

## Campaign update #15 public sector mental health enterprise agreement

16 MAY 2016

### Information about workplace visits, members meetings and protected industrial action

#### 1. ANMF (Vic Branch) member engagement – workplace visits – members meetings

ANMF (Vic Branch) has commenced a series of visits to as many public sector mental health workplaces as is practicable. These visits commenced on 13 May 2016 and will continue on a daily basis for the purposes of distributing to members ANMF (Vic Branch) T-shirts, stickers, campaign posters and other EBA campaign material. On Tuesday 17 May 2016 ANMF (Vic Branch) workplace members meetings/visits are scheduled to take place in the following workplaces:

**Albury Wodonga Health, NEBMHS –**  
Benambra Residential Service  
1/11 Wilson Street Wodonga  
10am–1pm

**Albury Wodonga Health, NEBMHS –**  
Blackwood Cottage Beechworth  
Hospital, Beechworth  
11am–4pm

**Albury Wodonga Health, NEBMHS –**  
Northeast CAMHS, Unit 4, 155 High  
Street Wodonga  
10am–1pm

**Albury Wodonga Health, NEBMHS –**  
Willows CCU, Cnr Gilchrist Avenue  
and Mayday Court, Beechworth  
11am–4pm

**Albury Wodonga Health, NEBMHS –**  
Wodonga Adult Mental Health Service  
4 Watson Street, Wodonga  
10am–1pm

**Ballarat Health Services,**  
Child & Adolescent MH (CAMHS)  
111 Ascot Street, Ballarat  
10am

**St Vincent's Hospital,**  
Mental Health Service,  
Clarendon Community  
52 Albert Street, East Melbourne  
10am

**St Vincent's Hospital,**  
Mental Health Service,  
Footbridge CCU, 540 Napier Street,  
Fitzroy North  
Noon

**St Vincent's Hospital,**  
Mental Health Service,  
Hawthorn Community  
642 Burwood Road,  
Hawthorn East  
1.30pm

**Barwon Health,**  
Community Mental Health Bellarine  
Lunch room, 104-108 Bellarine  
Highway, Newcomb  
2.30pm

**Barwon Health,**  
Community Mental Health Corio  
Community and Jigsaw  
2 Gellibrand Street, Corio  
2.30pm

**Barwon Health,**  
Community Mental Health Geelong  
West Handover room, Cnr Reynolds  
& Colac Roads, Belmont  
2.30pm

**Barwon Health,**  
Community Mental Health Surf Coast  
100 Surf Coast Highway, Torquay  
Visit 11am

**Barwon Health,**  
Mental Health Services – Community  
Rehabilitation, 56–58 Barwon Heads  
Road, Belmont  
1pm

**Barwon Health,**  
Mental Health Services – Community  
Prevention & Recovery Care, 56–58  
Barwon Heads Road, Belmont  
1pm

**Royal Children's Hospital,**  
Banksia Unit, Handover Room  
2.30pm

**Latrobe Regional Hospital,**  
Sale Community MHS, Cnr Palmerston  
and Cunningham Streets, Sale  
8.30am

**Barwon Health Services,**  
Community MH Colac  
13 Dennis Street, Colac  
12.30pm

**Melbourne Health, NWMH –**  
Northern APATT,  
1231 Plenty Road, Bundoora  
9am

**Melbourne Health, NWMH –**  
Kath Atkinson BECC  
1231 Plenty Road, Bundoora  
10.30am

**Melbourne Health, NWMH –**  
Merv Irvine NH  
1231 Plenty Road, Bundoora  
11.30am

**Melbourne Health, NWMH –**  
Midwest Area – Adult Inpatient  
Unit, Majorca Street, Sunshine  
1.30pm

**Melbourne Health, NWMH –**  
Midwest Area – Aged Acute  
Inpatient Unit, Sunshine Hospital,  
St Albans  
2.30pm

**Melbourne Health, NWMH –**  
Midwest Area – Sunshine ECATT  
Sunshine Hospital, St Albans  
3.30pm

**Melbourne Health, NWMH –**  
Midwest Area – Rehab Unit SECU  
Sunshine Hospital, St Albans  
4.30pm

**Eastern Health – Peter James Centre**  
Aged Persons Mental Health  
73A Cambridge Road, Mooroolbark  
9am–5pm

**Eastern Health – Peter James Centre**  
– South Ward, Cnr Mahoneys Road  
and Burwood Highway, Burwood East  
9am–5pm

**Eastern Health – Peter James Centre**  
– Northside, Cnr Mahoneys Road and  
Burwood Highway, Burwood East  
9am–5pm

**Eastern Health – Child & Youth Mental**  
Health Service (CAMHS), 21 Ware  
Crescent, Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Services – Chandler House CCT  
Angliss Health Services,  
Upper Ferntree Gully  
9am–5pm

**Eastern Health – Outer East Mental**  
Health Service – Inpatient Services –  
Adult Triage, Grey Street, Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service – Inpatient Services –  
IPU1, Grey Street, Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service – Inpatient Services –  
IPU2, Grey Street, Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service – Inpatient Services –  
CAT, Grey Street, Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service & Spectrum –  
Maroondah CCU, 4 Bona Street,  
Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service & Spectrum – Mobile  
Support, Maroondah Hospital,  
Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service & Spectrum – Murnong  
CCT, Maroondah Hospital, Ringwood East  
9am–4pm

**Eastern Health – Outer East Mental**  
Health Service & Spectrum – Spectrum  
Statewide, Personality Disorder  
Service, 4 Bona, Ringwood East  
9am–4pm

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### 2. Status of mental health EBA negotiations

Further negotiations are scheduled for 17 May and 25 May 2016. The reason that there are only limited negotiations scheduled relates to the unavailability of representatives from other parties to attend negotiations. ANMF (Vic Branch) remains prepared to attend negotiations every day to ensure that mental health nurses have the same opportunity as public sector nurses and midwives to have a wages outcome effective from 1 April 2016.

