

Legal services

for nurses, midwives
and personal care
workers



anmfvic.asn.au

Gordon
Legal
IT'S PERSONAL



Australian
Nursing &
Midwifery
Federation
VICTORIAN BRANCH

No-one expects to be called before the coroner, be requested to give evidence for the police, be accused of professional misconduct or even dismissed.

But the reality is these things happen in our professions every day.

When you are a fully financial member, the ANMF legal service and ANMF's professional indemnity insurance are there for you when you need them.

ANMF members-only policy

The ANMF lawyers, Gordon Legal provide a comprehensive range of legal services which are either free or provided at preferential rates to ANMF members*.

These services cover professional matters such as professional conduct issues, coronial inquiries and industrial/employment matters, and personal legal matters such as WorkCover and transport accident claims, superannuation claims, family law matters, conveyancing, wills and probate, and criminal law.

ANMF industrial, professional and legal advice and representation under this policy are only provided to members of the ANMF who are fully financial at the time of the incident for which they are seeking assistance.

This policy means nurses, midwives, and carers will not be eligible to receive any assistance (including industrial and professional advice and representation) for any incident that occurred while they were not a financial ANMF member.

This policy enables the ANMF to concentrate all its resources on ANMF members who remain financial.

A written referral from ANMF (Vic Branch) is required for access to legal services. Members should contact ANMF (Vic Branch) on 9275 9333 or records@anmfvic.asn.au in the first instance.

This brochure is to be read in conjunction with the ANMF (Vic Branch) professional indemnity insurance brochure.

* Legal services are subject to conditions which are available on request from the Branch office.



In the workplace

Support

When you are at work, you can be confident that if something does go wrong, you have the best legal support available.

Work injuries

If you are injured at work, contact the ANMF or your ANMF HSR for advice and assistance, including for making a Workcover claim. If you require specialist legal advice, including preparation and instruction for a first WorkCover conciliation matter, ANMF will refer you to Gordon Legal.

Legal advice can also be provided on a no win/no fee basis if pursuing additional entitlements or compensation**.

Dismissals, discipline and professional conduct

If attempts are being made to dismiss you unfairly or you face a disciplinary action or other serious employment issue, ANMF can work with the Gordon Legal team to protect your interests.

Gordon Legal will represent you at hearings into your professional conduct before the Australian Health Practitioner Regulation Agency, without charge to you.

Coroners Court of Victoria

If you are required to give evidence before the coroner, ANMF will liaise with our legal team at Gordon Legal to ensure you are properly advised and represented, at no cost to you.

Police and witness statements

Gordon Legal will help you to prepare any statement required by your employer, the police, or the coroner arising out of any incident at work, at no cost to you.

Employment Entitlements**

If there is a dispute about your entitlements, ANMF may refer you to Gordon Legal for assistance.

** Conditions apply

Away from work

ANMF members-only legal benefit

- Free initial consultation on any personal legal matter
- Reduced ANMF rate for many legal services
- Free standard will for members

Traffic accidents and accidents in public

If you are injured in a public place, in a car accident or involved in another type of transport accident – for example involving a bus, motor bike or tram – you may be able to claim for loss of earnings or permanent disability. Gordon Legal can help you to pursue compensation and your full entitlements.

Family law

For divorce, property settlement, custody, injunctions, child support and other family law matters, including matters relating to family violence, ANMF members have access to the expert family law practitioners of Gordon Legal.

Superannuation

If you suffer an illness or accident that affects your ability to work, you may be entitled to a claim under the insurance cover in your superannuation policy. The lawyers at Gordon Legal can advise you on your rights and pursue a claim on your behalf.

Compensation claims for victims of crime

Gordon Legal is able to provide expert advice and assistance in obtaining compensation and other entitlements for members who have been a victim of crime.

Wills and probate

ANMF members are entitled to have a standard will prepared for them by Gordon Legal, free of charge.

Criminal law

Gordon Legal will represent you in court actions covering appeals, pleas, bail applications, committal hearings and traffic offences.

Note: ANMF funded legal benefits are not available to members seeking to commence or defend an action for libel or defamation, criminal matters, family law, commercial and business law matters or conveyancing matters. A first free consultation only is available.

What has the ANMF (Vic Branch) done for members?

- Successfully campaigned to legislate minimum nurse/ midwife patient ratios. Working to improve and extend ratios.
- Achieved net pay parity in 2019 for Victorian public sector general acute, aged care and mental health and private acute members with their New South Wales colleagues.
- Secured an Andrews Government commitment to 'ANMF's 10 point plan to end violence' leading to contractual obligations on public hospital boards to report all violent incidents in their annual reports tabled in parliament.
- Secured clauses in the public sector general and mental health agreements making employers responsible and accountable for workplace safety by developing and implementing consistent action plans to end violence. ANMF will use this work as a blueprint for private and not-for-profit employers to adopt.
- Responsible for setting up the independent Nursing and Midwifery Health Program Victoria (NMHPV) in 2006 and secured ongoing Andrews Government funding in 2017. NMHPV provides free face-to-face counselling, referral and support by nurses for nurses and midwives and nursing and midwifery students.
- Secured paid family violence leave to enable members experiencing family violence to maintain employment while taking time off for medical and court appointments.
- Retained registered nursing positions in private-for-profit and not-for-profit aged care agreements. Campaigning for safer staffing levels and better wages and conditions.
- Negotiated a partnership with the Andrews Government to reduce health services' impact on the environment.
- Campaigned successfully to keep nurses' and midwives' access to the federal government's additional paid parental leave.

Benefits of membership

- Professional indemnity and public liability insurance up to \$10 million*●
- Good samaritan insurance●
- Advice about pay rates and entitlements and representation for workplace issues●
- Professional advice about scope of practice, career progression and representation for professional issues●
- Legal services through Gordon Legal#●
- InfoLine: telephone and email contact for industrial and professional advice●
- Up-to-date information through journals – Australian Nursing and Midwifery Journal and other publications
- Workplace health and safety advice to ensure your workplace is as safe as possible●
- Advice and representation if you need to access WorkCover●
- Affordable conferences and seminars
- Annual \$400 credit (20 hours) for online ANMF (Vic Branch) CPD Portal modules
- Professional development portfolio
- Affordable ANMF Education Centre courses
- Professional library with free access for members
- Special Interest Groups for professional development
- Eligibility to join the exclusive not-for-profit health fund, Nurses & Midwives Health
- ANMF Diary App to organise your roster
- Discounted movie tickets and merchandise
- Union Shopper for discounted goods and services eg. whitegoods, cars, travel
- Discounted work equipment, e.g. nursing quick reference cards, drip rate cards and nursing pouches

* unavailable for midwives in independent practice

● unavailable for non-working members

conditions apply

This brochure is to be read in conjunction with the ANMF (Vic Branch) Professional Indemnity Insurance brochure.

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