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Public Sector EBA Update No 34 - 23 December 2011

Victorian Public Sector Nurses, Midwives and Mental Health Nurses

Christmas EBA Update:

2011 Public Sector EBA - what's happened so far
Updated Jan/Feb 2012 members meeting schedule
FWA Conciliation proceedings

While as nurses and midwives most of us will work over Christmas and New Year, it is nevertheless a time to concentrate on our families and loved ones. I wish to take this opportunity from everyone at ANF to wish all our members the very best for the festive season.

During January and February ANF officials will visit every public sector workplace to answer any queries about, and discuss further with members the issue of resigning from the public sector.

To follow is a recap of what has occurred during our 2011 Campaign as we move towards 2012, and I assure you that ANF will not allow this Government to succeed in its desire to fundamentally undermine nurse/midwife to patient ratios.

1. 2011 Public Sector EBA - what's happened so far

May 2011 – the ANF writes to the Premier, Mr Baillieu, seeking his support for a “Single Interest” agreement. This is a new concept in the Fair Work Act that the ANF lobbied the Federal ALP strongly for, allowing multiple employers and employees to bargain together where, despite being separate employers, each have a common funding and purpose.

12 July 2011 – ANF serves a ‘log of claims’ on each of the public health services that make up the Victorian public health sector. This log took the form of our current EBA with amendments to reflect improved ratios, new ratios and various improvements in wages and conditions that our members sought the ANF pursue.

18 July 2011- ANF serves a ‘log of claims’ on each of the 19 public health services and three community health centres seeking a new agreement to replace the Victorian Psychiatric Services Agreement. This log sought to introduce improved workload management measures with a proposed mandated staffing profile for bed-based services, including high dependency units, and a workload management provision for nurses working in community mental health, as well as improvements in wages and conditions sought by members.

3 August 2011 – ANF serves a ‘log of claims’ on the Victorian Institute of Forensic Mental Health (Thomas Embling Hospital) and seeks to initiate bargaining for a replacement agreement with various improvements in wages and conditions.

August 2011 – Department of Health representatives, along with the Victorian Hospitals Industrial Association (VHIA) seek that the ANF sign up to a “Memorandum of Understanding” (MoU) before they will agree to a “Single Interest” agreement. Negotiations occur over many weeks with the ANF refusing to agree to many of the conditions that the Government seek.

23 August 2011 – Finally a much simplified MoU is reached whereby the VHIA agrees to pursue a Single Interest agreement. Included in the MoU were scheduled meetings where the ANF would explain its claim, and the VHIA (on behalf of the Government) would provide ANF with its claim, and fully explain what it seeks MoU signed by ANF and VHIA.

2 September 2011 – First negotiation meeting occurs between ANF and VHIA/Government.

5 September 2011 – VHIA/Government write to Federal Minister for Workplace Relations seeking Declaration that public health service employers and employees can bargain together for a single agreement. Confirmation that all 39 stand-alone community health centres have been excluded from the application, along with Jacaranda, Darlingford and Indigo.

12 September 2011 - Federal Minister for Workplace Relations makes single interest declaration for named employers.

15 September 2011 – ANF writes to all mental health services seeking responses to good faith bargaining questions to assist in negotiation process.

16 September 2011 – ANF writes to employers to again request a commencement of bargaining. ANF offers 19 proposed negotiation dates for September and October.

19 September 2011 – negotiations commence for new EBA, VHIA fail to provide employer claim but instead provide letter with attached “items for discussion”. No legal obligation exists to have a claim and hence negotiations continue through September and October 2011.

28 September 2011 – negotiations commence for new EBA for mental health, VHIA fail to provide employer claim. Negotiations continue until 19 December 2011 with weekly all-day meetings recommencing on 5 January 2012. To date there have been 17 negotiation meetings varying from two to five hours in length as well as Agreement drafting meetings commencing on 5 December 2011.

29 September 2011 - VHIA/Government make application to FWA for Single Interest Employer Authorisation. Additional employers left off without notification to ANF, including Lyndoch, Tweddle and QEC.

30 September 2011 – VHIA notifies Lyndoch management that not part of single interest.

2 October 2011 – ANF application for a Protected Action Ballot Order for mental health services

4 October 2011 – FWA commences ANF application for protected action ballot. HSU opposes single interest employer authorisation.

