



Australian Nursing Federation
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Resolution

Resolution from 11 November 2011 ANF (Vic Branch) Members Meeting

This meeting of ANF members, having heard the report of the Secretary, notes:

1. The failure of the Baillieu Government to make progress on any of the key claims of ANF members, despite being provided additional time in good faith to do so.
2. The VHIA and the Government opposition to the ANF application to Fair Work Australia to have a member of the industrial tribunal assist the parties in conciliation.
3. The leaked Cabinet strategy paper which exposed the secret plot to delay and thwart negotiations and force these matters to arbitration in Fair Work Australia, with the intention of removing nurse to patient ratios. We conclude that the Government and VHIA were undertaking sham negotiations and had no intention of trying to reach agreement.
4. The industrial action response paper VHIA circulated to employers that, among other matters, canvasses the standing down of the existing nursing and midwifery workforce and their replacement with Agency nurses and midwives.

ANF Members therefore resolve as follows:

1. To stand united and determined to both resist the Government's proposed plan to dismantle nurse to patient ratios and minimum skill mix and to achieve an outcome that demonstrates that the Victorian Government does respect the work of all Victorian public sector nurses and midwives and the importance of their work to the Victorian community.
2. To implement further bans from 7am, Saturday 12 November (7am, Tuesday 15 November in Ballarat) consistent with the successful protected industrial ballot outcome.

To reassure the community, the bans in place and to be introduced are subject to the proviso that the ban and refusal will not threaten to, or endanger anyone's personal safety, or their life, health or welfare.

3. That these bans will remain in place until a new agreement is reached that is accepted by a further statewide meeting of ANF members.

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Authorised by Lisa Fitzpatrick, ANF (Vic Branch) Secretary

The further bans to be implemented for each category, in addition to those previously endorsed at the ANF members meeting on 4 November 2011 and implemented on 10 and 11 November 2011 (subject to the proviso that the ban or refusal will not threaten to, or endanger anyone's personal safety, or their life, health or welfare) are:

CATEGORY A - public sector acute, aged care and community health facilities (other than stand-alone CHCs) attached to a network (further bans commence 7am, Saturday 12/11/11) except for Ballarat Health Services where the bans will commence at 7am on Tuesday, 15 November.

- Industrial action in the form of the closure of one in every three operational beds (i.e. beds that were open as at the day before the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those beds.
- Industrial action in the form of the refusal to re-open non-operational beds (i.e. beds that were closed as at the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those beds.
- Industrial action in the form of the closure of an additional two beds per ward or unit to be designated as emergency beds and admitted into only for emergency** admissions.
- Industrial action in the form of the closure of additional operational beds per ward or unit in the event that all ward/unit rosters, including leave replacement, are not maintained.
- Industrial action in the form of the cancellation of one in every three operating sessions, or its equivalent, including endoscopy and day procedure. Exemptions* will apply.
- Industrial action (*exemptions will apply) in the form of :
 - Radiology nurses banning one in three elective bookings.
 - Outpatient nurses banning one in three new referrals to outpatient clinics and one in four review spots/appointments.
 - Post-acute care nurses, hospital in the home nurses, HARP nurses and district nurses banning one in three new referrals.

*Exemptions apply to:

- neo-natal and paediatric patients, haemodialysis patients, haematology patients, maternity patients, oncology patients, palliative care patients, terminations of pregnancy, intensive care unit, coronary care units, high dependency patients (including medically indicated telemetry) and the Royal Children's Hospital and the Peter MacCallum Cancer Centre.
- emergency admissions provided that such admissions will be into the designated emergency beds.

Emergency admissions are those whose condition would deteriorate significantly within 24 hours if their admission did not occur, subject at all times to the decision of the local campaign bed management committee* approval.

***The local campaign bed management committee is a campus specific committee established with the agreement of senior nursing management and ANF Key Members to consider emergency admissions.

