



ANMF (Vic Branch) Policy

Representation of nurse / midwife executives

Preamble

Inherent in the Australian Nursing and Midwifery Federation's (Victorian Branch) [ANMF (Vic Branch)] role and decision-making is the industrial climate in which it exists. In addition to its charter as a trade union, the ANMF (Vic Branch) operates under existing Federal and State legislation, for example:

- The Fairwork Act 2009;
- The Occupational Health and Safety Act 2004; and
- State and Federal Human Rights and Equal Opportunity legislation.

Under each of these pieces of legislation, there are certain obligations on the ANMF (Vic Branch) in representing members who may be the subject of proceedings.

The ANMF (Vic Branch) is therefore required to act in the best interests of the member whilst at the same time recognising that some nurses/midwives representing the employer, in a dispute, may also be a member of the ANMF (Vic Branch). In other situations, the ANMF (Vic Branch) may be called upon to represent the interests of their nurse/midwife members who hold executive positions in relation to the individual situation of the nurse/midwife executive.

Policy

It is the policy of the ANMF (Vic Branch) that:

1. Where the ANMF (Vic Branch) acts on behalf of an individual employee (such as in a disciplinary proceeding) the membership status of the Director of Nursing/Midwifery (however titled) or Nurse/Midwife Unit Manager (however titled), who may be representing the employer, is acknowledged. It is accepted that in such a circumstance the Director of Nursing /Midwifery or Nurse/Midwife Unit Manager has access to, and may utilise the human resources expertise of the employer, or other employer representative.
2. Where a Director of Nursing/Midwifery or Nurse/Midwife Unit Manager who is a member of ANMF (Vic Branch) has action taken against them by their employer and requires the assistance or intervention of the ANMF (Vic Branch), then the ANMF (Vic Branch) does advocate on their behalf to ensure their rights are protected as would be the case with any other member.
3. The ANMF (Vic Branch) will continue to act as an informal mediator where a grievance involves:

- i) A Director of Nursing/Midwifery or a Nurse/Midwife Unit Manager and the employer; or
 - ii) A Director of Nursing/Midwifery or Nurse/Midwife Unit Manager and an individual employee.
4. The ANMF (Vic Branch) does negotiate on behalf of Directors of Nursing/Midwifery and Nurse/Midwife Unit Managers with respect to salaries and conditions of employment.
 5. The ANMF (Vic Branch) will continue to provide industrial relations, professional, occupational health and safety advice and education to members to assist to minimise disputation.
 6. The ANMF (Vic Branch) will continue to act as resource on industrial, professional matters to assist Directors of Nursing/Midwifery and Nurse/Midwife Unit Managers, to ensure that factual information is available to them, to reduce any potential areas of conflict.
 7. The ANMF (Vic Branch) will continue to support the requirement for, and the retention of the appointment of Directors of Nursing/Midwifery, to each health facility with appropriate line, budget and functional authority of the nursing and midwifery workforce.