5 October 2011 – HSU withdraws opposition. FWA agrees to single interest employer authorisation.

5 October 2011 – VHIA provide a document titled Psychiatric Services Management Claim with nine Items for discussion

7 October 2011 – The Australian Electoral Commission (AEC) undertakes the largest protected action ballot in Australian history. Government and VHIA strongly oppose ANF giving only three days’ notice of when we will start bed closures. Fair Work Australia dismisses that and approves bed closures with three days’ notice.

7 October 2011- ANF writes to the Federal Minister for Workplace Relations seeking a declaration for a Single Interest Employer Authorisation to enable public health service employers and employees to bargain together for a single agreement.

20 October 2011 – ANF and VHIA/Government to provide their ‘prioritised’ position. Turns out the VHIA Government position is basic award conditions with at least 18 reductions in conditions, current ratios embedded in it but subject to the rights of employers to go below ratios, unlimited use of short shifts and nursing assistants as part of ratios.

26 October 2011 – Protected Action ballot declared for Thomas Emling. Protected action approved

27 October 2011 – VHIA EBA update for mental health includes predictions, in advance of negotiations, that productivity proposals to be tabled by ANF would be “unlikely to yield any meaningful or costable savings”; demands for ratios and community caseload workload management measures were rejected; no potential for agreement around conditions claims.

2 November 2011 – Current EBAs in general and mental health expire. An Agreement remains in place after that date unless replaced by another Agreement.

3 November 2011 - the ANF filed an application under s.240 of the Act to have FWA assist bargaining for the proposed agreement by conciliation.

4 November 2011 – AEC declare secret ballot outcome. Over 30,000 members received a ballot paper and over 98% of nurses and midwives approving the proposed industrial action, allowing protected action including bed closures.

4 November 2011 - ANF statewide members meeting endorses commencement of data entry, overtime and paperwork bans.

6 November 2011 – Sunday Age newspaper reveals secret Baillieu Government plan to force ANF into arbitration and therefore gain ‘flexibility’ in ratios, substitution of nurses with assistants and other mechanisms for saving up to \$104m per year .

7 November 2011– AEC declare protected action ballot. Mental health nurses employed in 12 of the 22 mental health services gained approval to take protected industrial action.

8 November 2011 - Commissioner Gooley agreed to deal with the s.240 dispute by way of conciliation and chairs conferences of the ANF and the VHIA in relation to it.

8 November 2011 - relying on the declaration of the protected action ballot, the ANF served notices on the employers (except the Peter MacCallum Cancer Institute and the Royal Children’s Hospital) of the intention to take various forms of industrial action.

9 November 2011 – The Age newspaper contains story regarding lock out plans of VHIA and Government.

11 November 2011 – Low level protected action commences in all workplaces.

11 November 2011 – Protected industrial action commences in approved mental health workplaces.

11 November 2011 – Statewide meeting of ANF members refers to the implementation of further bans from 12 November 2011 which “will remain in place until a new agreement is reached that is accepted by a further state-wide meeting of ANF members.”

12 November 2011 - Protected industrial action additional bans commence in approved mental health workplaces

12 November 2011 – Protected industrial action commences, including bed closures from 7.00am.

15-16 November 2011 – Full Bench hears VHIA/Government application to terminate our protected industrial action (but only in the single interest employer group) on the basis that it endangers, or threatens to endanger the health, welfare or safety of the community. Justice Boulton asks VHIA and Government to consider ‘consent’ arbitration where FWA could determine nurse/midwife patient ratios. Several senior hospital executives give evidence that our action does endanger. ANF and members give evidence to the contrary. Government refuse consent arbitration.

16 November 2011 – Full Bench hands down decision ‘suspending’ our protected industrial action for 90 days from 17 November, rather than terminate as sought by the Government and VHIA. Termination would have resulted in arbitration, and that arbitration would almost certainly have resulted in the loss of nurse/midwife patient ratios. Full Bench decides to provide ‘reasons’ for decision at later time. Decision only applies to ‘single interest’ group.

18 November 2011 – Commissioner Jones issues an Order stopping action. ANF thought Order ambiguous.

20 November 2011 – Fair Work Ombudsman notifies ANF of consideration of Federal Court proceedings against ANF and members.

21 November 2011 – ANF statewide members meeting determines to continue with campaign.

22 November 2011 – Federal Court determines ANF application for review of FWA Full Bench decision to suspend our industrial action is significant and should be heard by a Full Court as early as possible.

24 November 2011 – over 10,000 ANF members, their family, friends and the community rally in Bourke St Mall and march to Parliament House.

25 November 2011 – FWA Full Bench “quashes” Order of Commissioner Jones and issues second ‘unambiguous’ Order stopping industrial action. ANF complies with Order. All industrial action ceases. ANF makes application to Federal Court for review of Full Bench decision.

