

Campaign update #41

THURSDAY 31 AUGUST 2017

Fair Work Commission approves Forensicare Agreement

1. Agreement effective from 4 September

On Monday 28 August the Fair Work Commission approved the new Victorian Institute of Forensicare Mental Health Enterprise Agreement.

The agreement becomes operational seven days later on Monday 4 September.

View the new agreement at anmfvic.asn.au/forensicare16

View the summary of key changes document at anmfvic.asn.au/forensicarechanges

We share your frustration at how long this process has taken and we thank you for your support and patience. Thank you to all members who supported this campaign.

The Forensicare agreement reflects the wages and improved conditions and entitlements ANMF members achieved in the public sector mental health services agreement and where applicable the public sector general nurses and midwives agreement.

As a result of Forensicare ANMF members' claims and campaign you have also secured an additional 17.8 mental health nursing EFT for Thomas Embling Hospital to establish the Early Intervention Support Team comprising nurses to provide additional support to staff in units. Once the agreement becomes enforceable consultation is required on the implementation of the team.

2. Pay rises

The new pay rates are effective from the first pay period on or after Monday 4 September 2017.

You can check your new pay rates in the agreement at anmfvic.asn.au/forensicare16

Members are encouraged to contact their pay roll department to confirm when the new pay rates and associated back pay will be paid.

Members will be entitled to the following:

- the October 2016 pay rise, which includes rolling the CPD allowance into the base hourly rate and then the three per cent is applied
- the April 2017 three per cent pay rise
- the good faith payment (see below).

Members will be aware further increases during the life of the agreement are 3.25 per cent in April 2018 and between four and 26.72 per cent in April 2019 (depending on classification) replicating the Victorian public general nurses and midwives agreement and to reach net pay parity with NSW nurses and midwives.



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3. Good faith payment

Clause 81 of the agreement allows for a one-off good faith payment based on 1.5 per cent of Forensicare nurses' total annual remuneration including salary and allowances as at the commencement of this agreement.

This will be calculated on the following:

- the period for calculating the one-off good faith payment is the 12 months preceding the expiration of the employee's last pay period before the new rates of pay become operable (from the first full pay period on or after 1 October 2016)
- total annual remuneration is to include all payments made to the employee during this period including base rates, allowances, penalties and overtime.
- each employee will be advised in writing of the total annual remuneration sum and the one off good faith payment sum at the time of payment.

4. Implementation

All of the substantial changes in the agreement will be implemented via consultation as a consequence of the two obligations contained within the agreement.

The agreement contains a requirement at clause 70.10 for a Workplace Implementation Committee comprising equal numbers of representatives of the employer and the unions for the purposes of:

- agreement implementation
- on-going monitoring and assessment of the implementation of this agreement
- to deal with any local disputes that may arise, without limiting the dispute resolution procedure in this agreement.

Have your membership details changed? Update your details now on the ANMF Member Portal at anmfvic.asn.au/memberportal

Remember that our strength is our membership, invite your colleagues to join ANMF. Learn about the benefits and join at anmfvic.asn.au/joinANMF