

## Campaign update #26 public sector mental health enterprise agreement

11 JULY 2016

# Day 54 of industrial action: talks continue

### 1. Status of negotiations

Negotiations continued last week with the parties meeting three times. Contrary to our last EBA Update, former Fair Work Commission deputy president Greg Smith was an apology and unable to facilitate at these scheduled meetings.

ANMF has continued to make slow progress on ANMF claims for our members. Some headway was made in relation to the community mental health nurses' workload management, but we await feedback from the employer reference group.

Two meetings are scheduled this week. ANMF and the Health and Community Services Union (HACSU) will meet with our facilitator Mr Smith on Wednesday. The ANMF, HACSU, the Department of Human Services and the Victorian Hospitals' Industrial Association will meet on Friday. Key outstanding concerns continue to be:

- achieving agreement for the general public sector nurses' and midwives' outcomes to be applied to mental health nursing wherever relevant, including – importantly – the general sector wages outcome, paid from 1 April 2016
- mental health nursing ratios in inpatient units
- sufficient mental health nurses employed in community mental health services to satisfactorily meet the community's mental health needs.

### 2. How to support your campaign

It is critical members keep the parties focused on negotiating an agreement that addresses the key concerns of mental health nurses. To support your campaign members can:

- continue taking protected industrial action in the 12 area mental health services that can take protected industrial action (see page 3)
- wear your red campaign T-shirt outside of work if you are not employed in one of the 12 services that can take protected action
- share and ask people to sign the petition for mental health nursing ratios <https://www.megaphone.org.au/p/mhratios>
- update your Facebook profile to one of the many mental health campaign images available.

### INTRODUCE RATIOS FOR VICTORIA'S MENTAL HEALTH NURSES

Campaign created by ANMF (Vic Branch)

**TO: STATE GOVERNMENT OF VICTORIA**

Mental health nurses ensure Victorians living with mental illness progress through all stages of recovery. They save lives.

Victoria's public sector mental health nurses are currently taking protected action to see the introduction of nursing ratios in mental health and close the wages gap with their general nursing colleagues. Nursing ratios in mental health will improve patient care through consistent staffing. Safe staffing levels in nursing have worked so well, they are now law in Victoria – but these laws exclude mental health care facilities. It's time ratios applied equally across all mental health wards, units and stand-alone inpatient facilities.

It's now time to lock in an improved level of mental health care by gaining quality care through consistent staffing.

**521**  
of 600 signatures

**Why is this important?**

Victoria has gathered sixteen years of evidence of the success of nurse/patient ratios. This evidence has shown patient waiting times reduced in Victoria's public hospitals. It has led to marked improvements in recruitment and retention of nurses as a result of safer working environments. Our public hospitals have also shown improved economic outcomes since ratios were introduced in 2001.

We are nearly at 500 signatures for our petition to introduce ratios - have you and your friends and family signed yet?  
<https://www.megaphone.org.au/p/mhratios>



Mercy Mental Health Wyndham Clinic awash in red

Continued on page 2

## Campaign update #26 public sector mental health enterprise agreement

CONTINUED

### 3. Further protected industrial action commenced from 7am Thursday 9 June

The further protected industrial action is as follows:

a refusal to undertake any work outside the ordinary starting and finishing times of work

a refusal to be redeployed from one area to another area

delaying or restricting the performance of normal duties by explaining to clients and other visitors during working hours the purpose of the campaign materials being worn by nurses, including T-shirts, badges and campaign posters

delaying or restricting the performance of normal duties by displaying and distributing campaign related information in the workplace and speaking to the media as required during working hours

a refusal to collect, record, complete or document non-clinical/administrative information or any mandatory data required by the employer, e.g. outcome measures, vehicle log books, statistical data, RCS ACFI documentation, contact sheets and RAPID statistics, PR 2s and 5s, Daily Returns/Bed Movements, but excluding any reporting directly related to patient, client or staff safety

industrial action in the form of a refusal to attend or participate in any meeting or service activity that is not fully backfilled

a refusal to implement any workplace or system change proposed by management.

### 4. Workplaces where protected industrial action CAN commence from 7.00am Thursday 9 June 2016:

<b>Albury Wodonga Health</b> North East Border Mental Health Services All areas where mental health nurses are employed	<b>Goulburn Valley Health</b> All areas where mental health nurses are employed	<b>Mildura Base Hospital</b> Mental Health Services All areas where mental health nurses are employed
<b>Ballarat Health Services</b> All areas where mental health nurses are employed	<b>Latrobe Regional Health</b> All areas where mental health nurses are employed	<b>Royal Children's Hospital</b> Banksia Unit All areas where mental health nurses are employed
<b>Barwon Health</b> All areas where mental health nurses are employed	<b>Melbourne Health</b> North Western Mental Health All areas where mental health nurses are employed	<b>St Vincent's Hospital</b> All areas where mental health nurses are employed
<b>Eastern Health</b> All areas where mental health nurses are employed	<b>Mercy Public Health</b> All areas where mental health nurses are employed	<b>Inner South Community Mental Health</b> All areas where mental health nurses are employed

### 5. Workplaces where protected industrial action CANNOT commence from Thursday 9 June 2016:

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

- Alfred Health
- Austin Health
- Bendigo Health
- Monash Health
- Peninsula Health
- Southwest Healthcare
- Forensicare

[Continued on page 3](#)

## Campaign update #26 public sector mental health enterprise agreement

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### 6. Campaign T-shirts and information

Red #ValueRecogniseReward campaign T-shirts are available for members at ANMF House (540 Elizabeth Street, Melbourne) between 8.45am and 5pm on weekdays or online at <http://anfvic.myshopify.com>

Campaign posters and a 'Dear patient/client' campaign letter are available to download from the EBA 2016 campaign page <http://anmfvic.asn.au/eba2016#mh>

'Demand nursing ratios in mental health' campaign stickers are available through your Job Representative/Organiser.

### Remember that our strength is our membership

Most Victorian nurses and midwives are already ANMF members – if you haven't joined yet or you know someone who hasn't, please encourage them to join. Non-members can join online here: <https://members.anmfvic.asn.au/CalculateRate>

If you don't have a Job Rep on your ward, unit or community team, it's time to put up your hand and help your union and your colleagues achieve your claims for 2016. Speak to another ANMF Job Rep or call ANMF Reception on (03) 9275 9333 and a Job Rep Pack will be sent out to you. ANMF will keep you updated via further campaign updates, our website, emails and text messages where appropriate. Please ensure you update your details, including a personal email address, at the Member Portal: <https://members.anmfvic.asn.au>