

**ANMF EBA 2016**

Nurses, Midwives and Mental Health Nurses

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**Australian  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

## Media Release

WEDNESDAY 23 MARCH 2016

### Vic nurses and midwives reject pay offer

Victoria's nurses and midwives have rejected the Victorian public sector employers' offer of 2.5% to 3% pay rises across the public sector at a statewide meeting today.

Over 700 ANMF members from across the Victorian public sector met today at Moonee Valley Racecourse to hear a report back on the progress of negotiations for the new public sector enterprise agreement.

ANMF (Vic Branch) Secretary Lisa Fitzpatrick told the meeting that while positive negotiations were occurring on some of the matters in the claim, and that a small number had been agreed in principle, the settlement offer from the Victorian Hospitals Industrial Association (VHIA) fell well short of an acceptable settlement, with only 2.5% to 3% pa wage increases on offer and most of our claims not addressed.

Ms Fitzpatrick advised the meeting that the ANMF did not endorse the VHIA's first offer, given Victorian nurses and midwives are already paying catch up with the other states.

Members voted to reject the offer and demanded a comprehensive revised offer prior to their next statewide meeting on 20 April, so as not to jeopardise the timing of paying increases awarded under the new agreement.

The ANMF (Vic Branch) members are seeking salary increases across the public sector to be in-line with NSW's nurses and midwives, who, in some instances, earn between 3% and 20% more than their Victorian counterparts.

The average Victorian nurse, around a Grade 2 Year 6, earns 15.75% less than a similarly qualified NSW nurse, and 22.81% less than a Queensland nurse with the same experience. (See table below for more detail)

'VHIA's offer comes at the same time as our counterparts in NSW and Queensland are also bargaining,' Ms Fitzpatrick said.

'NSW nurses and midwives will receive a 2.5% per annum government legislated outcome this year and for the life of their next agreement.'

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'This puts Victorian public sector nurses' and midwives' salaries significantly behind these and other states.

'ANMF members have fought for 16 years to see nurse/midwife to patient ratios remain in place to ensure their workplaces are safe for both patients and nurses and midwives.

'Now that Premier Daniel Andrews has honoured his 2014 election commitment and ratios have been made law it is time for nurses and midwives salaries to catch up.

'Nurses and midwives always put patient care first but the employers and the government must value, recognise and reward their work and pay them fairly and in-line with NSW.'

The Fair Work Commission has granted the ANMF's application for the Australian Electoral Commission to conduct a protected industrial action secret ballot.

For members at a facility to take protected industrial action, 50% of those members balloted must return a valid ballot paper in the time frame set out by the order, and of those 50% plus returns, 50% plus at each workplace must vote 'yes'.

The ballot doesn't mean members will take the action outlined in the ballot paper, only that if the ANMF and its members choose to at a later time, it will be protected by law in the event that a suitable agreement cannot be reached.

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