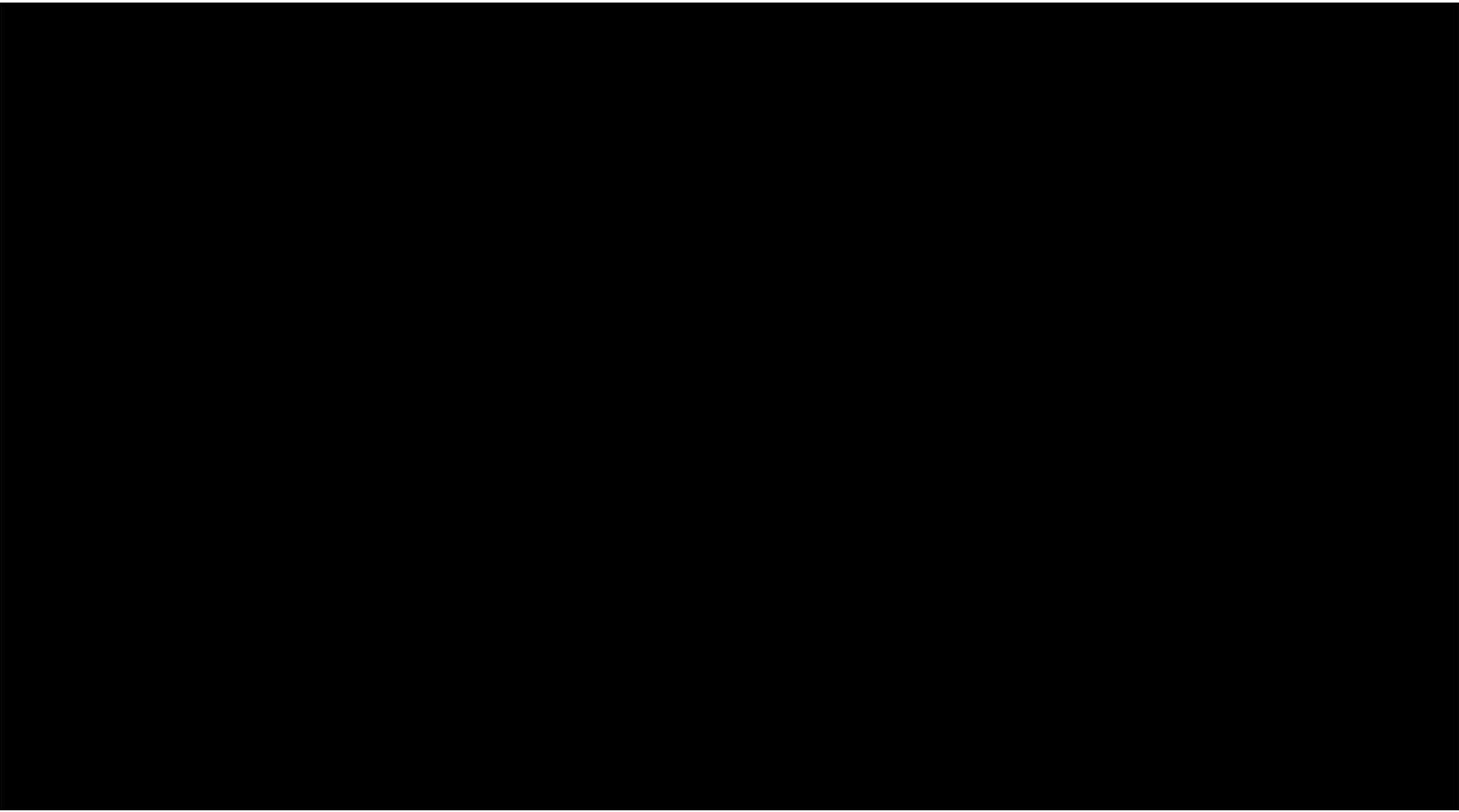


# Pay and professional place: Enrolled Nursing in Residential Aged Care

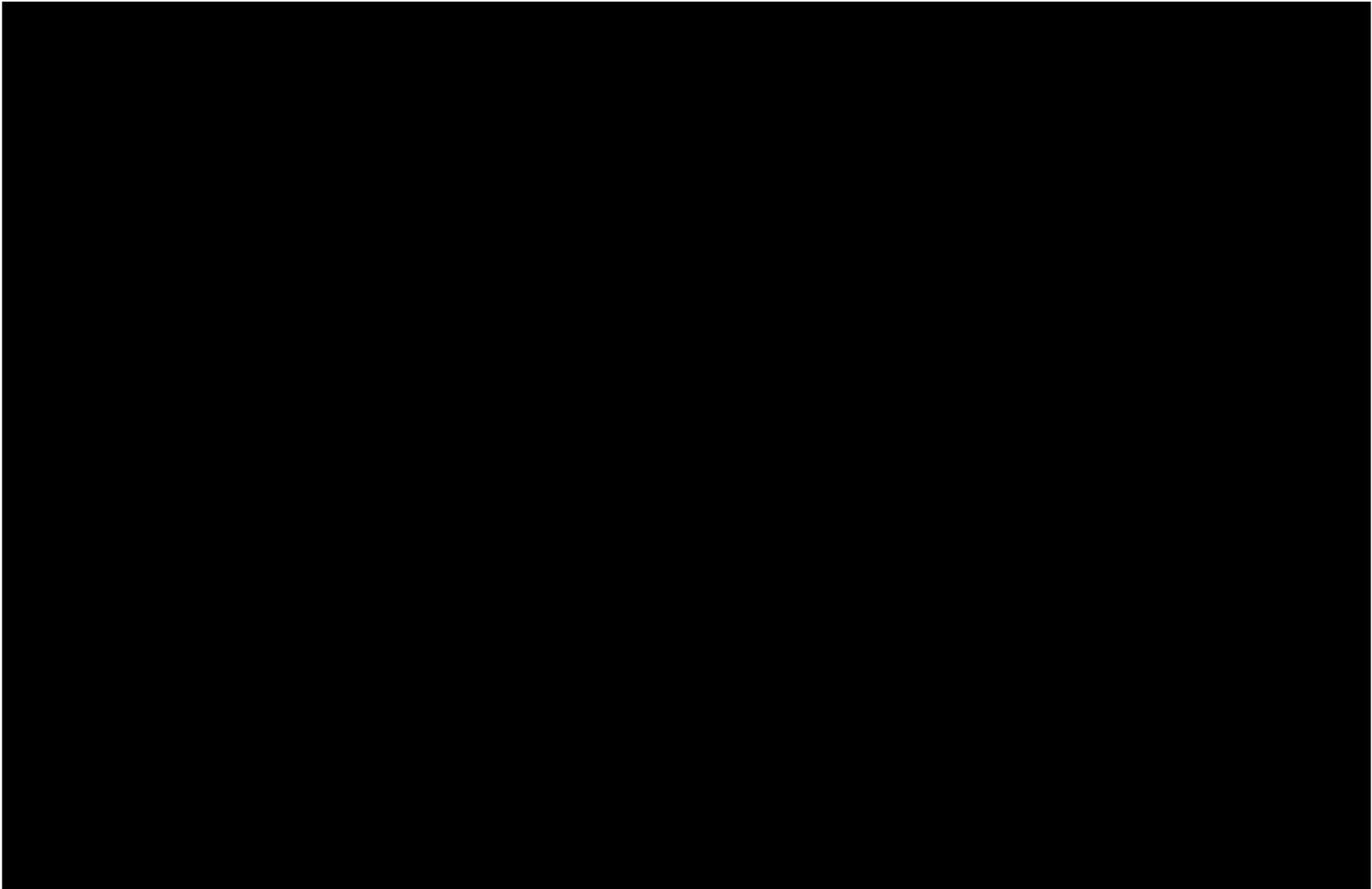
# Pay equity – equal pay campaign

