Public sector EBA campaign update #11

28 APRIL 2016

Implementing T-shirt and campaign information for protected industrial action

1. Status of EBA negotiations
   Members are advised that negotiations with senior Victorian Government representatives continued today Thursday 28 April 2016. These negotiations will continue in the coming days. Negotiations with the Victorian Hospitals’ Industrial Association (VHIA) and Department of Health and Human Services (DHHS) representatives are scheduled to resume on Wednesday 4 May 2016.

2. Protected industrial action to commence from 7am on Friday 29 April 2016
   The workplaces listed below are all authorised to lawfully commence protected industrial action from 7am on Friday 29 April 2016.

   The protected industrial action that can commence is as follows:
   - Delaying or restricting the performance of normal duties through industrial action in the form of a ban on the Employer’s uniform policy or dress code, for the purpose of engaging with media, staff, patients, visitors, residents and their families about the proposed agreement with Employees wearing and distributing and posting union campaign materials, such as T-shirts, badges, written communications and stickers in support of the proposed enterprise agreement.

   ANMF (Vic Branch) members are lawfully authorised to:
   - wear the ANMF (Vic. Branch) red campaign T-shirts
   - distribute and post campaign materials
   - engage with any media, their workplace staff, patients, visitors, residents and their families about the proposed agreement.

   Members can buy the $10 ANMF (Vic Branch) EBA 2016 red T-shirt at their formal workplace members meeting or by visiting reception at ANMF House (540 Elizabeth Street, Melbourne), Monday to Friday between 8.45am and 5pm. T-shirts can also be purchased online but please be aware it will be several days before you receive your order [http://anfvic.myshopify.com](http://anfvic.myshopify.com)

   Three campaign documents - a pay parity poster, a fair pay rise poster and a ‘Message from Victorian nurses & midwives’ which includes information about contacting the media - are available from the ANMF website at [http://www.anmfvic.asn.au/eba2016](http://www.anmfvic.asn.au/eba2016) These are for distribution from 7am on Friday 29 April.

   The Victorian Hospitals’ Industrial Association (VHIA) has issued a bulletin to all of the chief executive officers of the employers who have received the notice from the ANMF advising of the commencement of the limited protected industrial action.

   The bulletin from VHIA includes the following information for the employers:
   - “It is important to understand that the wearing of such t-shirts is an approved and therefore protected action, that is immune from any form of redress, penalty or other sanction. For the avoidance of doubt, the protected wearing of such clothing does not give rise to any form of pay docking.”

   Continued on page 2
Public sector enterprise agreement: campaign update #11 continued

3. ANMF member engagement – workplace visits – members meetings – 5 May statewide meeting

As contained within the resolution passed by ANMF members at the statewide members meeting on Thursday 21 April 2016, ANMF has commenced a series of visits to public sector workplaces. These include walkarounds and formal meetings of members in workplaces.

On Friday 29 April 2016, formal ANMF members meetings are scheduled to take place in the following workplaces:

- Benalla Health
  - 3pm
  - ANMF (Vic Branch) Secretary Lisa Fitzpatrick will be doing a walkaround
- Alpine Health Bright
  - 1pm
  - Staff dining room
- Alpine Health Mt Beauty
  - 10am
  - Conference room
- Alpine Health Myrtleford
  - 3pm
  - Conference room
- Ballarat Health Services QEGC – PS Hobson Unit
  - 2.30pm
  - Staff room
- Bendigo Health Carshalton House Hostel
  - 2pm
  - Stella Anderson Nursing Home
- Bendigo Health Golden Oaks NH & Hostel
  - 2pm
  - Stella Anderson Nursing Home
- Bendigo Health Havlin St East
  - 2pm
  - Stella Anderson Nursing Home
- Bendigo Health Joan Pinder NH
  - 2pm
  - Stella Anderson Nursing Home
- Bendigo Health Stella Anderson NH
  - 2pm
  - Stella Anderson Nursing Home
- Caritas Christi Hospice
  - 1.30pm
  - Handover room
- Carrington Health
  - 1pm
  - Seminar Room 2 Ground floor
- Dunolly NH and Hospital
  - 1pm
  - No room specified
- Gippsland Southern HS Kooroombah House NH
  - 3pm
  - Education room
- Gippsland Southern Health Service Leongatha
  - 3pm
  - Education room
- Hesse Rural Health Service
  - 2.30pm
  - Winchelsea conference room, Gosney Street
- Hesse Rural Health Service Beeac
  - 2.30pm
  - Winchelsea conference room, Gosney Street
- Hesse Rural Health Service Leigh
  - 2.30pm
  - Winchelsea conference room, Gosney Street
- Maryborough and District Hospital
  - 3pm
  - Blue Room
- Maryborough Community Health Centre
  - 3pm
  - Blue Room
- Maryborough District HS Avoca campus
  - 11am
  - No room specified
- Maryborough Nursing Home
  - 3pm
  - Blue Room
- Monash Health AG Eastwood Hostel
  - 12pm
  - Education Centre Room A
- Monash Health Kingston Centre
  - 12pm
  - Education Centre Room A
- Monash Health Yarraman NH
  - 9.30am
  - Handover room
- Monash Medical Centre Moorabbin
  - 2pm
  - Tutorial room
- Northern Hospital
  - 2pm
  - Lecture theatre 1
- Peter James Centre Burwood Rehabilitation
  - 2pm
  - Main Seminar room
- Plenty Valley Community Health Service Epping
  - 2pm
  - Lecture theatre 1
- Portland District Health
  - 2.30pm
  - Staff dining room
- Royal Womens’ Hospital
  - 2.30pm
  - NISC Nurses tea room
- St Vincent’s Correctional – St Augustines’
  - 1pm
  - Staff room
- The Mornington Centre
  - 2pm
  - Activities room
- Wantirna Health
  - 2pm
  - Lecture Theatre
- Winchelsea Community Health Centre
  - 2.30pm
  - Winchelsea conference room, Gosney Street

These meetings will continue until 5 May 2016 when the next statewide members meeting is scheduled at 2pm at the Melbourne Convention and Exhibition Centre. Please note: the time and venue are different to previous statewide meetings and parking is expensive at MCEC. Register for this meeting, transport and childcare services at http://bit.ly/ebameeting3 View the ANMF bus schedule at http://bit.ly/IKEBA2016 transport trip at https://ptv.vic.gov.au/journey

Continued on page 3
Public sector enterprise agreement: campaign update #11 continued

4. **Workplaces where protected industrial action can commence from 7am on Friday 29 April 2016**
The following workplaces are all authorised to lawfully commence the above protected industrial action from 7am on Friday 29 April 2016:

<table>
<thead>
<tr>
<th>Workplace</th>
<th>Workplace</th>
<th>Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albury Wodonga Health</td>
<td>Darebin Community Health Service</td>
<td>Link Health and Community</td>
</tr>
<tr>
<td>Alexandra Health</td>
<td>Darlingsford</td>
<td>Lorne Community Hospital</td>
</tr>
<tr>
<td>Alpine Health</td>
<td>Dental Health</td>
<td>Lyndoch Living</td>
</tr>
<tr>
<td>Bairnsdale Regional Health Service</td>
<td>Djerriwarh Health Services</td>
<td>Maldon Hospital</td>
</tr>
<tr>
<td>Ballarat Community Health Centre</td>
<td>Dunmunkle Health Service</td>
<td>Mallee Track Health and Community Service</td>
</tr>
<tr>
<td>Ballarat District Nursing &amp; Healthcare</td>
<td>East Grampians Health Service</td>
<td>Mansfield Hospital</td>
</tr>
<tr>
<td>Ballarat Health Services</td>
<td>East Wimmera Health Service</td>
<td>Maryborough and District Health Service</td>
</tr>
<tr>
<td>Banyule Community Health</td>
<td>Eastern Access Community Health</td>
<td>Melbourne Health</td>
</tr>
<tr>
<td>Barwon Health Services</td>
<td>Eastern Health</td>
<td>Mercy Health</td>
</tr>
<tr>
<td>Bass Coast Health</td>
<td>Echuca Regional Health</td>
<td>Merri Community Health Service Ltd</td>
</tr>
<tr>
<td>Beaufort and Skipton Health Service</td>
<td>Edenhope Hospital</td>
<td>Monash Health</td>
</tr>
<tr>
<td>Beechworth Health Service</td>
<td>Ensay Community Health</td>
<td>Moyne Health</td>
</tr>
<tr>
<td>Bellarine Community Health Ltd</td>
<td>Gateway Health</td>
<td>Nathalia Hospital</td>
</tr>
<tr>
<td>Benalla Health</td>
<td>Gippsland Lakes Community Health</td>
<td>North Richmond Community Health</td>
</tr>
<tr>
<td>Bendigo Community Health Services</td>
<td>Gippsland Southern Health Service</td>
<td>Northeast Health - Wangaratta</td>
</tr>
<tr>
<td>Bendigo Health</td>
<td>Goulburn Valley Health</td>
<td>Northern Community Health Service</td>
</tr>
<tr>
<td>Bentleigh Bayside Community Health</td>
<td>Grampians Community Health</td>
<td>Northern Health</td>
</tr>
<tr>
<td>Boort District Health</td>
<td>Hepburn Health</td>
<td>Numurkah District Health Service</td>
</tr>
<tr>
<td>Calvary Health Care Bethlehem</td>
<td>Hesse Rural Health</td>
<td>Omeo District Hospital</td>
</tr>
<tr>
<td>Carrington Health</td>
<td>Heywood Rural Health</td>
<td>Orbost Regional Health</td>
</tr>
<tr>
<td>Casterton Health</td>
<td>Indigo North Health</td>
<td>Otway Health and Community Service</td>
</tr>
<tr>
<td>Castlemaine Health</td>
<td>Inner East Community Health</td>
<td>Peninsula Health</td>
</tr>
<tr>
<td>Central Bayside Community Health Services</td>
<td>Inner South Community Health</td>
<td>Peter MacCallum Cancer Centre</td>
</tr>
<tr>
<td>Central Gippsland Health Service</td>
<td>Isis Primary Care Inc</td>
<td>Plenty Valley Community Health</td>
</tr>
<tr>
<td>Cobaw Community Health</td>
<td>Kerang District Hospital</td>
<td>Portland District Health</td>
</tr>
<tr>
<td>Cobram District Hospital</td>
<td>Kilmore District Health Service</td>
<td>Queen Elizabeth Centre</td>
</tr>
<tr>
<td>Coheath</td>
<td>Koo Wee Rup Health Service</td>
<td>Ramsay Health (Public)</td>
</tr>
<tr>
<td>Cohuna Health</td>
<td>Kyabram and District Health Service</td>
<td>Red Cliffs and Community Aged Care Services</td>
</tr>
<tr>
<td>Colac Area Health</td>
<td>Latrobe Community Health Service Inc</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Latrobe Regional Hospital</td>
<td></td>
</tr>
</tbody>
</table>

5. **Workplaces where protected industrial action CANNOT commence from 7am on Friday 29 April 2016**
The following workplaces cannot lawfully commence protected industrial action as less than 50 per cent of the nurses and midwives eligible to participate in the protected action ballot returned valid ballots to the Australian Electoral Commission. These workplaces are:

<table>
<thead>
<tr>
<th>Workplace</th>
<th>Workplace</th>
<th>Workplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alfred Health</td>
<td>Inglewood District Health</td>
<td>Nexus Primary Health</td>
</tr>
<tr>
<td>Castlemaine District Community Health</td>
<td>Inspiro</td>
<td>Primary Care Connect</td>
</tr>
<tr>
<td>Dianella Community Health</td>
<td>Kyneton District Health</td>
<td>Royal Children’s Hospital</td>
</tr>
<tr>
<td>Heathcote Health</td>
<td>Macedon Ranges Health Service</td>
<td>Tallangatta Health Service</td>
</tr>
</tbody>
</table>

In relation to Austin Health, members are advised that the ANMF (Vic Branch) has made an application to the Fair Work Commission challenging the outcome of the protected industrial action ballot at Austin Health. At this stage, members at Austin Health are not lawfully entitled to commence any protected industrial action. The matter has been listed for hearing in the Fair Work Commission at 2pm on 5 May 2016 and ANMF (Vic Branch) lawyers will appear on behalf of the ANMF.

Members employed in a workplace that cannot lawfully commence protected industrial action can still participate in the overall EBA campaign by wearing a campaign T-shirt in public, liaising with the media and contacting their local state MP.

Further campaign updates will be issued on a regular basis and are available online at [www.anmfvic.asn.au/eba2016](http://www.anmfvic.asn.au/eba2016)