- Industrial action in the form of a refusal to courier, collect, fax or email patient discharge documentation.

- Industrial action in the form of a refusal to be redeployed from one area to another area, unless such redeployment is with the agreement of the ANF.
- Industrial action in the form of Aged Care Assessment Nurses and Community Health Nurses:
 - refusing to accept one in three referrals, and
 - banning clerical and administrative duties including the completion of statistics.
- Industrial action in the form of refusal to discharge/transfer a patient assessed as needing high care to an aged care facility without 24 hour Registered Nurse on-site at the facility.

CATEGORY B - stand alone community health

All facilities (new bans commence 7am, Saturday, 12/11/11 except for Ballarat Community Health Service where they will commence on 7am, Tuesday 15/11/11)

Industrial action (*exemptions will apply) in the form of:

- Radiology nurses banning one in three elective bookings.
- Nurses banning one in three new referrals.
- Post-acute care nurses, hospital in the home nurses, HARP nurses and district nurses banning one in three new referrals.

*Exemptions apply to

- neo-natal and paediatric patients, haemodialysis patients, haematology patients, maternity patients, oncology patients, palliative care patients, terminations of pregnancy, intensive care unit, coronary care units, high dependency patients (including medically indicated telemetry).

In addition, Bellarine Community Health members from 7am, Saturday 12/11/11:

- Industrial action in the form of the closure of one in every four operational beds (i.e. beds that were open as at the day before the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those beds.
- Industrial action in the form of the refusal to re-open non-operational beds (i.e. beds that were closed as at the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those beds.
- Industrial action in the form of the closure of an additional two beds per ward or unit to be designated as emergency beds and admitted into only for emergency** admissions.
- Industrial action in the form of the closure of additional operational beds per ward or unit in the event that all ward/unit rosters, including leave replacement, are not maintained.
- Industrial action (*exemptions will apply) in the form of :
 - Radiology nurses banning one in three elective bookings.
 - Nurses banning one in three new referrals.
 - Post-acute care nurses, hospital in the home nurses, HARP nurses and district nurses banning one in three new referrals.

*Exemptions apply to:

- neo-natal and paediatric patients, haemodialysis patients, haematology patients, maternity patients, oncology patients, palliative care patients, terminations of pregnancy, intensive care unit, coronary care units, high dependency patients (including medically indicated telemetry).
- emergency admissions provided that such admissions will be into the designated emergency beds.

Emergency admissions are those whose condition would deteriorate significantly within 24 hours if their admission did not occur, subject at all times to the decision of the local campaign bed management committee* approval.

***The local campaign bed management committee is a campus specific committee established with the agreement of senior nursing management and ANF Key Members to consider emergency admissions.

- Industrial action in the form of a refusal to courier, collect, fax or email patient discharge documentation.
- Industrial action in the form of a refusal to be redeployed from one area to another area, unless such redeployment is with the agreement of the ANF.
- Industrial action in the form of Aged Care Assessment Nurses and Community Health Nurses:
 - refusing to accept one in three referrals and
 - banning clerical and administrative duties including the completion of statistics.
- Industrial action in the form of refusal to discharge/transfer a patient assessed as needing high care to an aged care facility without 24 hour Registered Nurse on-site at the facility.

CATEGORY C - Tweddle Child and Family Health Service and Queen Elizabeth Centre (new bans commence 7am, Saturday 12/11/11)

- Industrial action in the form of the closure of up to one in every four residential program units and, subject to exemptions*, a refusal to admit to those units.
- Industrial action in the form of the refusal to re-open non-operational residential program units (i.e. units that were closed as at the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those units.
- Industrial action in the form of the closure of additional operational units in the event that all rosters, including leave replacement, are not maintained.
- Industrial action in the form of the cancellation of up to one in every four day stay programs. Exemptions* will apply.
- Industrial action in the form of cancellation of one in four scheduled Childbirth and Parenting Preparation Programs.
- Industrial action (*exemptions will apply) in the form of a ban on one in four home visits.

