



Nurses • Midwives • Mental Health Nurses

Respect our work.

Public Sector EBA Update No 1 - 9 September 2011

Public sector nurses, midwives and mental health nurses

Don't miss out on your EBA 2011 Respect Our Work Campaign T-shirt

The EBA 2011 Respect Our Work campaign T-shirts have arrived. The high profile red, white and blue T-shirts are similar to those worn by thousands of nurses and midwives to statewide meetings during the 2007 EBA and became an icon of the campaign.

At this stage members are advised not to wear the campaign T-shirts while at work. You are, however, encouraged to start wearing them while not at work to start promoting the campaign.

The Australian-made T-shirts cost \$5 for members and \$20 for non-members, plus postage. Members are encouraged to get together to organise buying T-shirts in bulk to save on postage. All proceeds from the sale of T-shirts will go into a welfare fund for members.

There are two easy ways to buy an EBA 2011 Respect Our Work T-shirt

1. Online from the ANF Webshop: www.tiny.cc/anfwebshop
2. Print and complete the T-shirt order form on the last page of this update.

No employer claims received

ANF has not received an employer claim for either public sector nurses and midwives or public sector mental health nurses. This is inconsistent with previous negotiations. In the past employer claims have been received three to four months prior to the expiry date of the agreement. The current 2007 agreement will expire on 1 November 2011.

When we do receive the employers' claims we will make members aware of their content and impact.

Are your contact and workplace details up to date?

To ensure you receive information about the negotiations and members meetings please update your member contact and workplace details with the ANF membership department and encourage your colleagues to do the same. It is really important ANF has your home email address and your mobile phone number. To identify you we also need your correct workplace.

It is easy to update your details using the online form at www.tiny.cc/anfupdate or emailing membership@anfvic.asn.au with 'member details update' in the subject line and include your member number, date of birth, workplace, personal email address, work email address and mobile phone number.

“Single Interest Employer Authorisation”

Following extensive discussions with the ANF, the Victorian Hospitals Industrial Association (VHIA) has now agreed to seek a “Single Interest Employer Authorisation” (SIEA). The benefit of a Single Interest Employer Authorisation for ANF and its members is that we can treat each of the public sector employers covered by the SIEA as though they were one employer, and seek one agreement to cover all these employers, while not prejudicing your rights to take protected industrial action.

This option was not available during the previous 2007 EBA campaign and will assist us all in ensuring that the 2011 EBA campaign will be a fairer and hopefully a less confrontational one.

The Single Interest Employer Authorisation must first be approved by Senator Christopher Evans, Federal Minister for Tertiary Education, Skills, Jobs and Workplace Relations, and then by Fair Work Australia. ANF is not aware of any reason why the approvals would not be granted expeditiously.

Negotiations with the VHIA and Government representatives from the Department of Health are scheduled for two days in September and nine days in October 2011.

“Notice of Employee Representational Rights”

EBA negotiations will commence on 19 September 2011. All nurses and midwives in the Victorian public sector (whether ANF members or not) must now receive a “Notice of Employee Representational Rights” (NERR) from your employer.

The Fair Work Act requires an employer to take reasonable steps to provide employees with the “Notice of Employee Representational Rights” as soon as practicable after bargaining commences. The most likely way an employer will meet this requirement is by one or more of the following:

- giving the notice to the you personally
- sending the notice by pre-paid post to your residential address, or to a postal address nominated by you
- emailing the notice (or an electronic link to the notice) to your work email address, or to another email address nominated by you
- displaying the notice in a ‘conspicuous location at the workplace that is known by and readily accessible to the employee’.

This document is required by law and serves to notify employees that bargaining has commenced and that you can nominate someone to represent you in bargaining with your employer.

Nurses and midwives who are members of the Australian Nursing Federation (Victorian Branch) do not need to respond to the form, as the ANF is your bargaining representative.

