

ANMF EBA 2016

Nurses, Midwives and Mental Health Nurses

VALUE RECOGNISE REWARD



Media Release

THURSDAY 5 May 2016

Nurses and midwives accept offer from Andrews Government

Nurses and midwives from across Victoria have overwhelmingly voted to accept an offer that will elevate wages to match their New South Wales colleagues.

The Australian Nursing & Midwifery Federation (Victorian Branch) recommended the offer to a statewide members meeting this afternoon at the Melbourne Convention and Exhibition Centre.

It is the first time in 20 years that Victorian nurses and midwives have been able to reach agreement with a government and employers without having to take industrial action.

The agreement includes Victorian Government wages policy for the first three years and in the fourth year salaries will be reflected in a 21st century nursing and midwifery structure.

ANMF (Vic Branch) Secretary Lisa Fitzpatrick said: "This is an agreement that values, recognises and rewards nurses because it restores the pay attached to our career structure and closes the wage gap between Victorian and NSW nurses.

"For the last 17 years we have fought to protect patient safety through ratios. Nurse/midwife patient ratios are now law. This time we were able to focus on a fair pay and conditions outcome and we have achieved that without taking significant industrial action for the first time in more than 20 years.

"The Federation has compromised on its wages claim but we have achieved NSW parity incorporating the salary packaging benefit differential benefit between Victoria and NSW.

"Our members welcomed achieving such a great outcome after three and a half months of genuine negotiations compared to the nine months of game playing by the previous Liberal government."

The current *Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2012-2016* expired on 31 March 2016. The agreement covers more than 43,000 nurses and midwives. The new agreement expires on 1 April 2020.

The new agreement includes improved 8:8:10 roster conditions with increased handover time allowing better patient care at 15 health facilities predominantly in regional Victoria. (8:8:10 refers to eight-hour morning shift, eight-hour afternoon shift and 10-hour night shift).

Negotiations began in late January between the ANMF (Vic Branch), the Department of Health and Human Services and the Victorian Hospitals' Industrial Association, representing 125 employers.

Negotiations began with senior Victorian Government officials 13 days ago following a commitment delivered by Health Minister Jill Hennessy to get senior government people at the negotiating table.

Nurses and midwives started wearing red campaign T-shirts and distributing campaign information at health facilities across the state from Friday 29 April.

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The new agreement also includes:

- a modernisation of the nursing and midwifery career structure for the first time since 1986
- a Service Delivery Partnership Plan including:
 - for the first time hospital management, VHIA, ANMF will focus on environmentally sustainable programs including a reduction of waste management in areas of high product use such as theatre, intensive care units, emergency departments, wards and units, and dialysis
 - a wider use of the Nursing and Midwifery Health Program Victoria to replace employee assistant programs due to its specialist understanding of nurses and midwives
 - ANMF to become actively involved in the education and communication of the National Safety and Quality Health Service Standards
 - further measures to reduce illness and injury of nurses and midwives through occupational health and safety interventions, including preventing occupational violence against nurses
 - incapacity and workers compensation payments through occupational health and safety measures
 - a statewide classification committee which will reduce disputation in workplaces by ensuring there is a consistent approach to the classification of nurses who are not currently reflected in the present career structure
- Modernised aged care staffing structure that reflects the changes in aged care legislation and recognises and protects the roles of existing staff.

ENDS

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