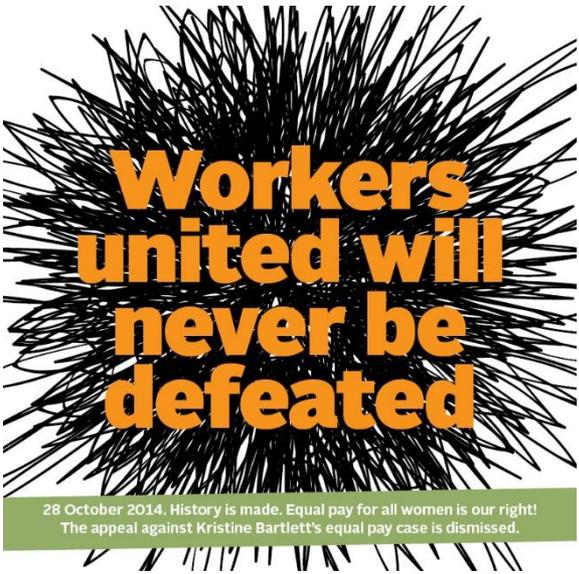




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**Workers  
united will  
never be  
defeated**

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.



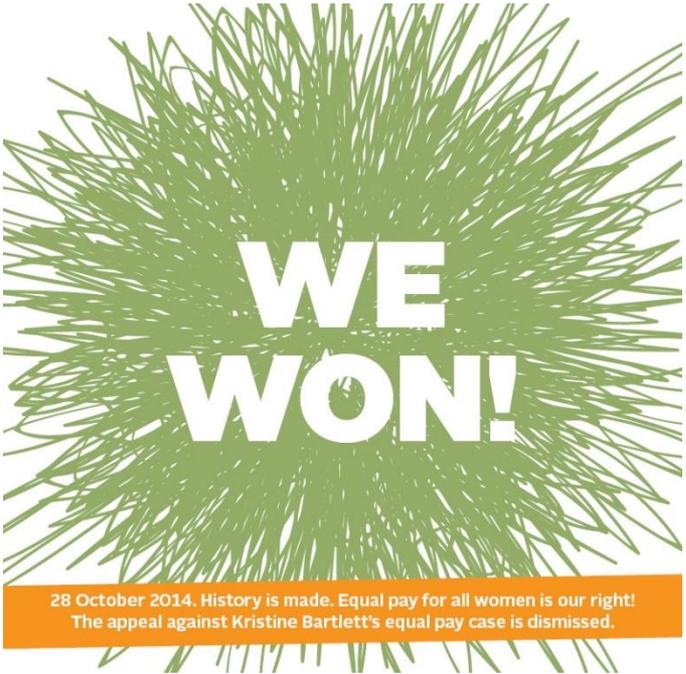
28 October 2014. History is made. Equal pay for all women is our right!  
The appeal against Kristine Bartlett's equal pay case is dismissed.

