

Public sector EBA campaign update #13

1 MAY 2016

Day three of protected industrial action - Spread the red on social media

1. Spread the red: update your social media profile pic

Members, including those unable to participate in protected industrial action are encouraged to spread the red on social media. If you go to the ANMF facebook page at <https://www.facebook.com/RespectOurWork/> you'll find an album full of profile images and banners you can use on your Facebook and Twitter accounts to spread the #ValueRecogniseReward message even further!

When saving your new profile images to your profile, please add our Facebook URL in the image description – www.facebook.com/RespectOurWork

2. Status of EBA negotiations

Following the negotiations with senior Victorian Government representatives on Thursday 28 April 2016, ANMF (Vic Branch) officials and officers have worked over the weekend on assessing proposals put to the ANMF (Vic Branch) by the Victorian Government.

The matters being negotiated in this enterprise bargaining agreement are extremely complex and require forensic analysis by the ANMF (Vic Branch). We can report that negotiations are progressing satisfactorily and will continue on Monday 2 May 2016.

3. Commencement of protected industrial action (from 7am Friday 29 April 2016)

The workplaces listed below commenced lawful protected industrial action from 7am Friday 29 April 2016. The red #ValueRecogniseReward campaign T-shirts, polos and scrubs are flooding workplaces and sending a strong message to the Victorian Government and employers that it's time for fair pay rises addresses the disparity with our colleagues over the NSW border. ANMF organisers and Job Reps have been busy distributing shirts and due to demand delays are expected in some sizes.



The nurses and midwives caring for you or your family member or friend are skilled, highly qualified and dedicated. They're also some of the lowest paid nurses and midwives in the country.

Under current pay arrangements, a Victorian bedside nurse is an estimated

NSW **-\$13,500** **VIC**

worse off per year than a similarly qualified NSW nurse.

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

Support our campaign to close the wage gap.

For the latest updates visit the EBA campaign page <http://bit.ly/IKEBA2016>

facebook/RespectOurWork @anmfvicbranch

ANMF Australian Nursing & Midwifery Federation VICTORIAN BRANCH

Top: Lisa Pip and Paul working over the weekend.

Middle: Spread the red campaign launches on social media

Bottom: Campaign to close the wage gap.

Continued on page 2

Australian Nursing and Midwifery Federation (Victorian Branch)
540 Elizabeth Street, Melbourne
anmfvic.asn.au

facebook.com/RespectOurWork
twitter.com/ANMFVicBranch

Public sector enterprise agreement: campaign update #13 continued

The protected industrial action that commenced is as follows:

Delaying or restricting the performance of normal duties through industrial action in the form of a ban on the Employer's uniform policy or dress code, for the purpose of engaging with media, staff, patients, visitors, residents and their families about the proposed agreement with Employees wearing and distributing and posting union campaign materials, such as T-shirts, badges, written communications and stickers in support of the proposed enterprise agreement.

ANMF (Vic Branch) members are lawfully authorised to:

- wear the ANMF (Vic Branch) red campaign T-shirts
- distribute and post campaign materials
- engage with any media, their workplace staff, patients, visitors, residents and their families about the proposed agreement.

How to buy a campaign T-shirt

Members can buy the \$10 ANMF (Vic Branch) EBA 2016 red T-shirt at their formal workplace members meeting or by visiting reception at ANMF House (540 Elizabeth Street, Melbourne), Monday to Friday between 8.45am and 5pm. Your Job Rep may also be able to assist if you have already had your formal workplace meeting. T-shirts can also be purchased online but please be aware it will be several days before you receive your order <http://anfvic.myshopify.com>

Due to overwhelming demand there will be delays with some of the more popular sizes.

Campaign materials

Three campaign documents, to help members start conversations about the important issues in this campaign, are available from the ANMF website at <http://www.anmfvic.asn.au/eba2016>

- [a pay parity poster](#)
- [a fair pay rise poster](#)
- [a 'Message from Victorian nurses & midwives' which includes information about contacting the media.](#)

The Victorian Hospitals' Industrial Association (VHIA) has issued a bulletin to all of the chief executive officers of the employers who have received the notice from the ANMF advising of the commencement of the limited protected industrial action.