28 November 2011 – Open letter to Premier Baillieu from ANF published in advertisements in Herald Sun and The Age. Letter requests that the Premier agree to consent arbitration.

29 November 2011 – ANF puts proposal to VHIA and Government before FWA to seek to settle the ratio flexibility issue. VHIA and Commission say very significant proposal from ANF. Government says it will need to consult the Department of Health and their lawyers won’t be able to respond until 1 December 2011.

30 November 2011 – statewide meeting scheduled for this day moved to Friday 2 December to enable VHIA and Government to respond to ratio proposal put by ANF.

1 December 2011 – VHIA/Government totally reject ANF ratio application proposal in FWA and put forward an alternate proposal which is effectively the same as that supplied on 20 October 2011 – allowing complete management prerogative over compliance with ratios, unlimited short shifts and unlimited substitution of nurses for nurse assistants. ANF calls on VHIA/Government to make settlement offer.

1 December 2011 - Commissioner Gooley suspends conciliation due to impasse on major issues of ratios

2 December 2012 – ANF emails all Victorian parliamentarians to explain the dispute.

2 December 2011 – ANF statewide members meeting hears report back of negotiations and decision to abide by Full Bench Order. No settlement offer received. ANF resolves to conduct community rallies across Victoria.

2 December 2011 – FWA approves single interest agreement approach for Mental Health service negotiations.

2 December 2011 – ANF provides to health service CEOs and DONs the ANF proposal for application of ratios, and the VHIA/Government response, and requests their attendance at rallies scheduled for their health service.

2 December 2011- FWA makes a Single Interest Employer Authorisation for all those health services currently respondent to the Psychiatric Services Agreement, except for Inner South Community Health Service and Ballarat and Grampians Community Health Centres. The effect is to enable ANF achieve a single agreement for these health services.

4 December 2011 – Community rally at Royal Melbourne/Women’s Hospitals

5 December 2011 – Community rallies at Eastern - Maroondah Hospital and Southern - Clayton Monash Medical Centre

5 December 2011 – Premier Baillieu writes to ANF saying he is confident a negotiated settlement can be reached now that industrial action has ceased.

5 December 2011 – ANF make application to FWA claiming VHIA/Government in breach of the good faith bargaining requirements.

6 December 2011 – Community rallies at Latrobe Regional Hospital, Sale, Barwon Health and Colac

7 December 2011 – VHIA commence compliance with request for information made by ANF in August 2011.

7 December 2011 – VHIA/Government make application to FWA claiming that sending out the VHIA/Government ratio proposal to health service CEOs and DONs was a breach of the good faith bargaining requirements.

7 December 2011 – Community rallies at Alfred Health and Peninsula Frankston

8 December 2011 – Community rallies at Western Health Footscray and Sunshine campuses

8 December 2011 – ANF seeks relisting of conciliation conferences before Commissioner Gooley.

9 December 2011 – Community rallies at Ballarat, Wodonga and Mildura

10 December 2011 – Community rallies at Royal Children's Hospital and Wangaratta

12 December 2011 – Community rallies at Northern Hospital, Warrnambool and Seymour

13 December 2011 – Community rally at Austin/Mercy

14 December 2011 – Community rallies at Orbost, St Vincent's and Royal Eye and Ear Hospital & Peter MacCallum

15 December 2011 – FWA Full Bench issues 'reasons' for suspending our protected action on 16 November 2011. Full Bench says they:

"recognise that there are delays and problems which occur in the public health system on a regular basis which result in, for example, prolonged stays for patients in Emergency Departments and the cancellation of elective surgery. It is part of the normal function of hospital management to deal with such problems and challenges so as to seek to minimise their impact. However the protected industrial action being taken by the ANF and its members is likely to result in an increase in such delays and problems and to exacerbate the difficulties for hospital management in dealing with them. The evidence before us is that in such circumstances the increased likelihood of such occurrences will have the effect of putting the welfare and safety of patients at risk and jeopardising their health. The protected industrial action will add extra pressure to a system already under pressure"

and that;

"An order suspending the protected industrial action for a period of 90 days ... will allow ... negotiations between the parties to proceed, with the assistance of FWA. It will also allow the parties to focus their efforts on seeking to resolve the differences between them as to the new agreement rather than dealing with the problems associated with the bans and other industrial action"

15 December 2011 – Community rallies at Bayside CHC and Queen Elizabeth Centre Noble Park

16 December 2011 – Community rally at Box Hill and Dandenong

16 December 2011 – Statewide ANF member's meeting hears report back on progress and determines to give individual consideration to resigning en masse from Victorian public health system in light of risks to registration, duty of care and deterioration of employment conditions.

