

## Campaign update #21 public sector mental health enterprise agreement

3 JUNE 2016



ANMF members awash in red  
at Saltwater Clinic Mercy Mental Health

**#RewardMHnurses**



Korumburra Community Mental Health  
ANMF members awash in red.

## Escalation of protected industrial action

### 1. Status of mental health EBA negotiations and backpay

ANMF, HACSU, VHIA and DHHS were involved in further negotiations on Wednesday 1 June 2016 and Thursday 2 June 2016 facilitated by former Fair Work Commission deputy president Greg Smith. While we now have 10 in-principle agreed matters, progress on many other claims is limited. ANMF does not want to jeopardise the backpay commencement date of 1 April 2016 and have articulated during negotiations that we remain available day and night, seven days a week to negotiate and resolve this agreement.

Further negotiations between ANMF, HACSU, VHIA and DHHS will take place on Wednesday 8 June, Thursday 9 June, Wednesday 15 June and Thursday 16 June 2016.

We maintain the view of our members that mental health nurses also deserve an improved agreement with wages comparable to the general public sector nurses and midwives and improved workload provisions including the implementation of nursing ratios and maintenance of mental health nurses within community settings.

### 2. Notification of further protected industrial action to commence from 7am on Thursday 9 June 2016

Members will note that the ANMF (Vic Branch) statewide public sector mental health members meeting held on Monday 9 May 2016 resolved as follows:

*“To direct the ANMF (Vic Branch) to notify employers, where a protected industrial action ballot was successful, of the commencement of industrial action on Thursday 19 May 2016 if the ANMF (Vic Branch) Secretary does not believe a settlement capable of recommending to members will be achieved expeditiously.*

*To direct the Branch to determine what industrial action will commence in which workplace from 19 May 2016 and to notify members accordingly.”*

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The ANMF (Vic Branch) issued notices today to all employers where the protected industrial ballot had been declared by the Australian Electoral Commission and where the ballot outcome supported the taking of protected industrial action. The notices were pursuant to Section 414 of the Fair Work Act 2009 and authorise the commencement at 7am on Thursday 9 June 2016 of the following further protected industrial action (Stage 1 and 2):

- A refusal to undertake any work outside the ordinary starting and finishing times of work.
- A refusal to be redeployed from one area to another area.
- Delaying or restricting the performance of normal duties by explaining to clients and other visitors during working hours the purpose of the campaign materials being worn by nurses, including T-shirts, badges and campaign posters.
- Delaying or restricting the performance of normal duties by displaying and distributing campaign related information in the workplace and speaking to the media as required during working hours.
- A refusal to collect, record, complete or document non-clinical/administrative information or any mandatory data required by the employer, e.g. outcome measures, vehicle log books, statistical data, RCS ACFI documentation, contact sheets and RAPID statistics, PR 2s and 5s, Daily Returns/Bed Movements, but excluding any reporting directly related to patient, client or staff safety.
- Industrial action in the form of a refusal to attend or participate in any meeting or service activity that is not fully back filled.
- A refusal to implement any workplace or system change proposed by management.

### 3. Workplaces where protected industrial action CAN commence from 7.00am Thursday 9 June 2016:

<b>Albury Wodonga Health</b> North East Border Mental Health Services All areas where mental health nurses are employed	<b>Goulburn Valley Health</b> All areas where mental health nurses are employed	<b>Mildura Base Hospital</b> Mental Health Services All areas where mental health nurses are employed
<b>Ballarat Health Services</b> All areas where mental health nurses are employed	<b>Latrobe Regional Health</b> All areas where mental health nurses are employed	<b>Royal Children's Hospital</b> Banksia Unit All areas where mental health nurses are employed
<b>Barwon Health</b> All areas where mental health nurses are employed	<b>Melbourne Health</b> North Western Mental Health All areas where mental health nurses are employed	<b>St Vincent's Hospital</b> All areas where mental health nurses are employed
<b>Eastern Health</b> All areas where mental health nurses are employed	<b>Mercy Public Health</b> All areas where mental health nurses are employed	<b>Inner South Community Mental Health</b> All areas where mental health nurses are employed

### 4. Workplaces where protected industrial action CANNOT commence from Thursday 9 June 2016:

The following workplaces cannot lawfully commence protected industrial action as less than 50% of the nurses eligible to participate in the protected action ballot returned valid ballots to the Australian Electoral Commission. These workplaces are:

- Alfred Health
- Austin Health
- Bendigo Health
- Monash Health
- Peninsula Health
- Southwest Healthcare
- Forensicare

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### 5. Raise the volume

We need intelligent and articulate mental health nurses who can speak with authority on camera about the important work you undertake every day. If you are interested in being part of a series of online videos for the mental health campaign and the fight for ratios, please get in touch.

Media training is provided, and the ANMF will ensure you are protected for advocating for your profession. If you're interested, please drop us an email with your full name, role and some suitable times for us to follow up over the phone. Email us at [media@anmfvic.asn.au](mailto:media@anmfvic.asn.au)



### 6. Spread the red – get involved to ensure our communities can access mental health nurses

Update your social media profile pic and share our posts and your pics. Participating Area Mental Health Services (wards, units and community teams) have been awash with red since Thursday 19 May 2016 sending a strong message to employers that fair pay and safe workloads are critical issues for mental health nurses.

ANMF encourages members, including those employed at facilities unable to take protected industrial action, to get active on social media.

Visit the ANMF Facebook page at [www.facebook.com/RespectOurWork](http://www.facebook.com/RespectOurWork) and look through our album of campaign profile and banner images you can use on your Facebook and Twitter accounts. Share your red T-shirt imagery online using the hashtags **#ValueRecogniseReward**, **#MHRatios**, **#RewardMHNurses** for Twitter and Instagram. You can also post your photos to the ANMF Facebook page, or tag us on Twitter **@ANMFVicBranch**

If you are not seeing ANMF's Facebook posts, change your settings to 'see first' and please share ANMF posts about the action and the issues that are important to you.

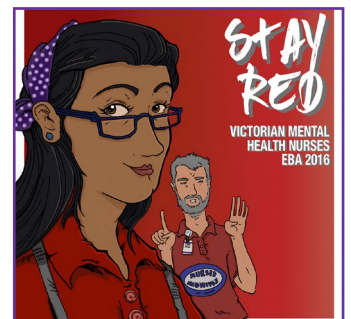


### 7. Campaign T-shirts and information

Red **#ValueRecogniseReward** campaign T-shirts are available for members at ANMF House (540 Elizabeth Street, Melbourne) between 8.45am and 5pm on weekdays or online at <http://anfvc.myshopify.com>

Campaign posters and a 'Dear patient/client' campaign letter are available to download from the EBA 2016 campaign page <http://anmfvic.asn.au/eba2016#mh>

'Demand nursing ratios in mental health' campaign stickers are available through your Job Representative/Organiser.



### Remember that our strength is our membership

Most Victorian nurses and midwives are already ANMF members – if you haven't joined yet or you know someone who hasn't, please encourage them to join. Non-members can join online here: <https://members.anmfvic.asn.au/CalculateRate>

If you don't have a Job Rep on your ward, unit or community team, it's time to put up your hand and help your union and your colleagues achieve your claims for 2016. Speak to another ANMF Job Rep or call ANMF Reception on (03) 9275 9333 and a Job Rep Pack will be sent out to you. ANMF will keep you updated via further campaign updates, our website, emails and text messages where appropriate. Please ensure you update your details, including a personal email address, at the Member Portal: <https://members.anmfvic.asn.au>