

RESOLUTION

FRIDAY 24 JANUARY 2025

Resolution

This meeting of St Vincent's Private Health Australia (SVHA) ANMF members on Friday 24 January 2025, having heard the report of ANMF officers and job reps and in order to facilitate bargaining negotiations, resolves to:

1. Pause Stage 2 **bed closure action, 4-hour rolling stoppages and planned theatre stoppages only** for two weeks from 25 January to 8 February inclusive (but that we continue with all Stage 1 protected industrial action (including the ban on redeployment and admin bans) and other Stage 2 protected industrial action (such as in-charge refusing to work with a patient load)

in recognition of SVHA agreeing to:

2. A. Meet at least twice-weekly meetings of up to four hours each (on days to be agreed with additional meetings as needed), such meetings to include relevant ANMF job reps where specific issues are discussed about their clinical areas; and
- B. A public announcement to staff by the Victorian CEO, to the effect that SVHA acknowledges and welcomes that:
 - ANMF members have agreed to pause some key protected industrial action (rolling stoppages, theatre cancellations and bed closure action) for two weeks in order to facilitate more effective and intense bargaining to try and resolve the main outstanding matters, which are:
 - staffing and workload issues raised by staff and the ANMF and especially in relation to maternity/birth suites/ante-natal, neuroscience Fitzroy, paediatrics EM, Kew night shift, in-charge with patient load (which affects in particular the night shift workload) and standards for theatres/recovery/ICU. Members remain adamant that any improvements must be comprehensive and reflected in a meaningful and enforceable way through the EBA.
 - the additional (6th) week of annual leave for part-time nurses and midwives. SVHA must consider how this improvement can be implemented within the life of the agreement.
 - Wages and allowances. The reduction in the original wages offer by 0.5% has been a contentious issue and must actively reconsidered. In addition, SVHA must acknowledge that allowances (especially on-call and night duty) need to be competitive with the public sector across the life of the agreement.

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3. ANMF make it clear that if we fail in the pause period to reach a satisfactory resolution (or sufficient progress towards a resolution) that all PIA, including rolling stoppages, theatres cancellations and bed closure action will be recommenced in the week of 10 February.
4. A further all-member meeting will be held via Teams on Friday 7 February at 2.30pm to report on progress in bargaining and to decide on the status of industrial action, including whether there is a need to resume paused industrial action.