 30%, EN 20% and Personal Care Worker 50% is the evidence based minimum care requirement and skills mix to ensure safe residential and restorative care.