



**Public sector nurses  
and midwives:**

# VOTE YES

**to your 2020–24 EBA**



**Elections Australia Pty Ltd**  
*Conducting elections throughout Australia since 1974*

**Do you approve the proposed Nurses and Midwives  
 (Victorian Public Sector) (Single Interest Employers)  
 Enterprise Agreement 2020-2024?**

<input checked="" type="checkbox"/>	<b>YES</b> I approve the Agreement
<input type="checkbox"/>	<b>NO</b> I do not approve the Agreement

**EBA 2020. Fairer. Safer.**

2020 PUBLIC SECTOR ENTERPRISE AGREEMENT nurses and midwives



**Australian  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

# Public sector EBA ballot

At a virtual statewide members meeting on 16 April 2020, public sector nurses and midwives voted YES to their 2020–24 enterprise agreement settlement. Members also endorsed a nine percent wage increase as part of the final three years of a previously approved eight-year wage deal reached in 2016.

Public sector nurses and midwives received a three per cent pay rise from the first full pay period on or after 1 December 2020 as part of the 2020–24 agreement. You now need to vote YES to formalise the EBA. The new benefits include:

- ✓ Further wage rises of three per cent in December 2021 and 2022. ANMF negotiated the 2020–24 public sector nurses' and midwives' wage increases in 2016, resulting in an historic eight-year wage deal that elevated Victorian public sector nurses' and midwives' wages to net pay parity with our NSW counterparts.
- ✓ From 1 July 2021 you can access your long service leave (pro-rata) at nine years' service (was 10 years), from 1 July 2022 this will be from eight years, and from 1 July 2023 from seven years of service.
- ✓ From 1 July 2020 paid and unpaid parental leave will count as service and accrue long service leave. On FWC approval of the new EBA this will be backdated to parental leave after 1 November 2018. You will need to follow ANMF advice that will be issued when the EBA is approved.
- ✓ From 1 July 2022 part-time nurses and midwives can access a sixth week of annual leave if they work weekends
- ✓ From 1 July 2023 the Sunday night shift rate will increase from \$89.90 (currently \$84.80) to \$154.60 as an incentive for full- and part-time staff to fill the roster.
- ✓ Improved parental leave from 10 weeks to 14 weeks for leave commencing on or after 1 April 2021. The qualifying period will reduce from 12 months to six months. Secondary carer leave pay to increase from one week to two weeks.
- ✓ Superannuation payments throughout all paid and unpaid parental leave.
- ✓ Mandatory crib time (paid meal break) where you are regularly unable to take your meal breaks (including because you are not entitled to leave the ward for the meal break).
- ✓ Improvements to post-incident support for nurses and midwives involved in a violent or aggressive incident, including mandating the provision of information regarding worker's compensation claims and reporting to police.
- ✓ Nursing and midwifery managers will receive OHS education and/or support in risk assessment, incident investigation and staff consultation.
- ✓ A ban on ward amalgamations that result in an increased workload or patient risk without the agreement of ANMF.
- ✓ A comprehensive structure to be developed to address classifications for advanced practice, liaison nurses/midwives and clinical coordinators, clinical nurse consultant descriptors and the three-level nurse and midwife unit manager structure.
- ✓ Any requirements to continue to meet the clinical nurse/midwife specialist criteria must occur during rostered time.
- ✓ Any education or training deemed compulsory or mandatory by the employer must occur within an employee's paid time. No deduction will be made to an employee's professional development leave for mandatory training.
- ✓ Up to two weeks paid voluntary emergency management leave. Currently this leave is unpaid.
- ✓ The introduction of three days special paid disaster leave due to an event such as flood or fire.
- ✓ Rosters, including on-call rosters, must be posted 28 days in advance instead of 14 days. Currently nurses and midwives receive a \$34 allowance if their roster is changed without seven days' notice. This will now apply for eight to 14 days' notice, and double to \$68 if seven days' or less notice is given.
- ✓ A lead apron allowance of \$8 per shift.



**Plus much more. For details about all of the benefits and improvements to your working life visit [anmfvic.asn.au/EBAvoteyes](https://anmfvic.asn.au/EBAvoteyes)**

*What about ratios? A reminder to members nurse/midwife patient ratios are not in the current or the proposed EBA. Ratios have been enshrined in legislation – the Safe Patient Care Act since 2015. Members will be aware the Andrews Government has a program of new and improved ratio amendments coming into place between March 2019 and 2023.*