

Vote YES

ST VINCENT'S PRIVATE HOSPITALS ANMF members' protected industrial action – what are the actions?

As part of your campaign for improved wages and conditions for all St Vincent's Private Hospitals, ANMF members directed the union to make an application for a protected industrial action ballot.

The Fair Work Commission has approved our application.

The secret ballot opens 9am Wednesday 6 November and closes 5pm Monday 11 November 2024.

Vote YES via the text message or email sent to you by Vero Voting (ANMF's approved ballot agent).

A successful ballot outcome will give ANMF members the right to take all or some of the industrial action listed at a later time.

By voting YES you will be sending St Vincent's Private Hospitals a strong message that you want improved workloads, improved and transparent staffing levels and improved allowances.

Nurses and midwives take industrial action only as a last resort when employers stop listening.

Taking 'protected' industrial action means that the action is lawful and members taking the action are protected from the employer suing them, sacking them or victimising them.

Please read your EBA campaign newsflashes for further information about the ballot outcome and next steps.

ANMF recommends members answer YES to the following question in your protected industrial action ballot.

The question to be put to voters in the ballot is:

In support of reaching an enterprise agreement with your employer, do you authorise the taking of protected industrial action against your employer separately, concurrently and/or consecutively, in the form of:

Following at least 3 working days' notice to the employer:

1. Delaying or restricting the performance of normal duties through a ban on the employer's uniform policy or dress code, for the purpose of engaging with media, staff, patients, visitors, residents/patients and their families about the proposed agreement, with employees wearing, distributing and displaying ANMF campaign materials such as t-shirts, badges, written communications, stickers in support of the proposed agreement.
2. An indefinite or periodic ban on performing work in clothes or uniforms which do not have bargaining campaign material and/or badges attached, except for any required PPE.
3. Interrupting or stopping work to attach union campaign material to work clothing.
4. A refusal to undertake receptionist/administrative duties.
5. A ban on administrative tasks including, but not limited to, the:
 - collection and/or entry of any data (that is not required by law to be entered into the patient record or related directly to patient or staff safety) and a refusal to record, collect or complete data required by the employer.
 - A ban on noting or documenting start and finish times of consultations or procedures.
 - A ban on the completing of any paperwork or electronic forms other than that directly related to the documenting of patient care.
 - A ban on the scanning, documenting or entry of any item related to billing of clients.
6. A refusal to implement a major change to production, program, organisation, structure, or technology in relation to its enterprise and the change is likely to have a significant effect on employees of the Employer proposed by management, subject to the discretion of the ANMF Branch Secretary in circumstances where the Secretary is satisfied that if the change did not proceed, it may negatively impact on staff or patient safety.

RATIOS. RETAIN. RECRUIT.

ST VINCENT'S PRIVATE HOSPITALS NURSES & MIDWIVES EBA 2024

7. A ban on providing information to management in relation to who is participating in protected industrial action.
 8. A ban on attending or participating in management meetings unless fully backfilled.
 9. Stopping work for up to 10 minutes duration to explain to patients and visitors to the employer the purpose of the protected industrial action.
 10. Taking the full period of all breaks (including meal breaks and rest/tea breaks), even if this means not completing the full schedule of work.
 11. Interrupting and/or stopping work to add EBA campaign messages to email signatures and screen savers.
 12. A ban on sending emails unless they contain the following text:

Nurses and midwives at St Vincent's Private Hospitals Ltd have worked through the pandemic while under enormous pressures.

The Australian Nursing and Midwifery Federation is trying to negotiate a new enterprise agreement with management on our behalf. The wages offer is acceptable – but wages aren't everything. We are asking for safe staffing and workload standards and for these standards to be included in our enterprise agreement. We also want conditions that match our colleagues in the public sector – over 40 conditions that the public sector nurses and midwives enjoy but we don't have.

The proposed offer from St Vincent's contains neither staffing standards nor significantly better conditions. If we don't have safe staffing standards in our enterprise agreement – nurse or midwife to patient ratios to guarantee how many patients we each look after on any particular shift – then staff will simply make the decision to work elsewhere or will suffer from burnout. Retention and recruitment of nurses and midwives will be more difficult, which we believe may have a negative effect on the care we can provide the community. The health system relies on private health insurance and having a strong private hospital system available to make the system sustainable.

Without well-functioning private hospitals the public system would be over-loaded.

We ask for your support and understanding as we engage in protected industrial action in support of a fair outcome. See www.anmfvic.asn.au for more information.
 13. Interrupting and/or stoppages of work of up to one hour per occasion to communicate with the media, post photos, change their background on electronic communications or write a message on social media about issues relating to enterprise bargaining (having regard to patient confidentiality and s. 141 of the Health Services Act).
 14. A ban on working overtime directed or requested by the employer.
 15. A ban on working beyond or outside ordinary starting and finishing times unless overtime is approved by the employer in writing and in advance.
 16. A ban or limitation on any response to any work-related emails, telephone calls or other communication from St Vincent's Hospitals Ltd, unless the email is directly related to patient or staff safety.
 17. A ban on redeployment, i.e. a ban on a member being required by the employer to move from the ward (or part of the ward) they typically work on, to another ward (or another part of that ward). Members are free to decline redeployment as they are participating in protected industrial action. Members can agree to be redeployed but are equally free to refuse redeployment.
 18. A ban or limitation on receiving or responding to any telephone calls, emails or communication from St Vincent's Private Ltd management during breaks.
 19. A ban on nurses or midwives undertaking patient post-discharge follow-up calls.
- Following at least 5 working days' notice to the employer**
20. A refusal to undertake food services related duties such as the delivery of meals, snacks and/or beverages to patients.
 21. The closure of beds (per ward or unit) in the event that ward/unit rosters, including leave replacement, are not maintained and will involve the closure of a number of beds per ward or unit so as to maintain the number of nurses and/or midwives to patients/residents as would have been the case had the absence been replaced.
 22. A ban on provision of nursing work for up to one in two surgery sessions or up to one in two surgical cases (that is, a refusal to work on those surgery sessions or in relation to those cases designated as cancelled by ANMF job representatives).
 23. A ban or limitation on the assessment and admission of new patients to the hospital, including transfers from other health services.

Note 1: Exemptions will apply for cardiac, neurosurgery, oncology, maternity/obstetrics emergencies, paediatric, neonatal and palliative care patients or emergency patients where their condition is expected to deteriorate within 48 hours if they were to not be admitted for surgery.
 24. The closure of up to one in three operational beds (i.e. beds that were open as at the day before the commencement of the industrial action) and, subject to exemptions (see Note 1 below) a refusal to admit to those beds.
 25. A refusal to reopen beds (i.e. beds that were closed as at the commencement of, or during, the industrial action) and, subject to exemptions (see Note 2 above) a refusal to admit to those beds.

Note 2: Exemptions will apply to cardiac, neurosurgery, oncology, maternity/obstetrics, paediatric, neonatal and palliative care patients, patients in intensive care, high dependency and coronary care units or emergency patients where their condition is expected to deteriorate within 48 hours if they were to not be admitted to an inpatient bed.
 26. A ban by any Nurse/Midwife in Charge of a ward or unit taking a patient load (whether they are the Nurses or Midwife Unit Manager or a nurse or midwife in charge in the out of hours of the NUM or MUM).
 27. Single and/or consecutive work stoppages of up to four (4) hours duration including such stoppages to travel for and to attend stop-work meetings (including those organised by the ANMF).