

Public sector EBA campaign update #20

Agreement approved - new pay rates start in next pay period

WEDNESDAY 24 AUGUST 2016

1. Victorian Cabinet approves agreement

On Tuesday 23 August the Victorian Government approved the new 2016 Victorian public sector nurses' and midwives' enterprise agreement after months of very detailed work between ANMF, the Department of Health and Human Services and the Victorian Hospitals' Industrial Association (VHIA).

2. Single interest confirmed

The Victorian Hospitals' Industrial Association's Fair Work Commission 'single interest application' has been approved by Federal Employment Minister Michaelia Cash. Members will remember this process was delayed due to finalising the inclusion of stand alone Community Health Centres and others as respondents to the EBA and the Federal Government being in caretaker mode due to federal election. The 2016 enterprise bargaining agreement will now cover all public health facilities, community health centres and regional aged care facilities except for Ballarat District Nursing Service.

3. New pay rates start from next pay period

Following the Government's approval of the enterprise agreement yesterday evening, and the signing of the Deed by ANMF, VHIA and Victorian Health Minister Jill Hennessy today, VHIA have advised its members (your employers) to commence paying the new 2016 rates in the next pay period.

4. Back pay to start from the subsequent pay period

VHIA has also advised its members to start paying back pay (from the first pay period on or after 1 April) in the subsequent pay period once the new pay rates have started. Members should be aware all of your back pay may not be paid in the one pay period.

5. Next steps and employee ballot

The ballot, to accept the new agreement, of all public sector nursing and midwifery employees (not just ANMF members) will occur as soon as possible, most likely in the first half of October 2016. ANMF will be strongly encouraging a YES vote. VHIA, on behalf of the employers, is now in discussion with the company Elections Australia finalising the process and conduct of the ballot. As with the 2004 public sector mental health enterprise agreement, the ballot will be conducted electronically. Both ANMF and your employer will provide clear instructions so this can take place smoothly.

A successful YES vote requires the majority of those who vote, to vote YES.

6. 2016 EBA education seminars

There are many changes in this new agreement. ANMF, VHIA and the Department of Health and Human Services will be conducting joint seminars for health facility executives, managers and ANMF job reps in late September and early October. This will further assist our Job Reps and nurse managers to familiarise themselves with the new EBA as well as understand the application of the new clauses.

Seminar information and online registration details will be emailed to all ANMF public sector Job Reps in the next couple of days.