### 3. Commencement of protected industrial action

Members will note that the ANMF (Vic Branch) statewide public sector mental health members meeting held on 9 May 2016 resolved as follows:

*“To direct the ANMF (Vic Branch) to notify employers, where a protected industrial action ballot was successful, of the commencement of industrial action on Thursday 19 May 2016 if the ANMF (Vic Branch) Secretary does not believe a settlement capable of recommending to members will be achieved expeditiously.*

*To direct the Branch to determine what industrial action will commence in which workplace from 19 May 2016 and to notify members accordingly.”*

Copies of the resolution were provided to VHIA and DHHS and we are yet to receive a response.

The ANMF (Vic Branch) has successfully applied to the Fair Work Commission for an application to extend the period during which any of the protected industrial action can be commenced by a further 30-day period. The protected industrial action that members are authorised to lawfully commence can conveniently be considered as follows:

#### Stage 1

Wearing the ANMF (Vic Branch) red campaign T-shirts, distribution and posting of campaign related information, and engaging with clients, their visitors and the media during working hours about the proposed EBA.

#### Stage 2

Administration and data entry bans; refusal to be redeployed; refusal to undertake any work outside ordinary start and finish times; refusal to attend any meeting where backfill is not provided; and a ban on any workplace or system change proposed by the employer.

#### Stage 3

Stopwork meetings of up to 4 hours duration.



Awash in red: Wyndham Community ANMF members



Awash in red: Westside Lodge Residential Services

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The ANMF (Vic Branch) issued notices on Thursday 12 May 2016 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 pursuant to Section 414 of the Fair Work Act 2009 and authorise the commencement at 7am on Thursday 19 May 2016 of the following protected industrial action (Stage 1):

*“Delaying or restricting the performance of normal duties by explaining to clients and other visitors during working hours the purpose of the campaign materials being worn by nurses including t-shirts, stickers and campaign posters.*

*Delaying or restricting the performance of normal duties by displaying and distributing campaign material in the workplace and speaking to the media as required during working hours.”*

Members are advised that the above action is an approved and therefore protected action that is immune from any form of redress penalty or other sanction.

The above protected industrial action does not give rise to any form of pay docking.

### 4. Workplaces where protected industrial action CAN commence from 7.00am Thursday 19 May 2016 (stage 1):

<b>Albury Wodonga Health</b> North East Border Mental Health Services All areas where mental health nurses are employed	<b>Goulburn Valley Health</b> All areas where mental health nurses are employed	<b>Mildura Base Hospital</b> Mental Health Services All areas where mental health nurses are employed
<b>Ballarat Health Services</b> All areas where mental health nurses are employed	<b>Latrobe Regional Health</b> All areas where mental health nurses are employed	<b>Royal Children’s Hospital</b> Banksia Unit All areas where mental health nurses are employed
<b>Barwon Health</b> All areas where mental health nurses are employed	<b>Melbourne Health</b> North Western Mental Health All areas where mental health nurses are employed	<b>St Vincent’s Hospital</b> All areas where mental health nurses are employed
<b>Eastern Health</b> All areas where mental health nurses are employed	<b>Mercy Public Health</b> All areas where mental health nurses are employed	<b>Inner South Community Mental Health</b> All areas where mental health nurses are employed

### 5. Workplaces where protected industrial action CANNOT commence from Thursday 19 May 2016:

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

- Alfred Health
- Austin Health
- Bendigo Health
- Monash Health
- Peninsula Health
- Southwest Healthcare
- Forensicare

### Red #ValueRecogniseReward campaign T-shirts

Red #ValueRecogniseReward campaign T-shirts are available for members at ANMF House (540 Elizabeth Street, Melbourne) between 8.45am and 5pm on weekdays or online at <http://anfvic.myshopify.com>

### #ValueRecogniseReward our mental health nurses campaign material

Campaign poster artwork and a ‘Dear patient/client’ campaign letter are available to download from the EBA 2016 campaign page <http://anmfvic.asn.au/eba2016#mh>

‘Demand nursing ratios in mental health’ campaign stickers are available through your Job Rep/organiser.

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### Spread the red

Members, including those unable to participate in protected industrial action, are encouraged to spread the red on social media.

Please ensure you keep in the loop. To make sure you see all our campaign updates going out on Facebook, read this article: <http://bit.ly/keepinloop16>

To catch up on the campaign story so far, and where we're going, please bookmark our Campaign Hub: <http://bit.ly/EBAchub>

When protected industrial action begins, please share your red T-shirt imagery online using the hashtags #ValueRecogniseReward #MHRatios #RewardMHNurses for Twitter and Instagram.

Alternatively, you can post your photos to the ANMF Facebook page, or tag us on Twitter: [@ANMFVicBranch](https://twitter.com/ANMFVicBranch)

### Remember that our strength is our membership

Most Victorian nurses and midwives are already ANMF members – if you haven't joined yet or you know someone who hasn't, please encourage them to join. Non-members can join online here: <https://members.anmfvic.asn.au/CalculateRate>

If you don't have a Job Rep on your ward, unit or community team, it's time to put up your hand and help your union and your colleagues achieve your claims for 2016. Speak to another ANMF Job Rep or call ANMF Reception on (03) 9275 9333 and a Job Rep Pack will be sent out to you. ANMF will keep you updated via further campaign updates, our website, emails and text messages where appropriate. Please ensure you update your details, including a personal email address, at the Member Portal: <https://members.anmfvic.asn.au>



Update your profile pic on social media