**Equal pay is  
here to stay!**



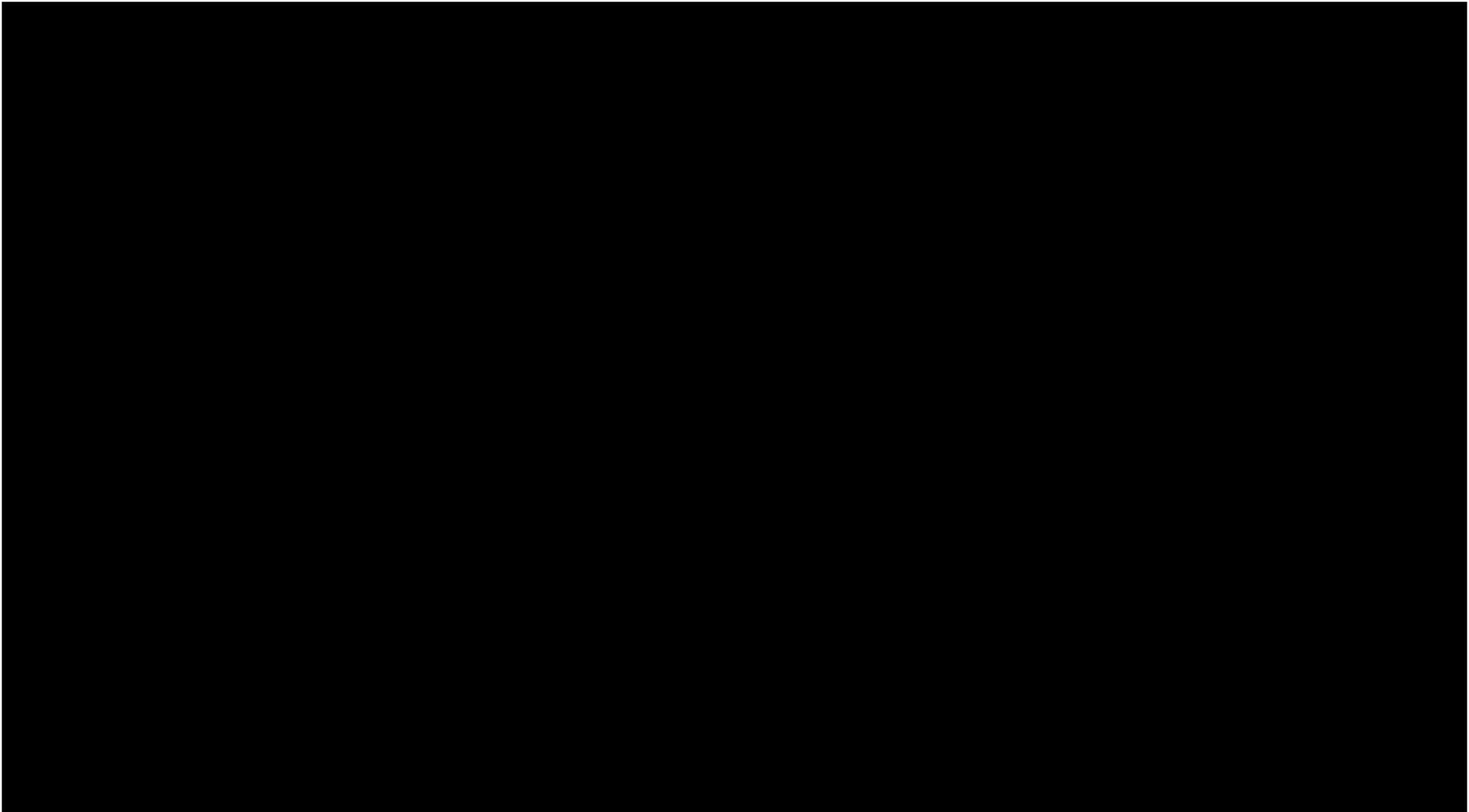
**“  
Thanks  
Kristine!  
”**

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.



