

## Public sector EBA campaign update #23

TUESDAY 4 OCTOBER 2016



## ANMF recommends nurses and midwives vote YES in the public sector agreement ballot

### 1. Ballot information

The ballot to approve the 2016–2020 public sector nurses and midwives agreement **will open at 9am, 17 October and close at 5pm, 30 October 2016.**

The ballot will be conducted by Elections Australia, as an electronic ballot.

All Victorian public sector nurse and midwife employees will be able to vote on the question 'Do you approve the Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016–2020?'

Please make sure your vote counts and participate in this important process. Approval requires a YES vote by more than 50 per cent of those employees who vote.

This is the first electronic ballot for an agreement in the general public sector. Your employer will provide you with access to the voting platform and login details. See the voting instructions provided by your employer on the next page.

Under the Fair Work Act your employer is required to provide you with a copy of the **agreement**: <https://goo.gl/5Pv1Sc>  
To assist in explaining the new EBA, a **summary of key changes** document has also been prepared: <https://goo.gl/b0Hh0f>

If you work for more than one health service, you are entitled to vote more than once.

#### Ballot timeline

- **Ballot opens Monday 17 October 2016, 9am**
- **Ballot closes Sunday 30 October 2016, 5pm**
- **Result declared week commencing Monday 31 October 2016**
- If a YES vote is declared the agreement must then go to the Fair Work Commission for final approval and becomes legally enforceable seven days later.

## 2. How to vote online

You can vote from **9am on 17 October to 5pm on 30 October** by following these steps

1. Log your computer on to the internet and in the address bar at the top left corner of your web browser (not through a search engine such as Google) enter [www.myvote.com.au/nmvps](http://www.myvote.com.au/nmvps)



2. Enter your surname, employee number, date of birth and click on your employer then click on the submit button.

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**NURSES AND MIDWIVES (VICTORIAN PUBLIC SECTOR)  
(SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2016-2020**

Please fill in your details below then click on the submit button  
This information is only used to check that you are eligible to vote and that you have not already voted. The way you vote remains secret.  
This information remains confidential and will be destroyed after the completion of the ballot.

Surname  
 Employee Number  
01 | 01 | 2000 Date of Birth (dd/mm/yyyy)  
Albury Wodonga Health (Wodonga Hospital only) Employer (click on your employer)

3. Click on either the YES or NO box then click on the submit button.

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**Do you approve the proposed  
Nurses and Midwives (Victorian Public Sector)  
(Single Interest Employers)  
Enterprise Agreement 2016-2020**

Click on either the YES or NO box then click on the submit button.  
If you make a mistake click the same box again to clear the entry.

YES - I approve the Agreement.  
 NO - I do not approve the Agreement.

Please note that your personal information is only used to check that you are eligible to vote and that you have not already voted. The way you vote remains secret.

### 3. ANMF recommends nurses and midwives vote YES in the public sector agreement ballot

This agreement achieves all ANMF members' EBA claims, in full or in part. We have been campaigning for some of the changes in this new agreement for more than 14 years. ANMF is recommending a **YES vote** in the electronic ballot of the 2016 Victorian public sector nurses and midwives agreement.

A **YES vote** will formalise the **YES vote** at the statewide members meeting on 5 May 2016 at the Melbourne Convention and Exhibition Centre. The new pay rates below have already started. You now need to **vote YES** to formalise the EBA to receive all the benefits including:

#### **Wages and allowances (1 April 2016 – 1 April 2020)**

April 2016 – 3.6-4.8 per cent (includes existing annual \$900 CPD allowance\* rolled into the base rate)

April 2017 – 3 per cent

April 2018 – 3.25 per cent

April 2019 – 4 to 26.72 per cent depending on classification to reach net pay parity\*\* with NSW nurses and midwives

\* The CPD allowance is rolled into the base hourly rate with the pay rises applied on top. It will also increase all penalties which are calculated on the base rate. Casual, bank staff and people on unpaid leave, e.g. parental leave, no longer miss out on the benefit of the allowance.

\*\* In 2019 all Victorian nurses and midwives achieve 'net' or 'after-tax' NSW parity. When salary packaging, Victorian nurses and midwives will take home the same net income as salary packaging NSW nurses and midwives. NSW nurses and midwives must give their state government 50 per cent of their salary packaging benefit. Victorian nurses and midwives keep 100 per cent of their salary packaging benefit. NSW nurses' and midwives' future wage increases are bound by their state government's legislated public sector 2.5 per cent wage cap.

#### **Wages (1 May 2020 – 31 March 2024)**

December 2020 – 3 per cent

December 2021 – 3 per cent

December 2022 – 3 per cent

- professional development not to be used for mandatory employer education
- professional development leave is payable even if the event is not on a working day
- superannuation fund choice
- superannuation payments while on paid parental leave
- overtime applies from the end of all rostered shifts, including short shifts
- qualification allowance for double degree and masters entry after 12 months experience
- an occupational violence and aggression action plan within six months of the new EBA, consistent with ANMF's 10 Point Plan to End Violence and Aggression
- transition to a modern career structure in 2019 reflecting four streams: clinical, advanced practice and research; nurse managers; community nursing; and quality, clinical risk, governance, education and development
- new limitations on the use of 'short shifts'
- recognition of casual periods of employment (at lower accrual rate) towards LSL
- a statewide classification committee for employees whose positions have no EBA classification
- at least a 32% loading for midwifery continuity models
- new 8:8:10 roster for campuses of 22 health services
- 20 days paid family violence leave
- casual employees can become permanent if working on a regular and systematic basis
- transition to retirement provisions to protect long service leave in the event of reduced working days

and much more.

## ANMF EBA 2016

Nurses, Midwives and Mental Health Nurses

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**Australian  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

Please note: Nurse and midwife ratios are now part of the Safe Patient Care Act 2015. There are separate processes to improve and extend ratios.

- Read the **agreement** <https://goo.gl/5Pv1Sc>
- Read the **ANMF VOTE YES flier** <https://goo.gl/Nwlo6y>
- Read the **summary of key changes** <https://goo.gl/b0Hh0f>

If you have further questions or need assistance please contact your Organiser on 9275 9333 or email us at [records@anmfvic.asn.au](mailto:records@anmfvic.asn.au)