



5 August 2021

MH:EP

Deputy Premier James Merlino
Minister for Mental Health

Via email – ilsa.colson@minstaff.vic.gov.au

Dear Minister Merlino

Re: Mental Health negotiations and offer

I write following our statewide members' meeting held virtually yesterday 4 August 2021.

Members passed the attached resolution, expressing their serious frustration at the time elapsed since negotiations commenced some 15 months ago. We acknowledge that the offer tabled on Tuesday 3 August did contain a number of ANMF claims, which is clearly welcomed. However, the wages offer of 8% over four years is unacceptable to our members. This would result in mental health nurses falling behind their counterparts in general nursing, and seriously hinder the critical nursing recruitment needed in the wake of the Mental Health Royal Commission.

In addition to the inadequate wages offer, there are four key outstanding member claims that have not been addressed in the offer. These include:

1. Embedding and improving existing nursing staffing profiles within the agreement
2. Addressing skill mix issues in community mental health, to ensure nurses are retained in community mental health and their distinct expertise and skills are valued
3. Amending and updating the Community Workload Management System (CWMS) for nurses in community mental health teams to increase compliance and ensure workload issues are addressed in a timely manner
4. Additional support for early career and graduate mental health nurses through funding of Graduate Support Nurses positions

ANMF is committed to meeting in good faith with all parties to expedite these negotiations. We remain hopeful that these outstanding matters can be resolved to ensure our members are appropriately recognised and rewarded for the work that they do.

Yours sincerely

Lisa Fitzpatrick
Branch Secretary

Attach.

c.c *Stuart McCullough, VHIA*
Tim Nagle, VHIA
David Gregory
ANMF records