**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

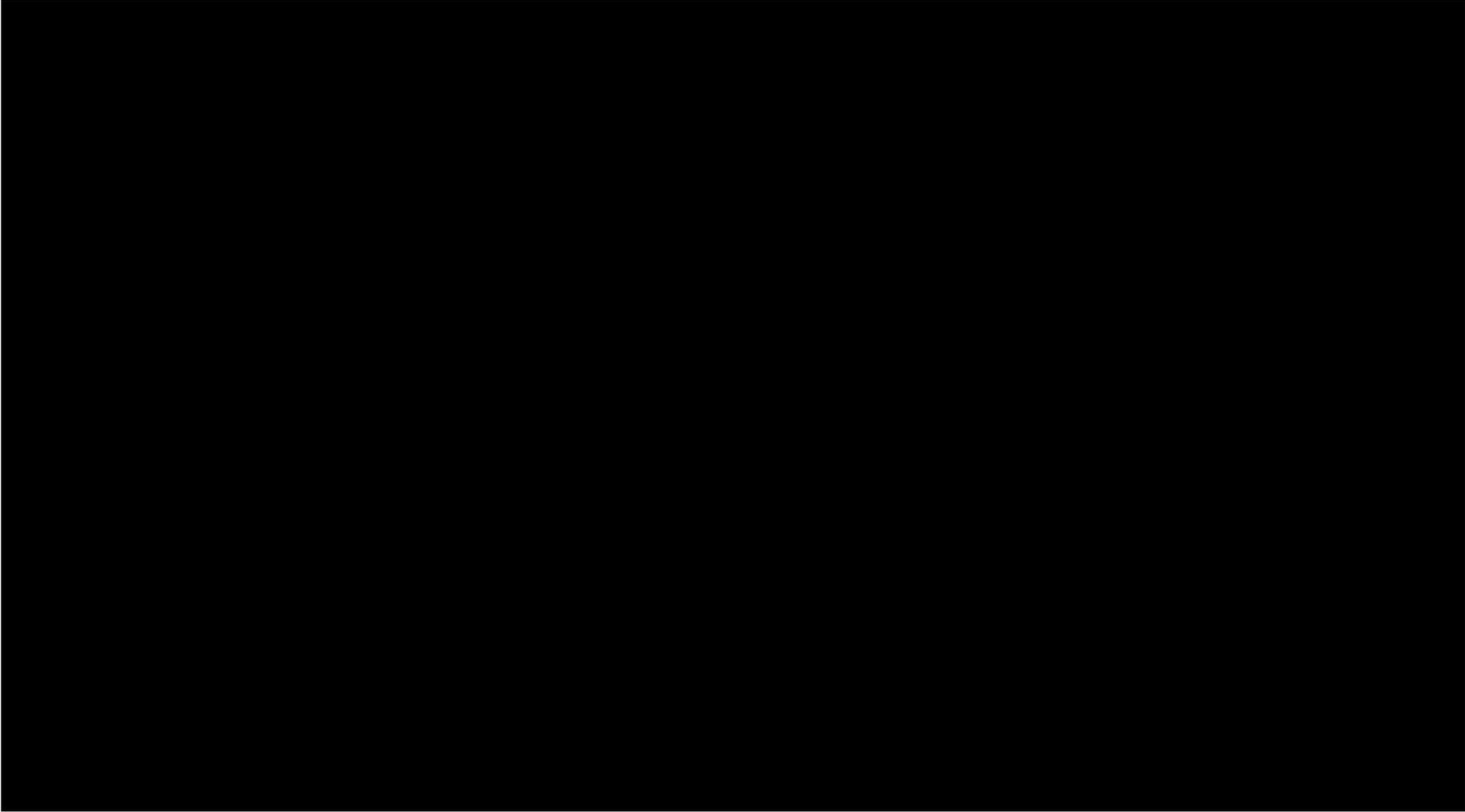
# Staffing levels and quality care

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!



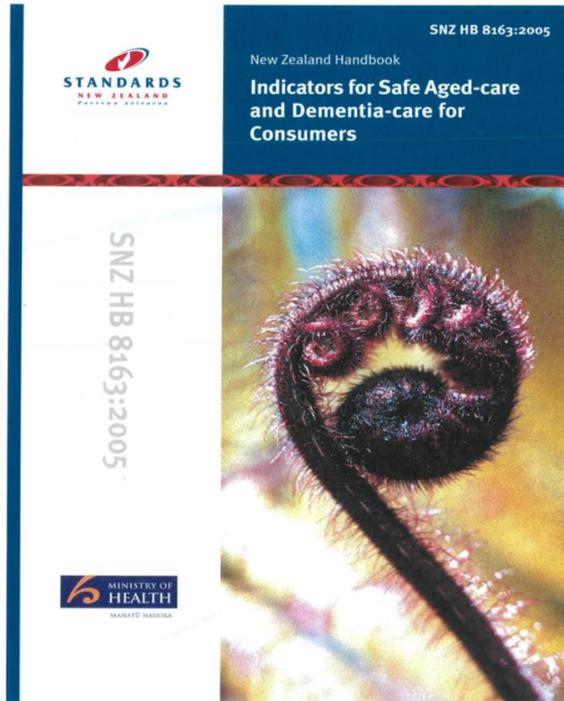
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# In safe hands

[In safe hands report](#)

# 2005 guidelines



- Voluntary staffing indicators for safe Aged Care & Dementia-care consumers

Type of facility	RNs	ENs	Caregivers	Total HPPD
Rest home	0.36	0.21	1.88	2.45
Dementia C	0.38	0.26	2.63	3.27
Hospital	1.00	0.16	2.72	3.88
Psychogeriatric	1.04	0.35	2.74	4.13

‘median hours of care’ staffing reported in  
ARC Industry profile (2017-2018)

# National Aged Care Staffing and Skills Mix Project Report

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.