16 December 2011 – ANF members deliver petition containing over 40,000 signatures to Minister David Davis following March to his office from Dallas Brooks Centre.

17 December 2011 – Community rallies at Werribee, Shepparton and Swan Hill

19 December 2011 – ANF meets with our legal team and determines that Federal Court review of Full Bench decision will be withdrawn. Even if successful, would potentially give Government trigger to force ANF into arbitration. While ANF considers there are a number of errors in the Full Bench's approach to the case there is a very limited basis upon which the Federal Court can review discretionary decisions of the kind involved. The significance of the case has also somewhat changed as the dispute with the Government has developed over the last month.

19 December 2011 – Community rally at Tweddle Child and Family Health

22 December 2011 – ANF continues in negotiations with VHIA/Government with assistance from Commissioner Gooley.

2. Updated Members Meetings Schedule for January and February 2012

Much has occurred over the past eight months, in the new year ANF officers will attend scheduled meetings at public sector facilities and we encourage all public sector members to attend.

Please see below for an updated schedule for the members' meetings in January and February 2012.

Members will note that the update confirms the time and venue for the meetings where that information has been able to be confirmed with management. The schedule will continuously be updated throughout January and February 2012.

IMPORTANTLY, members should note that the meeting at Northern Hospital is now scheduled for Friday 6 January 2012 as there were no meeting rooms available at Northern Hospital in the week commencing 9 January 2012.

All mental health members are invited to attend the meeting in the relevant workplace in which you work as scheduled below.

Members who work in workplaces where a meeting has not as yet been scheduled are advised to contact their ANF Industrial Organiser in the event that a meeting is requested for your workplace.

MEMBERS' MEETINGS JANUARY 2012

Friday 6 January 2012

Northern Hospital: 185 Cooper Street, Epping

7.15 am Lecture Theatre and 2.00 pm Lecture Theatre

Monday, 9 January 2012

Dandenong Hospital: David Street, Dandenong

7.15 am Staff Room, Operating Suite and 2.00 pm Main Lecture Theatre

Sunshine Hospital: Furlong Road, St Albans

7.15 am Operating Theatre Staff Room and 2.00 pm Sunshine Education Centre, 1st Floor, Orientation Room

Tuesday, 10 January 2012

Royal Melbourne Hospital: Grattan Street, Parkville

7.15 am Staff Room, Theatres and 2.00 pm Charles LaTrobe Auditorium

Frankston Hospital: Hastings Road, Frankston
7.30 am Café K - Level 2 and 2.30 pm Café K - Level 2

Monash Medical Centre: 246 Clayton Road, Clayton
7.15 am Staff Room, Theatres and 2.00 pm Lecture Theatre 3

Wednesday, 11 January 2012

Barwon Health (Geelong Hospital): Ryrie Street, Geelong
7.30 am John Lindel Theatre and 2.00 pm John Lindel Theatre

Footscray Hospital: Gordon Street, Footscray
7.15 am McArthur Room and 2.00 pm McArthur Room

The Royal Womens Hospital: 20 Flemington Road, Parkville
7.15 am Tea Room, Theatres and 2.00 pm TO BE ADVISED

Thursday, 12 January 2012

Austin Hospital: 145 Studley Road, Heidelberg
7.15 am John Lindell Theatre, Lance Armstrong Building and 2.00 pm John Lindell Theatre, Lance Armstrong Building

Albury Wodonga Health: Vermont Street, Wodonga
12.30 pm Theatre staff room and 2.30 pm Kruss Room 1

Friday, 13 January 2012

Bendigo Hospital: Lucan Street, Bendigo
12.30 pm Theatre meeting room and 2.00 pm Surgical Ward Education Room

Northeast Health: Green Street, Wangaratta
7.30 am Theatre Tea Room and 2.00 pm Margaret Boyd Centre

Williamstown Hospital: Railway Crescent, Williamstown
12:30 pm Operating Theatre Staff Room and 2.00 pm Conference Room

Monday, 16 January 2012

Royal Children's Hospital: 50 Flemington Road, Parkville
7.15 am Tea Room, Theatres and 2.00 pm Ella Latham Auditorium

Box Hill Hospital: 51 Nelson Road, Box Hill
7.15 am Theatre staff room and 2.00 pm Seminar Room 2 at 5 Arnold Street

