



# Public sector nurses and midwives vote

# YES

## Vote YES in the upcoming Elections Australia electronic ballot

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**Do you approve the proposed Victorian Public Sector Nurses and Midwives Agreement 2016-2020?**

<input checked="" type="checkbox"/>	YES – I approve making the 2016 Agreement
<input type="checkbox"/>	NO – I do not approve making the 2016 Agreement

Authorised by Lisa Fitzpatrick ANMF (Vic Branch) Secretary, September 2016.

**VALUE** ➤ **RECOGNISE** ➤ **REWARD**  
Our Victorian nurses and midwives in the public sector

**ANMF** Australian Nursing & Midwifery Federation  
VICTORIAN BRANCH

# Public sector EBA ballot

Nurses and midwives voted **YES** to our EBA campaign settlement at a statewide members meeting on 5 May 2016 at the Melbourne Convention and Exhibition Centre. The new pay rates and back pay below have already started. You now need to vote **YES** to formalise the EBA to receive all the benefits including:

✓ Wages and allowances (1 April 2016 – 1 April 2020)

**April 2016 – 3.6-4.8 per cent** (includes existing annual \$900 CPD allowance\* rolled into the base rate)

**April 2017 – 3 per cent**

**April 2018 – 3.25 per cent**

**April 2019 – 4 to 26.72 per cent** depending on classification to reach net pay parity\*\* with NSW nurses and midwives

\* The CPD allowance is rolled into the base hourly rate with the pay rises applied on top. It will also increase all penalties which are calculated on the base rate. Casual, bank staff and people on unpaid leave, e.g. parental leave, no longer miss out on the benefit of the allowance.

\*\* In 2019 all Victorian nurses and midwives achieve 'net' or 'after-tax' NSW parity. Presuming that both the Victorian and NSW nurses and midwives are salary packaging, each will take home the same income. NSW nurses and midwives must give their state government 50 per cent of their salary packaging benefit. Victorian nurses and midwives keep 100% of their salary packaging benefit. NSW nurses' and midwives' future wage increases are bound by their state government's legislated public sector 2.5 per cent wage cap.

✓ Wages (1 May 2020 – 31 March 2024)

**December 2020 – 3 per cent**

**December 2021 – 3 per cent**

**December 2022 – 3 per cent**

- ✓ professional development not to be used for mandatory employer education
- ✓ professional development leave is payable even if the event is not on a working day
- ✓ superannuation fund choice
- ✓ superannuation payments while on paid parental leave
- ✓ overtime applies from the end of all rostered shifts, including short shifts
- ✓ qualification allowance for double degree and masters entry after 12 months experience
- ✓ an occupational violence and aggression action plan within six months of the new EBA, consistent with ANMF's *10 Point Plan to End Violence and Aggression*
- ✓ transition to a modern career structure in 2019 reflecting four streams: clinical, advanced practice and research; nurse managers; community nursing; and quality, clinical risk, governance, education and development
- ✓ new limitations on the use of 'short shifts'
- ✓ recognition of casual periods of employment (at lower accrual rate) towards LSL
- ✓ a statewide classification committee for employees whose positions have no EBA classification
- ✓ at least a 32% loading for midwifery continuity models
- ✓ new 8:8:10 roster for campuses of 22 health services
- ✓ 20 days paid family violence leave
- ✓ casual employees can become permanent if working on a regular and systematic basis
- ✓ transition to retirement provisions to protect long service leave in the event of reduced working days and much more.

Please note: Nurse and midwife ratios are now part of the Safe Patient Care Act 2015. There are separate processes to improve and extend ratios.

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