

## Public sector EBA campaign update #15

3 MAY 2016

### Day five of protected industrial action... register for the 5 May statewide meeting to stand up for fair pay

#### 1. A very different campaign - standing up for fair pay

For the past 17 years public sector nurses and midwives have fought for safe patient care with the support of the wider community.

It is an extraordinary achievement to be the only place in the world, after California, to have legislated nurse/midwife patient ratios. This EBA, ratios are off the negotiating table although there are still processes to improve ratios and address the 50 per cent rule. We have stood up for others for so long, that standing up for ourselves feels a little strange. The last time it was all about pay was in 1995 - the first time we went through the enterprise bargaining process. That's seven EBA campaigns ago.

Victorian public sector nurses and midwives earn between four and 20 per cent less per week than our colleagues doing the same work over the NSW border. That's why members rejected the Victorian Government's wage offer of 2.5 to three per cent.

If you are at one of the facilities in the list of workplaces that CAN take protected industrial action - keep wearing the red campaign T-shirts and scrubs, send letters to the local media and call talkback radio to explain why we are seeking a fair wage rise and share ANMF posts on social media and post your pics wearing red at [facebook.com.au/respectourwork](https://www.facebook.com/RespectOurWork), @ANMFvicbranch and use #ValueRecogniseReward and come to Thursday's statewide meeting.

We are so used to fighting for our patients. It's time to stand up for ourselves.

#### 2. Public sector statewide members meeting Is your ward, unit or small workplace represented?

**Statewide members meeting** (public sector general)

**Thursday 5 May 2016**

**2pm** (note new time)

**Melbourne Convention & Exhibition Centre, Plenary 2** (new venue)

This meeting will provide members working in acute general public sector (not mental health) with a progress report on the current enterprise bargaining agreement negotiations. This meeting will discuss details of any offer from the Victorian Government and your employers and consider whether to implement further protected industrial action.

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

View the ANMF bus schedule <http://bit.ly/IKEBA2016>

Plan your public transport trip <https://ptv.vic.gov.au/journey>

IT IS IMPERATIVE THAT MEMBERS ATTEND THIS VITAL STATEWIDE MEMBERS MEETING.



Awash in red: ANMF members in Korumburra

Statewide public sector members meeting

**May 5, 2.00pm**  
**Melbourne Convention and Exhibition Centre**

new time and place

Plenary 2, 1 Convention Centre Place, South Wharf

Visit the ANMF EBA campaign page at <http://bit.ly/IKEBA2016>:

- Register to attend the May 5 meeting
- View the ANMF bus schedule
- Book a spot on an ANMF bus
- Book childcare

We encourage members to register for the ANMF buses or catch public transport as venue parking is very expensive.

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

Wear your red EBA 2016 T-shirt. Bring your membership card or for easy meeting registration download the ANMF Diary App at <http://bit.ly/anmfapp>

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

[facebook/RespectOurWork](https://www.facebook.com/RespectOurWork) [@anmfvicbranch](https://twitter.com/anmfvicbranch) [anmfvic.asn.au](http://anmfvic.asn.au)

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

Meeting notice available for download at  
<http://bit.ly/IKEBA2016>

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### 3. Preparations for further protected industrial action from 7am on Friday 6 May 2016

ANMF (Vic Branch) has served on all workplaces, where the protected industrial action was successful, further notices pursuant to Section 414 of the Fair Work Act 2009.

Any decision to implement further protected industrial action will be made at the statewide members meeting on Thursday 5 May 2016, 2pm at the Melbourne Convention and Exhibition Centre. Please make sure your ward, unit or small workplace is represented.



Awash in red: ANMF members at Alan David Lodge

### 4. Status of EBA negotiations

Negotiations have continued today, Tuesday 3 May 2016. Intensive discussions are expected to continue tomorrow Wednesday 4 May 2016.

### 5. 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 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.

#### Employer response to protected industrial action

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."*

#### How to buy a campaign T-shirt

Workplaces are awash with the red #ValueRecogniseReward campaign T-shirts, polos and scrubs. A new shipment of T-shirts has arrived at ANMF. If you need more please contact your ANMF organiser or job rep or visit ANMF House (540 Elizabeth Street, Melbourne) between 8.45am and 5pm. ANMF will not be selling the T-shirts online as they will not reach members before the statewide meeting on Thursday 5 May. T-shirts and scrubs will be available at the statewide meeting.