Nurses and midwives who are not members of the ANF can choose to join ANF, represent themselves, appoint someone to be their bargaining representative or be unrepresented. There is no entitlement to paid time to attend negotiations. Non members wishing to join ANF can join online at www.anfvic.asn.au/membership/

Community health members meeting

Saturday 24 September, 9.30am - 11am

ANF House, Level 7, 540 Elizabeth Street, Melbourne

A Community Health members meeting will be held at ANF on Saturday 24 September at 9.30 – 11am to report back on ANF's discussions with the Department of Health who we believe are pressuring community health centres to negotiate a separate agreement for nurses employed in stand-alone community health centres. ANF understands the majority of community health centre chief executive officers do not support a separate agreement. ANF is opposed to a separate agreement for stand-alone community health centre nurses because it would result in wages and conditions below those achieved in the public sector agreement and potentially affect the level of funding centres receive.

ANF will be sending an invitation to all public sector community health nurses by mail and by email. If you don't receive this meeting notice in the next couple of days that means we don't have your work and home email address or your correct workplace on our membership system. Please update your details by visiting www.tiny.cc/anfupdate or if you would prefer to email the ANF membership department - see details on page one of this EBA update.

Please let ANF know if you are attending this meeting by registering online at www.tiny.cc/chnmeeting, or contact Elaine Toma by phone on 9275 9333 or email etoma@anfvic.asn.au

Public sector mental health nurses

ANF seeking "Single Interest Employer Authorisation"

ANF is also seeking a Single Interest Employer Authorisation (SIEA) for our mental health nurses. It is preferable we seek this from the employer representatives and the state government together with HACSU. We are reasonably hopeful that the SIEA will be supported by the employers and the state government and granted by Senator Christopher Evans, Federal Minister for Tertiary Education, Skills, Jobs and Workplace Relations, and then by Fair Work Australia.

Once an Single Interest Employer Authorisation is granted, formal EBA negotiations can commence. ANF will advise members when this happens. Once negotiations start mental health nurses, whether ANF members or not, will receive a "Notice of Employee Representational Rights" from their employer consistent with the process for public sector nurses and midwives.

Authorised by Lisa Fitzpatrick, Secretary, ANF (Vic Branch), 9 September 2011



**ANF (Vic Branch) 2011 Public Sector EBA
Campaign T-shirt Order Form:
\$5 ANF members / \$20 non-member**

Name: _____

Address: _____

Postcode: _____

Phone Number: _____

ANF Membership number (if applicable): _____

Size: (please tick & provide quantities) \$5 ANF members / \$20 non-member

- | | | | | | |
|----------------------------|----------------|-------|----------------------------|-------------|-------|
| <input type="checkbox"/> A | small = 8-10 | _____ | <input type="checkbox"/> F | 3XL = 18-20 | _____ |
| <input type="checkbox"/> B | medium = 10-12 | _____ | <input type="checkbox"/> G | 4XL = 20-22 | _____ |
| <input type="checkbox"/> C | large = 12-14 | _____ | <input type="checkbox"/> H | 5XL = 22-24 | _____ |
| <input type="checkbox"/> D | XL = 14-16 | _____ | <input type="checkbox"/> I | 6XL = 24-26 | _____ |
| <input type="checkbox"/> E | 2XL = 16-18 | _____ | | | |

Postage:

- One T-shirt \$5.00
 Two T-shirts \$10
 Three T-shirts or more \$10 only - get together with your colleagues and get them sent to you in bulk!

Payment method (please tick) cheque money order credit card

Make Cheque or Money Order out to "ANF (Vic Branch)"

Credit card: Visa Master Card

Card number: _____ / _____ / _____ / _____

Expiry: ____ / ____ Signature _____

Return form to: ANF Recruitment, ANF (Vic Branch)
 Box 12600 A'Beckett St PO
 Melbourne Vic 8006

Or fax to: 03 9275 9344
 Or scan and email: respectourwork@anfvic.asn.au

**Alternatively, you can order and pay through the
 ANF (Vic Branch) Webshop:
www.anfvic.asn.au/members/topics/19730.html**

