

EBA 2020. Better. Safer. Fairer.

Leading the way in mental health nursing reforms for all Victorians



EBA CAMPAIGN UPDATE 1
WEDNESDAY 6 MAY 2020

ANMF serves public sector mental health nurses log of claims

++ Log of claims

ANMF provided employers with the 2020 EBA log of claims for enrolled and registered nurses working in public sector mental health services on Wednesday 6 May.

The log of claims will be the basis of ANMF's negotiations with representatives from the Victorian Hospitals' Industrial Association and the Department of Health and Human Services for a new enterprise agreement.

The 2016 public sector mental health services agreement expires on 30 June 2020 and continues to operate until a new agreement is in place.

A draft log of claims was endorsed at the 2019 Annual Delegates Conference. ANMF (Vic Branch) Council endorsed the claim at their April meeting.

In accepting all of the mental health royal commission's recommendations, the Andrews Government has committed to a serious mental health reform agenda.

The ANMF's log of claims is designed to support that ambitious goal. It also ensures that ANMF's successes, achieved for nurses and midwives working in the general public sector, flow on to nurses working in mental health.

To build a better mental health system, these claims seek to create a blueprint that creates respect and excellence and a mental health nursing workforce that can confidently implement the government's reforms.

Members are encouraged to read the claim via bit.ly/2yzrlyR

The claim broadly covers ten themes including:

a. Incorporating achievements secured in April by nurses and midwives in the general public sector

1. Increased notice requirements for issuing a roster and changing a roster, including on-call requirements.

2. Access to six weeks annual leave for all nurses who are weekend workers.
3. Access to long service leave at 7 years.
4. Periods of unpaid parental leave counting as service.
5. Increases in paid parental leave for primary and secondary carers.
6. Superannuation to continue to be paid through absences on parental leave, not just the paid component.
7. Confirmation when previous experience applies for an internationally qualified nurse.
8. Ensuring employers cannot implement punitive performance improvement plans.
9. Portability of P/CNS between employers.

b. Salaries, classifications and related matters

ANMF is seeking increased wages and allowances for registered nurses (RPN) and enrolled nurses (PEN) to maintain parity with public sector general nursing. This is a nine per cent wage increase over four years and recognises the significant wage uplift ANMF secured for mental health nurses in 2019.

c. Nurse: patient staffing profiles for inpatient services and related staffing matters

ANMF is seeking provisions that set out all previously agreed staffing profiles for all bed-based services as a minimum. There are also claims to ensure *all* planned leave is backfilled.

Claims also include rostering nurses on all shifts in Prevention and Recovery Care Centres, a director of nursing (DON) for each mental health service and increased clinical nurse educators.


d. Community mental health

Includes claims to build the nursing workforce and are designed to improve outcomes for people accessing community mental health.

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e. Assertive outreach services – adopt themes from the Royal Commission into Victoria’s Mental Health System Interim Report, including to strengthen assertive outreach by mental health nurses

These claims support the re-introduction of standalone Mobile Support Teams (MST) and standalone Community Assessment and Treatment Teams (CATT) for all mental health services.

ANMF is also seeking an extension of the Police Ambulance Clinical Early Response (PACER) to 24 hours, and expansion of intensive Mobile Youth Outreach Service to all youth mental health programs and the successful Pre-Hospital Response of Mental Health and Paramedic Team (PROMPT) model.

f. Rosters, leave and related staffing/conditions

There is a comprehensive list of claims for improvements including earlier long service leave access, change of roster allowance, improved overtime and on call/ recall provisions, payment for meal breaks not taken, overtime rates for casuals, expanded definition of study leave to support and workforce development initiatives.

g. Professional development and related matters

Claims include qualification allowance for advanced diploma and a Cert IV TAE allowance.

h. Promoting permanent employment/ workforce attraction and retention

ANMF is seeking ongoing employment for graduates nurses and postgraduate students, recognition of a Nursing Indigenous Health Cadetship employment model, an employment model for registered undergraduate students of nursing (RUSONs) in mental health wards (based on the successful trial in the general public sector) and increased postgraduate scholarships.

i. Occupational health and safety, equal opportunity and employee representation

Claims include improving and strengthening clauses including the requirement for all nurse unit managers, associate unit managers and supervisors to receive training and support to undertake OHS incident investigations, conduct consultation with staff about OHS issues and undertake risk assessments.

j. Other

Claims include measures to address gender-based discrimination.

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What happens next

ANMF will advise members when negotiations are scheduled to start.

In the meantime, members are encouraged to ensure we have your correct workplace and contact details. You can update your details via anmfvic.asn.au/memberportal

If you think you may have unsubscribed from our communications in the past, get back in touch via anmfvic.asn.au/resubscribe

This will mean you don’t miss out when we contact members with short feedback surveys to assist with the negotiations.