

**Public sector enterprise agreement: campaign update #10**

27 APRIL 2016

**1. Status of EBA negotiations**

Members are advised that negotiations continued on Wednesday 27 April 2016 with representatives from the Victorian Hospitals' Industrial Association (VHIA) and the Department of Health and Human Services (DHHS). Negotiations with senior Victorian Government representatives that commenced on Friday 22 April 2016 will resume on Thursday 28 April 2016.

It is important that members understand that there are concurrent negotiations being undertaken – firstly, with the VHIA and DHHS representatives and, secondly, with senior government representatives.

The matters being negotiated are inextricably linked, however they require consideration by the most appropriate representatives from the Victorian Government, VHIA and DHHS.

**2. ANMF member engagement – workplace visits – members meetings**

As contained within the resolution passed by ANMF members at the statewide members meeting on Thursday 21 April 2016, ANMF has commenced a series of visits to public sector workplaces. These include walkarounds and formal meetings of members in workplaces. This will continue until 5 May 2016 when the next statewide members meeting is scheduled at 2pm at the Melbourne Convention and Exhibition Centre. Register for this meeting, transport and childcare services at <http://bit.ly/ebameeting3>

On Thursday 28 April 2016, formal ANMF members meetings are scheduled to take place in the following workplaces:

<b>Ballarat Health Services – Bill Crawford Lodge</b> 2pm Upstairs Boardroom QEGC, 102, Ascot Street	<b>Coorabin Hostel</b> 2.30pm Room 3, Coorabin site, Point Lonsdale	<b>Robinvale District Health Services</b> 3.30pm No venue needed
<b>Ballarat Health Services – Gandarra Palliative Care</b> 2pm Upstairs Boardroom QEGC, 102, Ascot Street	<b>Echuca Regional Health</b> 12.30pm Surgical Unit meeting room	<b>Rochester and Elmore District Health Service</b> 2pm Board room
<b>Ballarat Health Services – Talbot Place ACF</b> 2pm Upstairs Boardroom QEGC, 102, Ascot Street	<b>Footscray Hospital</b> 1pm Mavis Mitchell Room	<b>Rosebud Hospital</b> 2pm Hillview Annexe
<b>Ballarat Health Services QEGC</b> 2pm Upstairs Boardroom QEGC, 102, Ascot Street	<b>Kyabram &amp; District Health Service</b> 2.30pm Staff lunch room	<b>Royal Melbourne Hospital, Royal Park Campus</b> 2pm HEC Meeting room
<b>Bellarine Community Health Ocean Grove</b> 2.30pm Room 3, Coorabin site, Point Lonsdale	<b>Mallee Track Health &amp; Community Service</b> 9.30am No venue needed	<b>Royal Victorian Eye and Ear Hospital</b> 1.45pm 6th Flr Cochlear Room
<b>Bellarine Community Health Queenscliff</b> 2.30pm Room 3, Coorabin site, Point Lonsdale	<b>Maroondah Hospital</b> 2pm Conference room 2	<b>Royal Womens' Hospital – OPs/Pregnancy Day Care</b> 2.30pm Nurses Midwives tea room
<b>Belmont Community Health</b> 2.30pm Room 3, Coorabin site, Point Lonsdale	<b>Melbourne Sexual Health Centre</b> 12.45pm Meeting room	<b>Sea Lake &amp; District Hospital</b> 11.30am No venue needed
<b>Bundoora Extended Care Centre</b> 3pm Conference Room	<b>Mercy Hospital for Women</b> 2pm Lecture theatre	<b>St Georges Hospital</b> 3pm Seminar Room
<b>Calvary Health Care Bethlehem</b> 2pm Cafeteria	<b>Monash Medical Centre Clayton</b> 1.30pm Lecture Theatre 1	<b>West Gippsland Healthcare – Andrews House ACF</b> 9.30am Staff room
<b>Central Gippsland Health Service – Sale</b> 3pm Dining room	<b>Numurkah District Health Service</b> 10am Primary Health training room	<b>West Gippsland Healthcare – Coinda Lodge NH</b> 2pm Meeting room Lev 1 in Cafeteria
<b>Cobram District Hospital</b> 1pm Room 15	<b>O'Connell Family Centre</b> 10.30am No venue listed	<b>West Gippsland Hospital</b> 2pm Meeting room Lev 1 in Cafeteria
<b>Colac Area Health</b> 2.30pm Multi purpose room	<b>Robinvale District Health Service – Manangatang</b> 2pm No venue needed	<b>Yarrawonga District Health Service</b> 2.30pm Clinical Education Centre

Continued on page 2

## Public sector enterprise agreement: campaign update #10 continued

### 3. Notice to commence protected industrial action

ANMF (Vic Branch) Secretary, Lisa Fitzpatrick, determined that the notice to commence the **limited** protected industrial action was a necessary step to ensure that the Victorian Government, VHIA and the employers understood ANMF members' level of commitment in achieving an appropriate EBA outcome.

On Friday 22 and Saturday 23 April 2016, the ANMF issued notices to all employers where the protected industrial ballot had been declared by the Australian Electoral Commission, **and** where the ballot outcome supported the taking of protected industrial action.

