

Campaign update #35: public sector mental health EBA

20 January 2017

Vote YES in the ballot to approve the public sector mental health agreement

1. Ballot information

The ballot to approve the 2016 Victorian public mental health services enterprise agreement will open at **9am, Monday 30 January and close at 5pm, Sunday 12 February 2017.**

All Victorian mental health employees, not just ANMF members, will be able to vote on the question 'Do you approve the proposed Victorian Public Mental Health Services Enterprise Agreement 2016-2020?'

ANMF is recommending mental health nurses vote YES in the ballot. 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.**

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

Your employer will provide you with access to the voting platform and login details. Information about the ballot and the agreement must also be provided to you. Please check your work emails and intranet for more information.

ANMF members meetings to discuss the ballot and the agreement are continuing. Your Organiser will notify you about when your meeting will be held. View the meeting schedule at <https://goo.gl/1eBple>

An update will be sent to Forensicare and community mental health centre members shortly.

2. Agreement information and ballot links

Read the **ANMF Vote YES flier** also attached to this EBA update: <https://goo.gl/W8Opia>

Under the Fair Work Act your employer is required to provide you with a **copy of the agreement**: <https://goo.gl/cdAtN2>

To assist in explaining the new EBA, VHIA has provided a **summary of key changes** document <https://goo.gl/4ZUBrN>

To vote visit www.myvote.com.au/vpmhs (between 30 January and 12 February)

For voting details see page 2 of this update or download the Elections Australia Voting instructions: <https://goo.gl/ut73qh>

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

3. What happens next?

Following the ballot the result will be declared in the week commencing Monday 13 February 2017.

If a YES vote is declared the agreement must then go to the Fair Work Commission for final approval. If approved the agreement becomes legally enforceable seven days later.

Vote **YES** in the
Elections Australia
electronic ballot

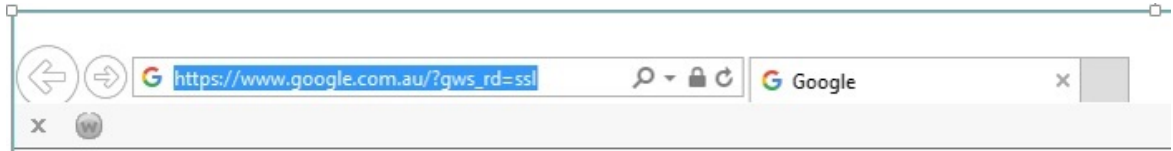
Ballot opens
Monday 30 January, 9am
and closes
Sunday 12 February, 5pm

HOW TO VOTE ONLINE

You can vote from **30 January to 12 February** 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/vpmhs



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

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**VICTORIAN PUBLIC MENTAL HEALTH SERVICES
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 ▾ Employer (click on your employer)

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

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.

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Do you approve the proposed
Victorian Public Mental Health Services
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.



Do you approve the Victorian
Public Mental Health Services
Enterprise Agreement 2016–2020?

YES **NO**

Mental health nurses vote

YES

Vote YES in the Elections Australia electronic ballot

Ballot opens Monday 30 January, 9am
and closes Sunday 12 February, 5pm

To vote visit www.myvote.com.au/vpmhs

For more information go to
www.anmfvic.asn.au

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**Do you approve the proposed
Victorian Public Mental Health Services Enterprise Agreement 2016-2020?**

<input checked="" type="checkbox"/>	YES – I approve making the 2016 Agreement
<input type="checkbox"/>	NO – I do not approve making the 2016 Agreement

Authorised by Paul Gilbert, ANMF (Vic Branch) Acting Secretary, January 2017.

VALUE  **RECOGNISE**  **REWARD**
Our Victorian public sector mental health nurses

ANMF Australian
Nursing &
Midwifery
Federation
VICTORIAN BRANCH

Mental health nurses EBA ballot

Mental health nurses voted **YES** to our EBA campaign settlement at a statewide members meeting on 21 September 2016 at ANMF House. The new pay rates will apply seven days after the Fair Work Commission (FWC) approves the agreement. You now need to vote **YES** to formalise the EBA to receive all the benefits including:

✔ Wages and allowances

Fair Work Commission approval of agreement – 3 per cent*

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

plus a good faith payment of 1.5 per cent of total remuneration and allowances at commencement of agreement and backpay from the first pay period on or after 1 October 2016.

* 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 mental health nurses achieve 'net' or 'after-tax' NSW parity. Presuming that both the Victorian and NSW nurses and midwives are salary packaging, each will take home the same income. NSW nurses and midwives must give their state government 50 per cent of their salary packaging benefit. Victorian mental health nurses keep 100% of their salary packaging benefit. NSW mental health nurses' future wage increases are bound by their state government's legislated public sector 2.5 per cent wage cap.

- ✔ historic 125.8 additional mental health nurse EFT allocation, including 17.8 EFT at Forensicare
- ✔ high dependency unit ratios (includes intensive care areas, ECU, flexi care, acute management areas, low stimulus or high dependency unit swing beds) - 1 nurse: 1-2 beds; 2 nurses: 3-5 beds; 3 nurses: 6-7 beds; 4 nurses: 8-9 beds; 1 nurse per 2 beds: 10 beds or more
- ✔ new nurse unit manager clause
- ✔ community workload management system that provides up to 60 per cent of ordinary hours for direct clinical commitments and not less than 40 per cent for organisational and practitioner development
- ✔ a mechanism to review community team discipline mix to address the substitution of nurses
- ✔ 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*
- ✔ overtime applies from the end of all rostered shifts, including short shifts
- ✔ improved fatigue management measures including employer-provided transport and additional breaks if working double shifts
- ✔ additional 10 hours paid professional development leave for nurse practitioners
- ✔ no barrier to nurse practitioners accessing paid overtime and weekend penalties
- ✔ new and improved provisions for redundancy, retraining, redeployment and salary maintenance
- ✔ professional development not to be used for mandatory employer education and broadening of exam leave to cover modern assessment methods
- ✔ professional development leave is payable even if the event is not on a working day
- ✔ continuing professional development allowance rolled into the base hourly rate with pay rises applied on top. This will also increase all penalties. Casual, bank staff and nurses on unpaid leave at the time the allowance was paid will no longer miss out.
- ✔ superannuation payments while on paid parental leave
- ✔ qualification allowance for double degree and masters entry after 12 months experience and 10% for PhD
- ✔ standardised normal shift lengths to 8-hour day, 8-hour afternoon and 10-hour night (8:8:10 roster) for all bed-based services and CAT teams
- ✔ 20 days paid family violence leave
- ✔ transition to retirement provisions to protect long service leave in the event of reduced working days and much more.