

Campaign update #13 public sector mental health enterprise agreement

12 MAY 2016

Information about protected industrial action, red T-shirts and campaign material

1. Status of Mental Health EBA negotiations

Negotiations continued on 11 May 2016. Further negotiations are scheduled for 17 May and 25 May 2016.

The reason that there are only limited negotiations scheduled relates to the unavailability of representatives from other parties to attend negotiations. ANMF (Vic. Branch) remains prepared to attend negotiations every day to ensure that mental health nurses have the same opportunity to have a wages outcome effective from 1 April 2016.

2. Commencement of protected industrial action

Members will note that the ANMF (Vic. Branch) statewide public sector Mental Health members' meeting held on 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."

Copies of the resolution were provided to VHIA and DHHS and we are yet to receive a response.

The ANMF (Vic. Branch) has successfully applied to the Fair Work Commission for an Application to extend the period during which any of the protected industrial action can be commenced by a further 30 day period. The protected industrial action that members are authorized to lawfully commence can conveniently be considered as follows:

Stage 1

Wearing the ANMF (Vic. Branch) red campaign t-shirts, distribution and posting of campaign related information, and engaging with clients, their visitors and the media during working hours about the proposed EBA.

Stage 2

Administration and data entry bans; refusal to be redeployed; refusal to undertake any work outside ordinary start and finish times; refusal to attend any meeting where backfill is not provided; and a ban on any workplace or system change proposed by the employer.

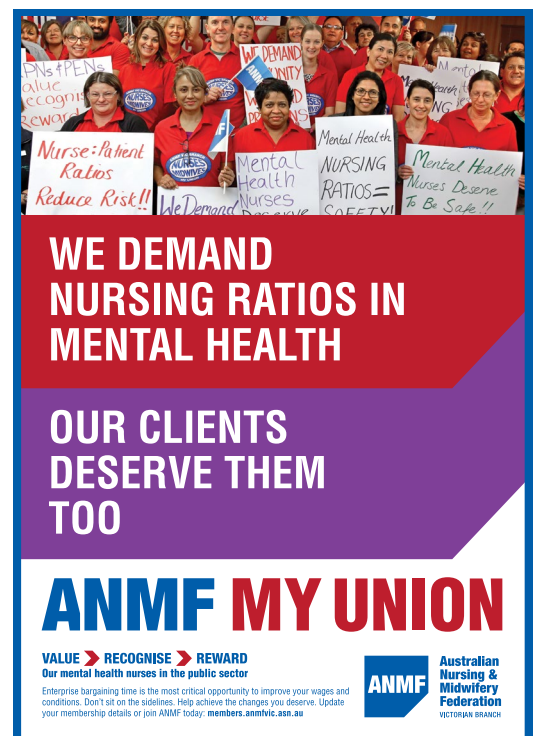
Stage 3

Stopwork meetings of up to 4 hours duration.

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Mental health public sector members met Monday 9th May



Spread the red campaign poster

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The ANMF (Vic. Branch) today issued notices 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 authorize the commencement at 7.00am on Thursday 19 May 2016 of the following protected industrial action (Stage 1):

“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, stickers and campaign posters.

Delaying or restricting the performance of normal duties by displaying and distributing campaign material in the workplace and speaking to the media as required during working hours.”

Members are advised that the above action is an approved and therefore protection action that is immune from any form of redress penalty or other sanction. The above protected industrial action does not give rise to any form of pay docking.

3. ANMF (Vic. Branch) member engagement – workplace visits – members’ meetings

ANMF (Vic. Branch) will soon commence a series of visits to as many public sector mental health workplaces as is practicable. These visits will continue on a daily basis for the purposes of distributing ANMF (Vic. Branch) T-shirts, stickers, campaign posters and other related EBA campaign material to members. Members will be advised of when these visits will be scheduled in the next update.

4. Workplaces where protected industrial action can commence from 7.00am Thursday 19 May 2016:

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



Mental health public sector members met Monday 9th May

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5. Workplaces where protected industrial action CANNOT commence on Thursday 19 May 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

Red #ValueRecogniseReward campaign T-shirts are available

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

#ValueRecogniseReward our mental health nurses campaign material

Campaign poster artwork is available to download from the EBA 2016 campaign page anfvic.asn.au/eba2016
'Demand nursing ratios in mental health' campaign stickers are available through your Job Rep/organiser.

Spread the red

Members, including those unable to participate in protected industrial action, are encouraged to spread the red on social media. Please ensure you keep in the loop for all our campaign updates going out on Facebook: <http://bit.ly/keepinloop16>

To catch up on the campaign story so far, and where we're going, please bookmark our Campaign Hub: <http://bit.ly/EBAchub>

When protected industrial action begins, please share your red T-shirt imagery online using the hashtag #ValueRecogniseReward for Twitter and Instagram. Alternatively, you can post your photos to the ANMF Facebook page, or tag us on Twitter: [@ANMFVicBranch](https://twitter.com/ANMFVicBranch)

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 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>