

Campaign update #14 public sector mental health enterprise agreement

15 MAY 2016

Information about workplace visits, members' meetings and protected industrial action

1. ANMF (Vic Branch) member engagement – workplace visits – members' meetings

ANMF (Vic Branch) has commenced a series of visits to as many public sector mental health workplaces as is practicable. These visits commenced on 13 May 2016 and will continue on a daily basis for the purposes of distributing to members ANMF (Vic Branch) T-shirts, stickers, campaign posters and other EBA campaign material. On Monday 16 May 2016 ANMF (Vic Branch) workplace visits are scheduled to take place in the following workplaces:

Albury Wodonga Health NEBMHS – Blackwood Cottage and Willows CCU, Beechworth 11am – 4pm	Ballarat Health Services Adult Mental Health Inpatient Unit 3.15pm	Latrobe Regional Hospital Community Residential Care Unit 3pm
Albury Wodonga Health NEBMHS Integrated Primary Mental HS, Wangaratta 11am – 4pm	Ballarat Health Services Adult Mental Health Sovereign House SECU 3.30pm	Latrobe Regional Hospital Community Mental Health 3.30pm
Albury Wodonga Health NEBMHS Older Persons Mental HS, Wangaratta 11am – 4pm	Ballarat Health Services Adult Mental Health Community 4pm	Melbourne Health – NWMH Midwest Area/Harvester Clinic, Sunshine 1.30pm
Albury Wodonga Health NEBMHS Kerferd Inpatient Unit and CH, Wangaratta 2pm	St Vincents Mental Health Service Adult Inpatient Unit, 1st Flr – Clarendon 2pm Staff Room Lev 2	Melbourne Health – NWMH Midwest Area APATT, Sunshine 2.30pm
Ballarat Health Services Eastern View 9am	St Vincents Mental Health Service – Adult Inpatient Unit, Ground Flr – Hawthorn 2pm Staff Room Lev 2	Melbourne Health – NWMH Northern Hospital - NPU Unit 1, Unit 2, Adult Community Services, Northern ECATT visit
Ballarat Health Services Steele Haughton Aged Acute Inpatient Unit 10am	Goulburn Valley Health Grutzner House, Wanya and Commu, Shepparton visit	Melbourne Health – NWMH Westside Lodge, St Albans 3.30pm
Ballarat Health Services Steele Haughton Aged Psychogeriatric Res Unit 10.30am	Barwon Health Child & Adolescent MH Service (CAMHS) 4pm	Eastern Health – CEMHS Carrington Road – Mental Health CATT, CTT, Early
Ballarat Health Services Aged Community Mental Health 11am	Barwon Health Mental Health – Drug & Alcohol 12 noon	Psychosis Team Mobile Support Service 9am – 5pm
Ballarat Health Services Youth Community Mental Health 11.30am	Barwon Health Mental Health – Swanston Centre 2.30pm	Sunshine Hospital North West Mental Health visit, 12-2pm
	Latrobe Regional Hospital MH Services – Flynn, MacAlister, Agnes MB Units 1.30pm	Werribee Community Mercy Mental Health (MMH) Wyndham Clinic and CATT services, Hoppers Crossing Saltwater Clinic, Footscray visit, 3-5pm

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Victorian public hospitals have had mandated minimum staffing levels for 16 years.

It's time for ratios and community workload management provisions in mental health too.

VALUE RECOGNISE REWARD
 Our Victorian mental health nurses

Support our campaign. Better mental health staffing levels mean better patient and client care.

For the latest updates visit the EBA campaign page
<http://bit.ly/MHEBAk16>

facebook/RespectOurWork
 @anmfvicbranch

ANMF Australian Nursing & Midwifery Federation VICTORIAN BRANCH

Workload management campaign poster

A Victorian mental health nurse can earn \$13,500 less per year than the same nurse in NSW.

If ignored, the pay gap between Victoria's mental health nurses and our interstate counterparts will grow bigger and bigger.

It's time for a fair pay rise

VALUE RECOGNISE REWARD
 Our Victorian mental health nurses

For the latest updates visit the EBA campaign page
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It's time for a fair pay rise campaign poster

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2. 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 as public sector nurses and midwives to have a wages outcome effective from 1 April 2016.