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### 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.](#)

### Spread the red: update your social media profile pic

#ValueRecogniseReward profile pics are flooding social media. Have you changed yours yet? 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](http://www.facebook.com/RespectOurWork)

### 6. Workplaces where protected industrial action commenced from 7am 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	Cohuna Health	Latrobe Community Health Service Inc	Ramsay Health (Public)
Alexandra Health	Colac Area Health	Latrobe Regional Hospital	Red Cliffs and Community Aged Care Services
Alpine Health	Darebin Community Health Service	Link Health and Community	Robinvale District Health Service
Bairnsdale Regional Health Service	Darlingford	Lorne Community Hospital	Rochester and Elmore District Health Service
Ballarat Community Health Centre	Dental Health	Lyndoch Living	Royal Victorian Eye and Ear Hospital
Ballarat District Nursing & Healthcare	Djerriwarrh Health Services	Maldon Hospital	Royal Women's Hospital
Ballarat Health Services	Dunmunkle Health Service	Mallee Track Health and Community Service	Rural North West Health
Banyule Community Health	East Grampians Health Service	Mansfield Hospital	Seymour Hospital
Barwon Health Services	East Wimmera Health Service	Maryborough and District Health Service	South Gippsland Health Service
Bass Coast Health	Eastern Access Community Health	Melbourne Health	South West Healthcare
Beaufort and Skipton Health Service	Eastern Health	Mercy Health	St Vincent's Health Australia
Beechworth Health Service	Echuca Regional Health	Merri Community Health Service Ltd	Stawell Regional Health
Bellarine Community Health Ltd	Edenhope Hospital	Monash Health	Sunbury Community Health
Benalla Health	Ensay Community Health	Moyne Health	Sunraysia Community Health Services
Bendigo Community Health Services	Gateway Health	Nathalia Hospital	Swan Hill Health
Bendigo Health	Gippsland Lakes Community Health	North Richmond Community Health	Terang and Mortlake Health Services
Bentleigh Bayside Community Health	Gippsland Southern Health Service	Northeast Health - Wangaratta	Timboon and District Hospital
Boort District Health	Goulburn Valley Health	Northern District Community Health Service	Upper Murray Health and Community Services
Calvary Health Care Bethlehem	Grampians Community Health	Northern Health	West Gippsland Healthcare Group
Carrington Health	Hepburn Health	Numurkah District Health Service	West Wimmera Health Service
Casterton Health	Hesse Rural Health	Omeo District Hospital	Western District Health Service
Castlemaine Health	Heywood Rural Health	Orbost Regional Health	Western Health
Central Bayside Community Health Services	Indigo North Health	Otway Health and Community Service	Wimmera Health Care Group
Central Gippsland Health Service	Inner East Community Health	Peninsula Health	Women's Health Loddon Mallee
Cobaw Community Health	Inner South Community Health	Peter MacCallum Cancer Centre	Yarram and District Health Service
Cobram District Hospital	Isis Primary Care Inc	Plenty Valley Community Health	Yarrowonga District Health Service
Cohealth	Kerang District Hospital	Portland District Health	Yea Hospital
	Kilmore District Health Service	Queen Elizabeth Centre	
	Koo Wee Rup Health Service		
	Kyabram and District Health Service		

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### 7. Workplaces where protected industrial action CANNOT commence from 7am 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	Heathcote Health	Macedon Ranges Health Service	Tallangatta Health Service
Castlemaine District Community Health	Inglewood District Health	Nexus Primary Health	Tweddle Child and Maternal Health Service
Dianella Community Health	Inspiro	Primary Care Connect	
	Kyneton District Health	Royal Children's Hospital	

#### 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.

### 8. 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 Wednesday 4 May 2016, formal ANMF members meetings are scheduled to take place in the following workplaces:

Tallangatta Health Service Tallangatta Hospital 11am Fish Room	Cohealth – Collingwood 4.45pm Collingwood site	Gippsland Lakes Community Health – Bairnsdale 3.30pm Meeting room
Upper Murray Health & Community Services 2pm Staff Education room Hilltop	Gippsland Lakes Community Health – Bruthen 2pm Bakewell Room Lakes Entrance	Western District Health Service Hamilton Base Hospital 2.30pm Classroom 2 Learn & Develop Ctr
Cohealth - Inner Space 4.45pm Collingwood site	Gippsland Lakes Community Health – Nowa Nowa 2pm Bakewell Room Lakes Entrance	Eastern Health Eastern@Home 1pm (Wundeela) Meeting Room
Royal Women's Hospital 2.30pm WEC & Assessment Centre Tea Room	Gippsland Lakes Community Health 2pm Bakewell Room Lakes Entrance	

Further campaign updates will be issued on a regular basis and are available online at [www.anmfvic.asn.au/eba2016](http://www.anmfvic.asn.au/eba2016)