

From: Kym Fell [mailto: [REDACTED]]
Sent: Friday, 9 February 2018 4:19 PM
To: Brisbane Registry
Subject: AM2014/207: 4 yearly review of modern awards – Nurses Award 2010

Fair Work Commission

Dear Fair Work Commission

AM2014/207: 4 yearly review of modern awards – Nurses Award 2010 –
Increasing prevalence of chronic disease, complex comorbidities, rising health costs and an expanding aging population are challenges the Federal government currently face and are challenges estimated to explode in coming years. A change of focus on health care provision has capability of stemming exploding health care needs; putting a fence at the cliff edge rather than an ambulance at the cliff base.

Primary Health Care is a model of care which aims to promote personal health and prevent illness. Practice nurses play a great role in providing health education to enable clients to take ownership of their health and experience autonomy in their health journey. Primary Health Care is a person's first level of contact for health care in the community and is instrumental in vastly reducing the need for hospital care.

The Federal government has invested much capital in providing education for nurses transitioning into General Practice and the Primary Health care realm. These courses are very supportive, however many nurses who complete these courses and enter the workforce find the remuneration is not sustainable compared to the public health sector. If the Nurses Award 2010 minimum wage scale were comparable to that of the general public sector; more talented, knowledgeable and hardworking practice nurses would remain in Primary Health Care.

The current disparity between wages is seen in the minimum wage for a registered nurse Level 1 Pay point 1 being \$22.46 whilst Qld Health is \$33.94 base rate prior to penalties. The Practice Nurse has great influence on patient health outcome. The triple dimension of care provides development of a therapeutic relationship which in this setting is ongoing; provision of health education for the client and clinical knowledge in provision of care under GP direction.

A review of the Nurses Award 2010 and in particular minimum wage will have substantial influence in maintaining longevity and consistency in the Practice Nurse workforce, I thereby request this review take place.

Kind regards,
Kym Fell
Practice Nurse
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