3. 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 authorised to lawfully commence can conveniently be considered as follows:

Stage 1

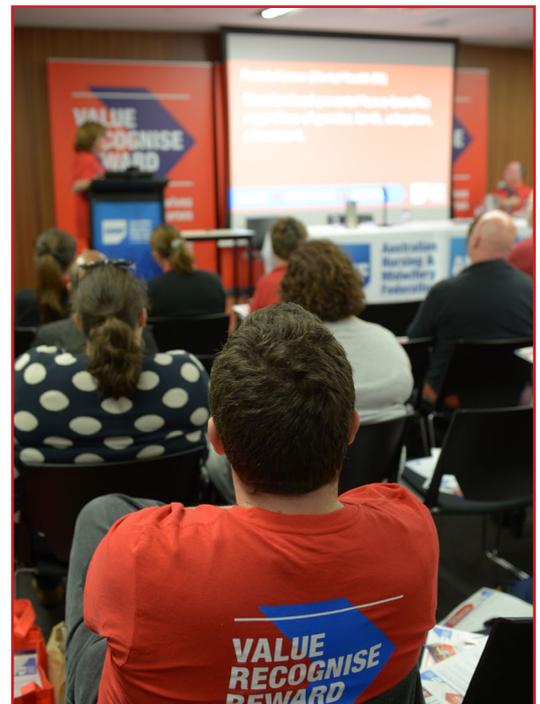
Wearing the ANMF (Vic Branch) red campaign T-shirts, distribution and posting of campaign related information, and engaging with clients, their visitors and the media during working hours about the proposed EBA.

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.



Mental health public sector members met Monday 9 May

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The ANMF (Vic Branch) issued notices on Thursday 12 May 2016 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 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 protected 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.

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

5. Workplaces where protected industrial action CANNOT commence from 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

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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 on weekdays or online at <http://anfvic.myshopify.com>

#ValueRecogniseReward our mental health nurses campaign material

Campaign poster artwork and a 'Dear patient/client' campaign letter are available to download from the EBA 2016 campaign page anmfvic.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. To make sure you see all our campaign updates going out on Facebook, read this article: <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 hashtags #ValueRecogniseReward #MHRatios #RewardMHNurses 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>

A message from Victorian mental health nurses

Dear patient/client/resident/relative/friend

Mental health nurses help improve people's quality of life and save lives.

You might have noticed the mental health nurse caring for you is wearing a red T-shirt. We're wearing red to highlight some important issues that affect our ability to provide safe, quality care.

For the past 16 years Victorian public hospitals have been staffed using mandated minimum staffing levels. Nurse/midwife patient ratios are a system that improves patient care and prevents under-staffing. These safe staffing levels have worked so well, they are now law. It is time ratios were expanded to all mental health wards, units and stand-alone inpatient facilities.

In mental health services people's access to nurses is dependent on the address of the health service. Members of the Australian Nursing & Midwifery Federation (Vic Branch) seek to remove this nursing level inconsistency and instead ensure all clients across the state have access to the same quality of care.

We are also seeking, in the community mental health setting, community workload management provisions to ensure safe systems of care for clients and sufficient nurses to deliver quality care.

There's also another important issue we need to highlight. Victoria's mental health nurses are some of the lowest paid in Australia. We earn four to 20 per cent less each week than our NSW colleagues. The average Victorian mental health nurse earns approximately \$13,500 less each year than the same NSW nurse. Again our colleagues in Victoria's acute public hospitals have recently secured wage parity with NSW. It's time dedicated and skilled Victorian mental health nurses were rewarded with the same fair pay rise.

We're calling for ratios, better community workload management, and a fair pay rise equal to that which the government agreed to for all Victorian nurses and midwives working in the public sector. The Australian Nursing & Midwifery Federation (Vic Branch) is currently negotiating with the Victorian Government and our employers to achieve these claims.

Please support our campaign for safe patient and client care and fair pay. Turn over for ways to speak out on Facebook and Twitter, by contacting Victorian politicians and writing letters to the media.

Thank you for your support!



VALUE RECOGNISE REWARD
Our Victorian mental health nurses
EBA campaign webpage: <http://bit.ly/MHEBAkt16>



'Dear patient/client' campaign letter