*Exemptions will be determined by the local campaign management committee - is a site specific committee established with the agreement of senior nursing management and ANF Key Members to consider emergency admission and or triaging of referrals and programs.

- Industrial action in the form of a refusal to courier, collect, fax or email patient discharge documentation.
- Industrial action in the form of a refusal to either for the disposal of nappies or the use of nappy wash service.
- Industrial action in the form of a refusal to accept the equivalent of one in four booked new client calls.
- Industrial action in the form of a refusal to be redeployed from one area to another area, unless such redeployment is with the agreement of the ANF.

CATEGORY D and CATEGORY E - Red Cliffs (Jacaranda Village), Darlingford Upper Goulburn Nursing Home, Lyndoch and Indigo North Health Service

(Ballarat District Nursing and Healthcare has slightly different bans because it has no beds and will commence new bans at 7am on Thursday 17/11/11 due to a delay in notification to the employer.)

Additional bans commence 7am Saturday, 12/11/11

- Industrial action in the form of the closure of one in every three operational beds (i.e. beds that were open as at the day before the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those beds.
- Industrial action in the form of the refusal to re-open non-operational beds (i.e. beds that were closed as at the commencement of the industrial action) and, subject to exemptions*, a refusal to admit to those beds.
- Industrial action in the form of the closure of an additional two beds per ward or unit to be designated as emergency beds and admitted into only for emergency** admissions.
- Industrial action in the form of the closure of additional operational beds per ward or unit in the event that all ward/unit rosters, including leave replacement, are not maintained.

*Exemptions apply to:

- emergency admissions provided that such admissions will be into the designated emergency beds.

Emergency admissions are those whose condition would deteriorate significantly within 24 hours if their admission did not occur, subject at all times to the decision of the local campaign bed management committee* approval.

***The local campaign bed management committee is a campus specific committee established with the agreement of senior nursing management and ANF Key Members to consider emergency admissions.

- Industrial action in the form of a refusal to courier, collect, fax or email patient discharge documentation.

- Industrial action in the form of a refusal to be redeployed from one area to another area, unless such redeployment is with the agreement of the ANF.
- Industrial action in the form of Aged Care Assessment Nurses and Community Health Nurses:
 - refusing to accept one in three referrals from public sector health facilities and
 - banning clerical and administrative duties including the completion of statistics.
- Industrial action in the form of refusal to discharge/transfer a patient assessed as needing high care to an aged care facility without 24 hour Registered Nurse on-site at the facility.

Ballarat District Nursing and Healthcare (new bans commence 7am, Thursday, 17/11/11)

- Industrial action (*exemptions will apply) in the form of :
 - Radiology nurses banning one in three elective bookings.
 - Outpatient nurses banning one in three new referrals to outpatient clinics and one in four review spots/appointments
 - Post-acute care nurses, hospital in the home nurses, HARP nurses and district nurses banning one in three new referrals.

*Exemptions apply to:

- neo-natal and paediatric patients, haemodialysis patients, haematology patients, maternity patients, oncology patients, palliative care patients, terminations of pregnancy, intensive care unit, coronary care units, high dependency units (including medically indicated telemetry).
- Industrial action in the form of a refusal to be redeployed from one area to another area, unless such redeployment is with the agreement of the ANF.
- Industrial action in the form of Aged Care Assessment Nurses and Community Health Nurses:
 - refusing to accept one in three referrals from public sector health facilities and
 - banning clerical and administrative duties including the completion of statistics.

CATEGORY F - mental health (additional bans will commence 7am, Saturday 12/11/11, except for Ballarat Community Health Centre where the bans will commence at 7am on Tuesday 15 November 2011)

- Industrial action in the form of a refusal to be redeployed from one area to another area, unless such redeployment is with the agreement of the ANF.

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