The notices were issued pursuant to Section 414 of the *Fair Work Act 2009* and authorise the commencement at **7am on Friday 29 April 2016** of the following protected industrial action:

*Delaying or restricting the performance of normal duties through industrial action in the form of a ban on the Employer's uniform policy or dress code, for the purpose of engaging with media, staff, patients, visitors, residents and their families about the proposed agreement with Employees wearing and distributing and posting union campaign materials, such as t-shirts, badges, written communications and stickers in support of the proposed enterprise agreement*

The Victorian Hospitals' Industrial Association (VHIA) has issued a bulletin to all of the chief executive officers of the employers who have received the notice from the ANMF advising of the commencement of the limited protected industrial action.

The bulletin from VHIA includes the following information for the employers:

*"It is important to understand that the wearing of such t-shirts is an approved and therefore protected action, that is immune from any form of redress, penalty or other sanction. For the avoidance of doubt, the protected wearing of such clothing does not give rise to any form of pay docking."*

Members can buy the \$10 ANMF (Vic Branch) EBA 2016 red T-shirt at their formal workplace members meeting or by visiting reception at ANMF House (540 Elizabeth Street, Melbourne), Monday to Friday between 8.45am and 5pm. T-shirts can also be purchased **online** but please be aware it will be several days before you receive your order <http://anfvic.myshopify.com>

### 4. Workplaces where protected industrial action can commence from 7am on Friday 29 April 2016

The following workplaces are all authorised to lawfully commence the above protected industrial action from 7am on Friday 29 April 2016:

Albury Wodonga Health	Carrington Health	Eastern Health	Kyabram and District Health Service
Alexandra Health	Casterton Health	Echuca Regional Health	Latrobe Community Health Service Inc
Alpine Health	Castlemaine Health	Edenhope Hospital	Latrobe Regional Hospital
Bairnsdale Regional Health Service	Central Bayside Community Health Services	Ensay Community Health	Link Health and Community
Ballarat Community Health Centre	Central Gippsland Health Service	Gateway Health	Lorne Community Hospital
Ballarat District Nursing & Healthcare	Cobaw Community Health	Gippsland Lakes Community Health	Lyndoch Living
Ballarat Health Services	Cobram District Hospital	Gippsland Southern Health Service	Maldon Hospital
Banyule Community Health	Cohealth	Goulburn Valley Health	Mallee Track Health and Community Service
Barwon Health Services	Cohuna Health	Grampians Community Health	Mansfield Hospital
Bass Coast Health	Colac Area Health	Hepburn Health	Maryborough and District Health Service
Beaufort and Skipton Health Service	Darebin Community Health Service	Hesse Rural Health	Melbourne Health
Beechworth Health Service	Darlingford	Heywood Rural Health	Mercy Health
Bellarine Community Health Ltd	Dental Health	Indigo North Health	Merri Community Health Service Ltd
Benalla Health	Djerriwarrh Health Services	Inner East Community Health	Monash Health
Bendigo Community Health Services	Dunmunkle Health Service	Inner South Community Health	Moyne Health
Bendigo Health	East Grampians Health Service	Isis Primary Care Inc	Nathalia Hospital
Bentleigh Bayside Community Health	East Wimmera Health Service	Kerang District Hospital	North Richmond Community Health
Boort District Health	Eastern Access Community Health	Kilmore District Health Service	
Calvary Health Care Bethlehem		Koo Wee Rup Health Service	

Continued on page 3

## Public sector enterprise agreement: campaign update #10 continued

Northeast Health - Wangaratta	Queen Elizabeth Centre	South West Healthcare	Western District Health Service
Northern District Community Health Service	Ramsay Health (Public)	St Vincent's Health Australia	Western Health
Northern Health	Red Cliffs and Community Aged Care Services	Stawell Regional Health	Wimmera Health Care Group
Numurkah District Health Service	Robinvale District Health Service	Sunbury Community Health	Women's Health Loddon Mallee
Omeo District Hospital	Rochester and Elmore District Health Service	Sunraysia Community Health Services	Yarram and District Health Service
Orbost Regional Health	Royal Victorian Eye and Ear Hospital	Swan Hill Health	Yarrowonga District Health Service
Otway Health and Community Service	Royal Women's Hospital	Terang and Mortlake Health Services	Yea Hospital
Peninsula Health	Rural North West Health	Timboon and District Hospital	
Peter MacCallum Cancer Centre	Seymour Hospital	Upper Murray Health and Community Services	
Plenty Valley Community Health	South Gippsland Health Service	West Gippsland Healthcare Group	
Portland District Health		West Wimmera Health Service	

### 5. Workplaces where protected industrial action CANNOT commence from 7am on Friday 29 April 2016

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

Alfred Health	Inglewood District Health	Nexus Primary Health	Tweddle Child and Maternal Health Service
Castlemaine District Community Health	Inspiro	Primary Care Connect	
Dianella Community Health	Kyneton District Health	Royal Children's Hospital	
Heathcote Health	Macedon Ranges Health Service	Tallangatta Health Service	

In relation to Austin Health, members are advised that the ANMF (Vic Branch) has made an application to the Fair Work Commission challenging the outcome of the Protected Industrial Action ballot at Austin Health. At this stage, members at Austin Health are not lawfully entitled to commence any Protected Industrial Action. We are awaiting details as to when the Fair Work Commission hearing is scheduled.

Members employed in a workplace that cannot lawfully commence protected industrial action can still participate in the overall EBA campaign by wearing a campaign T-shirt in public, liaising with the media and contacting their local state MP.

Further campaign updates will be issued on a regular basis and are available online at [www.anmfvic.asn.au/eba2016](http://www.anmfvic.asn.au/eba2016)