South West Healthcare: Ryot Street, Warrnambool
7.15 am Theatre and 2.00 pm Frank Lodge Room

Lyndoch NH: 23 Hopkins Road, Warrnambool
3.00 pm Meeting Room 3

Tuesday, 17 January 2012

Caulfield Hospital: 260-294 Kooyong Road, Caulfield
2.00 pm Ashleigh Ricketson Centre

Casey Hospital: 50-52 Kangan Drive, Berwick
7.15 am Staff Room, Theatres and 2.00 pm

Angliss Hospital: 16-18 Albert Street, Upper Ferntree Gully
7.15 am Staff Room, Theatres and 2.00 pm Large Lecture Room

Wednesday, 18 January 2012

Ballarat Health Services: Cnr Sturt & Drummond Sts Ballarat

7.15 am Education Resource Centre Lecture Theatre and 2.00 pm Education Resource Centre Lecture Theatre

Grace McKellar: 45 Ballarat Road, Geelong

Sandringham Hospital: 191-193 Bluff Road, Sandringham

12.30 pm Board Room and 2.00 pm Board Room

Thursday, 19 January 2012

Mercy Werribee; 298-310 Princes Highway, Werribee

7.15 am Seminar Room and 2.00 pm Seminar Room

Monash Medical Centre Moorabbin: 865 Centre Road, Bentleigh East

7.15 am Staff Room, Theatres and 2.00 pm

Friday, 20 January 2012

Maroondah Hospital: Maroondah Highway, Ringwood East

7.15 am Staff room, Theatres and 2.00 pm Conference Room 1

Latrobe Regional Health: cnr Princes Highway & Village Drive Traralgon

12.30 pm Auditorium TO BE CONFIRMED and 2.00 pm Auditorium TO BE CONFIRMED

Goulburn Valley Health: Graham Street, Shepparton

Saturday 21 January 2012**All CHCs Meeting at ANF 10 am - 12 noon**

Ballarat CHS, Banyule CHS, Bass Coast CHC, Bendigo CHS, Bentleigh Bayside CH, Castlemaine District CH
Central Bayside CHS, Cobaw CHC, Darebin CHS, Dianella CH, Doutta Galla CH, Eastern Access CH, Ensay Bush
Nursing Centre, Gateway CH, Grampians CHS, Inner South CHS, Isis Primary Care, Knox CHS, Manningham CHS
Merri CHS Brunswick, Mitchell CHS, Monashlink - Glen Waverley, Nillumbik CHS, North Richmond CHC, North
Yarra CH Collingwood, Northern District CHS, Nowa Nowa CHC, Ovens & King CHC, Plenty Valley HS, Primary
Care Connect, Ranges CHS, Sunbury CHC, Sunraysia CHS, Western Region HS, Whitehorse CHS, Inner East CH
Latrobe CHS Head Office, Gippsland Lakes CH, Bellarine CH

Monday, 23 January 2012

St Vincents Hospital: 41 Victoria Parade, Fitzroy

7.00 am Tutorial Room, Theatres and 2.00 pm Sir Donald Trescowthick Lecture Theatre (Mortuary)

Royal Victorian Eye & Ear Hospital: 32 Gisborne Street, East Melbourne

7.00 am Lucy Jones Hall and 2.00 pm Lucy Jones Hall

Melbourne Health Royal Park campus Poplar Road, Parkville

Tuesday, 24 January 2012

Seymour District Memorial Hospital: Brettoneaux Street, Seymour

12.30 pm Theatre staff room and 2.00 pm Education Room

Alfred Hospital: Commerical Road, Prahran

12.30 pm TO BE ADVISED and 2.00 pm Education Room, 2nd Floor, South Block

Austin Repatriation Hospital: 300 Waterdale Road, Heidelberg West

Wednesday, 25 January 2012

Broadmeadows Health Service: 35 Johnstone Street, Jacana
12.30 pm Meeting Room 1 and 2.00 pm Meeting Room 2

Peter James Centre: Cnr Mahoneys & Burwood Highway, Burwood East

Rosebud Hospital: 1527 Point Nepean Road, Rosebud West

Monday, 30 January 2012

Benalla & District Memorial Hospital: 45-61 Coster Street, Benalla

Mildura Base Hospital: Ontario Avenue, Mildura
2.00 pm Conference Room

Red Cliffs Community & ACS (Jacaranda): 220C Calotis Street, Red Cliffs
11.00 am TO BE ADVISED