The bulletin from VHIA includes the following information for the employers:

"It is important to understand that the wearing of such t-shirts is an approved and therefore protected action, that is immune from any form of redress, penalty or other sanction. For the avoidance of doubt, the protected wearing of such clothing does not give rise to any form of pay docking."



Top: Spread the red: one of the new profile pics you can use on social media.

Bottom: Sunshine Hospital red!

Public sector enterprise agreement: campaign update #13 continued

4. Preparations for further protected industrial action if required

Members will recall that the statewide members meeting on 21 April 2016 passed a resolution that included the following:

To direct the ANMF (Vic Branch), in the event the Secretary does not believe a settlement capable of recommending to members will be achieved by 5 May, to take all steps necessary to facilitate and notify our employers of the commencement of the industrial action requiring three working days notice, to enable this to commence on and from 7am on 6 May 2016.

To ensure that members are able to take **further** protected industrial action (such as bed closures, cancellation of elective surgery, cancellation of clinic appointments, etc) on and from 7am on 6 May 2016, ANMF (Vic Branch) will be issuing to all workplaces where the protected industrial action ballot was successful, notices pursuant to Section 414 of the Fair Work Act 2009 on Monday 2 May 2016. This in no way reflects the status or progress of negotiations with the Victorian Government thus far, but is a necessary requirement under the Fair Work Act 2009, and implements the direction from members contained within the resolution passed on 21 April 2016.

5. ANMF member engagement – workplace visits – members meetings

As contained within the resolution passed by ANMF members at the statewide members meeting on Thursday 21 April 2016, ANMF has commenced a series of visits to public sector workplaces. These include walkarounds and formal meetings of members in workplaces. These meetings will continue until 5 May 2016 when the next statewide members meeting is scheduled at 2pm at the Melbourne Convention and Exhibition Centre.

On Monday 2 May 2016, formal ANMF members meetings are scheduled to take place in the following workplaces:

Benalla Health

2 pm
Lecture room Education Building

St Vincent's Hospital Cambridge House

2.30 pm
Main meeting room

Barwon Health Alan David Lodge

2.30 pm
TBA

Northern Health Craigieburn Health Service

12 pm
Education Room

Inner South Community Health – South Melbourne

12 pm
Tom Hills community room

Bairnsdale Regional Health

3 pm
Lake Victoria meeting room

Central Gippsland Health Service Maffra District Hospital

11am
Handover room

Gippsland Southern Health Service

Korumburra
2pm
Tea room

Orbost Regional Health

11am
Education Hub

Yarram & District Health Service

10.30am
Tea room

Bendigo Community Health Services

Kangaroo Flat
12.30pm
Bendigo CHS Central

Elmore Primary Health Services

12.30pm
Bendigo CHS Central

Bendigo Community Health Services Central

12.30pm
Bendigo CHS Central

Bendigo Community Health Services

Eaglehawk
12.30pm
Bendigo CHS Central

Koo Wee Rup Regional Health Service

2pm
Education Centre

Peter MacCallum Cancer Centre

1.30pm
Jack Brockhoff Lecture Theatre

Ararat & District Hospital

2pm
Pyrenees House

Stawell District Hospital

3.15pm
CRC Meeting room

Eastern Health Maroondah Satellite Dialysis Unit

2.45pm
Treatment room

Eastern Health Edward Street Nursing Home

2.30pm
Staff room

Continued on page 4

Public sector enterprise agreement: campaign update #13 continued

6. Public sector statewide members meeting 5 May, 2pm, Melbourne Convention and Exhibition Centre

This meeting will provide members working in acute general public sector (not mental health) with a progress report of the current enterprise bargaining agreement negotiations. Details of any offer from the Victorian Government and your employers will be discussed at this meeting.

Please note: the time and venue are different to previous statewide meetings and parking is expensive at MCEC.

