



**Public sector  
mental health nurses**

# VOTE YES

**to your 2020–24 EBA**

Vote YES in the Elections Australia electronic ballot from 9am,  
Wednesday 13 April to 5pm, Thursday 14 April 2022.

[myvote.com.au/vpmhs](https://myvote.com.au/vpmhs)

## *Elections Australia Pty Ltd*

Conducting elections throughout Australia since 1974

**Do you approve the proposed Victorian  
Public Mental Health Services  
Enterprise Agreement 2020-2024**

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



**EBA 2020-24. Better. Fairer. Safer.**

**PUBLIC SECTOR MENTAL HEALTH INPATIENT  
AND COMMUNITY SERVICES MEMBERS**



**Australian  
Nursing &  
Midwifery  
Federation**  
VICTORIAN BRANCH

# Public sector mental health EBA ballot

At a virtual statewide members meeting on 11 October 2021, ANMF public sector mental health nurse members voted **YES** to their 2020–24 enterprise agreement settlement. Members also endorsed a 10.5% pay rise, plus an ‘alignment’ payment which will ensure mental health nurses remain closely aligned with their general public sector colleagues despite the frustrating and protracted negotiating process.

**You now need to vote YES to formalise the EBA and receive the agreement’s benefits. These include:**

✓	A once-off ‘nurse alignment’ payment equivalent to 3% on your wages, leave loading and allowances for the shifts you worked between 1 December 2020 to the end of June 2021 (a percentage increase is superior to a flat lump sum).
✓	Wage rises of 3% in July 2021 (this will be back paid), July 2022, July 2023 and 1.5% in July 2024. The ‘nurse alignment’ payment and the scheduled pay rises maintain pay parity with the general public sector.
✓	RPN Grade 4 Year 1 will receive an uplift of \$50 to \$1950 per week to address the anomaly with RPN Grade 3 Year 4.
✓	800 EFT to be implemented in the delivery of mental health services over the life of the agreement.
✓	Agreement to map the staffing profiles in bed-based services and record as minimum staffing levels for these services.
✓	\$3 million (ongoing) for additional staffing EFT allocated to SECU/ acute aged care services over the life of the agreement.
✓	6 EFT of new Graduate Support Nurse positions within 6 months of implementation.
✓	0.5 EFT Clinical Nurse Educator positions at each of the 6 parent and infant units.
✓	10-day enrolled nurse transition program for up to 550 ENs in mental health.
✓	Increased funding for Department of Health scholarships from 440 to 1000 to allow more nurses to access scholarships.
✓	Nurse for nurse replacement in community mental health teams and improved wording to ensure backfill in community mental health teams must have regard to existing workload, team vacancies and availability of trained staff.
✓	Introduction of a supplementary roster system.
✓	From 1 July 2021 you can access your long service leave (pro-rata) at nine years’ service (currently 10 years), from 1 July 2022 this will be from eight years, and from 1 July 2023 from seven years’ service.
✓	Improved parental leave from 10 weeks to 14 weeks for leave commencing on or after 19 October 2021. The qualifying period will reduce from 12 months to six months. Secondary carer leave pay to increase from one week to two weeks.
✓	Mental health nurses rostered 10 weekends or more can access a sixth week of annual leave.
✓	From 1 July 2024, as part of a trial for 13 pay periods, the Sunday night shift rate will increase from \$79 to \$154.60 as an incentive for full- and part-time staff to fill the roster.
✓	Superannuation payments throughout all paid and unpaid parental leave from 19 October 2021.
✓	Improvements to post incident support for mental health nurses involved in a violent or aggressive incident, including mandating the provision of information regarding worker’s compensation claims and reporting to police.
✓	Mental health nurse managers will receive OHS education and/or support in risk assessment, incident investigation and staff consultation.
✓	NEW Crisis Team Workload Management System (CTWMS) provision to protect non-clinical time for nurses working in acute community teams (ECATT, CATT, triage or like services).
✓	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.
+	<b>Plus much more. For details about all of the benefits and improvements to your working life visit <a href="http://anmfvic.asn.au/MHEBAvotes">anmfvic.asn.au/MHEBAvotes</a></b>