

Stage 1 protected industrial action

Following the successful protected industrial action ballot, and in accordance with the ANMF member resolution from the statewide members meeting held on 30 April 2024, ANMF wrote to your employer on 1 May 2024 to provide the required (minimum) 120 hours' notice of the commencement of stage 1 protected industrial action from 7am, Tuesday 7 May 2024.

Who can participate?

ANMF members who are employed by the employer and are either:

1. Registered Nurses, Registered Midwives or Enrolled Nurses
2. Registered Undergraduate Students of Nursing or Midwifery (RUSONs and RUSOMs)
3. Enrolled Nurse students undertaking a traineeship
4. Registered Enrolled Nurse students (those employed providing nursing care whilst undertaking the enrolled nursing diploma who are registered with AHPRA as a student nurse, and have successfully completed not less than six months of their nursing study)
5. Early parenting practitioners employed at early parenting centres, whether nurses or not.

(Unless you have appointed someone other than ANMF as your bargaining representative.)

Which protected industrial action started on 7 May?

Each of the following can be taken:

Note that some items do not apply to stand-alone community health services. i.e. community health services not operated by a public health service – see note below

All workplaces

1. A ban on members answering questions, or otherwise providing information, as to whether they, or other members, are participating in the protected industrial action, or providing any such information to the employer.
2. To participate in and encourage conversations (of up to 15 minutes in a shift) about the campaign with media, visitors, patients/residents (and their families), and other staff, a ban on compliance with your employer's uniform policy or dress code, through:
 - a. wearing of ANMF campaign material, including t-shirts
 - b. displaying and/or distribution of ANMF campaign material including badges, written communications and stickers

- c. engaging with media, staff, patients, visitors, residents and their families about the proposed agreement
- d. participating in social media about the campaign during working hours.

Any communication with media or social media (members to have regard to s.141 of the Health Services Act regarding maintenance of patient confidentiality).

3. Stopping work for up to 15 minutes in a shift (to facilitate conversation) to display or use ANMF campaign materials, for example petitions, flyers, posters, stickers, postcards, non-latex balloons, video-conferencing backgrounds, digital avatars and/or props, video-conferencing backgrounds, either:
 - a. by providing these in person, to media, staff, patients, clients, customers, visitors, residents and/or members of the public; or
 - b. by electronic means (including email).
4. Refusing to work in areas where enterprise bargaining campaign materials are not on display or stopping work for up to 15 minutes a shift on that ward.
5. Stoppages of work not exceeding 15 minutes per shift to write enterprise bargaining campaign messages on the outside of employer-provided vehicles in non-permanent marking.
6. Refusing to work overtime, unless such overtime is approved in advance.
7. A ban on sending emails unless they contain the following text:

'Nurses and midwives have worked throughout the pandemic, while experiencing a casualisation of the workforce, and extraordinary difficulties recruiting and retaining staff.

The Victorian Branch of the Australian Nursing and Midwifery Federation is negotiating a new Enterprise Agreement with management on our behalf. We are asking for reasonable improvements to our working conditions, especially our take home pay, given our last wage increase was in December 2022, and like everyone, we have been experiencing the rising cost of living.'
8. Taking the full period of all breaks (including meal breaks and rest/tea breaks).

9. Refusing to attend or participate in any management meeting unless fully back filled. For example, if participating in the meeting would result in fewer staff than required by law, or typically rostered, then the ban on participation applies.
10. A refusal to implement any workplace or system change proposed by management; you are invited to contact the undersigned via records@anmfvic.asn.au if the proposed change (if not progressed) could negatively impact on staff, patient or resident safety.
11. A refusal to collect and/or enter any data (that is not required by law to be entered into the patient record or related directly to patient or staff safety) and a refusal to record, collect or complete data required by the employer including outcome measures, vehicle logbooks and statistical data.

All health services, public sector residential aged care and early parenting centres (not stand-alone community health services. i.e. community health services not operated by a public health service)

12. Where the employer operates an emergency department (however titled, including an urgent care centre) members will not record, or report on, ambulance offload times.
13. If the employer operates a residential aged care service, a ban on the completion of any paperwork or electronic forms other than that directly related to the documenting of resident care in the resident care record or care plan.
14. A ban on redeployment, i.e. a ban on a member being required by the employer to move from the ward (or part of the ward) they typically work on, to another ward (or another part of that ward). Members are free to decline redeployment as they are participating in protected industrial action. Members can agree to be redeployed, but are equally free to refuse redeployment.
15. The closure of beds (per ward or unit) in the event that ward/unit rosters, including leave replacement, are not maintained and will involve the closure of a number of beds per ward or unit so as to maintain the number of nurses and/or midwives to patients/residents as would have been the case had the absence been replaced.

Which protected industrial action do I take?

Members can take any of the industrial action that is listed above. Your ward/unit/work area should discuss the specifics of what that action may be (such as the particular data that will not be collected).

What do I do if I am threatened for participating in protected industrial action?

ANMF do not expect that any consequences will happen, but sometimes individuals can do and or say things that they shouldn't. We all have to work together again when this ends.

If it does happen:

1. Make a written record of what occurred, while it is fresh in your memory.
2. If possible, contact your ANMF Job Rep straight away.
3. If not possible, contact ANMF as soon as you can via our online notification form anmfvic.asn.au/industrialactionform.
4. ANMF will deal with employers directly and (unless you are happy to be named) confidentially, to ensure you are able to participate in what is your legally protected right.

ANMF contact details

For urgent issues relating to protected industrial action call 03 9275 9333 or email records@anmfvic.asn.au.

For less urgent issues or general questions submit an online member assistance form via anmfvic.asn.au/memberassistance.

Resources

Campaign resources, the dear patient letter, the dear patient letter with translations, social media guidance, posters, Facebook profile frames, are available via anmfvic.asn.au/EBA2024resources or scan the QR code.

Members can also refer to the Industrial Action Kit, which has been distributed to Job Reps and members.



Not getting ANMF's emails?

If you are not receiving the 2024 EBA campaign updates then it is likely you have unsubscribed from our publication communications at some stage. To resubscribe please fill in our online form anmfvic.asn.au/resubscribe.

Nurses and midwives have your back, Victoria.

It's time you have ours.



Does your ward/unit/small workplace have two Job Reps? Workplaces with ANMF Job Reps get better outcomes. Nominate now anmfvic.asn.au/Jobrep



Update your details, so you get the information that's relevant to you anmfvic.asn.au/memberportal