Register for this meeting, transport and childcare services at <http://bit.ly/ebameeting3>

View the ANMF bus schedule at <http://bit.ly/IKEBA2016> or plan your public transport trip at <https://ptv.vic.gov.au/journey>

7. Workplaces where protected industrial action can commence from 7am on Friday 29 April 2016

The following workplaces are all authorised to lawfully commence the above protected industrial action from 7am on Friday 29 April 2016:

Albury Wodonga Health	Darebin Community Health Service	Link Health and Community	Red Cliffs and Community Aged Care Services
Alexandra Health	Darlingford	Lorne Community Hospital	Robinvale District Health Service
Alpine Health	Dental Health	Lyndoch Living	Rochester and Elmore District Health Service
Bairnsdale Regional Health Service	Djerriwarrh Health Services	Maldon Hospital	Royal Victorian Eye and Ear Hospital
Ballarat Community Health Centre	Dunmunkle Health Service	Mallee Track Health and Community Service	Royal Women's Hospital
Ballarat District Nursing & Healthcare	East Grampians Health Service	Mansfield Hospital	Rural North West Health
Ballarat Health Services	East Wimmera Health Service	Maryborough and District Health Service	Seymour Hospital
Banyule Community Health	Eastern Access Community Health	Melbourne Health	South Gippsland Health Service
Barwon Health Services	Eastern Health	Mercy Health	South West Healthcare
Bass Coast Health	Echuca Regional Health	Merri Community Health Service Ltd	St Vincent's Health Australia
Beaufort and Skipton Health Service	Edenhope Hospital	Monash Health	Stawell Regional Health
Beechworth Health Service	Ensay Community Health	Moyne Health	Sunbury Community Health
Bellarine Community Health Ltd	Gateway Health	Nathalia Hospital	Sunraysia Community Health Services
Benalla Health	Gippsland Lakes Community HealthGippsland Southern Health Service	North Richmond Community Health	Swan Hill Health
Bendigo Community Health Services	Goulburn Valley Health	Northeast Health - Wangaratta	Terang and Mortlake Health Services
Bendigo Health	Grampians Community Health	Northern District Community Health Service	Timboon and District Hospital
Bentleigh Bayside Community Health	Hepburn Health	Northern Health	Upper Murray Health and Community Services
Boort District Health	Hesse Rural Health	Numurkah District Health Service	West Gippsland Healthcare Group
Calvary Health Care Bethlehem	Heywood Rural Health	Omeo District Hospital	West Wimmera Health Service
Carrington Health	Indigo North Health	Orbost Regional Health	Western District Health Service
Casterton Health	Inner East Community Health	Otway Health and Community Service	Western Health
Castlemaine Health	Inner South Community Health	Peninsula Health	Wimmera Health Care Group
Central Bayside Community Health Services	Isis Primary Care Inc	Peter MacCallum Cancer Centre	Women's Health Loddon Mallee
Central Gippsland Health Service	Kerang District Hospital	Plenty Valley Community Health	Yarram and District Health Service
Cobaw Community Health	Kilmore District Health Service	Portland District Health	Yarrawonga District Health Service
Cobram District Hospital	Koo Wee Rup Health Service	Queen Elizabeth Centre	Yea Hospital
Cohealth	Kyabram and District Health Service	Ramsay Health (Public)	
Cohuna Health	Latrobe Community Health Service Inc		
Colac Area Health	Latrobe Regional Hospital		

Continued on page 5

Public sector enterprise agreement: campaign update #13 continued

8. Workplaces where protected industrial action CANNOT commence from 7am on Friday 29 April 2016

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

Alfred Health

Castlemaine District Community
Health

Dianella Community Health

Heathcote Health

Inglewood District Health

Inspiro

Kyneton District Health

Macedon Ranges Health Service

Nexus Primary Health

Primary Care Connect

Royal Children's Hospital

Tallangatta Health Service

Tweddle Child and Maternal
Health Service

Austin Health update

In relation to Austin Health, members are advised that the ANMF (Vic Branch) has made an application to the Fair Work Commission challenging the outcome of the protected industrial action ballot at Austin Health. At this stage, members at Austin Health are not lawfully entitled to commence any protected industrial action. The matter has been listed for hearing in the Fair Work Commission at 2pm on 5 May 2016 and ANMF (Vic Branch) lawyers will appear on behalf of the ANMF.

Members employed in a workplace that cannot lawfully commence protected industrial action can still participate in the overall EBA campaign by wearing a campaign T-shirt in public, liaising with the media and contacting their local state MP.

Further campaign updates will be issued on a regular basis and are available online at www.anmfvic.asn.au/eba2016



Northern Health getting to the heart of the pay parity issue.



Campaign material is flooding workplaces which can lawfully take protected industrial action



Awash with #ValueRecogniseReward red at Eastern Health.