Mt Alexander Hospital: 137 Cornish Street, Castlemaine

Tuesday, 31 January 2012

Echuca District Hospital: 9-27 Francis Street, Echuca

Inglewood District Health Service: 3 Hospital Street, Inglewood

Bairnsdale Regional Health Service: Day Street, Bairnsdale

MEMBERS' MEETINGS FEBRUARY 2012**Wednesday, 1 February 2012**

Calvary Bethlehem Hospital: 470-476 Kooyong Road, Caulfield South

Yarraman Aged Care: 22A Yarraman Road, Noble Park

Central Gippsland Health Service: 155 Guthridge Parade, Sale

Thursday, 2 February 2012

Peter MacCallum Cancer Institute: 2 St Andrews Place, East Melbourne
12.30 pm Theatre staff tea room and 2.00 pm Lecture Theatre

Colac Area Health: 2 Connor Street, Colac

Gippsland Southern Health Care: 14 Koonwarra Road, Leongatha

Gippsland Southern Health Care: Bridge Street, Korumburra

Friday, 3 February 2012

Kingston Centre: Warrigal Road, Cheltenham

Portland District Health: Bentinck Street, Portland

South Gippsland Hospital: 87-89 Station Road, Foster

Yarram District Health Service: Commercial Road, Yarram

Monday, 6 February 2012

Wimmera Hospital: Baillie Street, Horsham

Terang & District Community Hospital: 1 Austin Avenue, Terang

Timboon & District Hospital: 21 Hospital Road, Timboon

Swan Hill District Hospital: Splatt Street, Swan Hill

Tuesday, 7 February 2012

Mercy Hospital for Women: 163 Studley Road, Heidelberg

7.15 am Seminar Room 1, Level 4 and 2.00 pm Seminar Room 2, Level 4

Stawell District Hospital: Sloan Street, Stawell

Yarrawonga District Hospital: 33 Piper Street, Yarrawonga

Wednesday, 8 February 2012

Kyneton District HS

Lot 1 Caroline Chisholm Drive, Kyneton

Heywood & District Hospital: 21 Barclay Street, Heywood

Kilmore Hospital: Rutledge Street, Kilmore

2.00 pm Training Room

Thursday, 9 February 2012

Queen Elizabeth Centre: 53 Thomas Street, Noble Park

Tweddle Child & Family HS: 53 Adelaide Street, Footscray

Hepburn Health Services: 13 Hospital Street, Daylesford

Cobram Hospital: 24-32 Broadway Street, Cobram

Friday, 10 February 2012

Bacchus Marsh & Melton Regional Hospital: Grant Street, Bacchus Marsh

Kyabram & District HS: Fenaughty Street, Kyabram

Beechworth Hospital: 5 Warner Road, Beechworth

Indigo North Health: 168 High Street, Rutherglen

Monday, 13 February 2012

Hamilton Base Hospital: Foster Street, Hamilton

Kerang & District Hospital: 13 Burgoyne Street, Kerang

Tuesday, 14 February 2012

Casterton Memorial Hospital: 63-69 Russell Street, Casterton

East Wimmera Health Service: North Western Road, St Arnaud

Boort District Hospital: Kiniry Street, Boort

Wednesday, 15 February 2012

Moyne Health Services: Villers Street, Port Fairy

Rural Northwest Health: Dimboola Road, Warracknabeal

Bendigo HCG - Anne Caudle: 100-102 Barnard Street, Bendigo

Thursday, 16 February 2012

Lorne Community Hospital: Albert Street, Lorne

Otway Health & Comm. Serv. McLachlan Street, Apollo Bay

Maryborough District Hospital: Clarendon Street, Maryborough

Bundoora Extended Care Centre: 1231 Plenty Road, Bundoora
2.00 pm Board Room

Friday, 17 February 2012

Peninsula Health: 125 Golf Links Road, Frankston

Chestnut Gardens: Chestnut Road, Doveton

Monday, 20 February 2012

Wantirna Health: 251 Mountain Highway, Wantirna

East Grampians Health Service: 9-57 Girdlestone Street, Ararat

Royal Dental Hospital: 720 Swanston Street, Carlton

Tuesday, 21 February 2012

Healesville & District Hospital: 377 Maroondah Highway, Healesville

West Gippsland Hospital: Landsborough Road, Warragul

Alpine Health: 30 O'Donnell Avenue, Myrtleford for Myrtleford, Mt Beauty and Bright

Wednesday, 22 February 2012

Yarra Ranges Health: 25 Market Street, Lillydale

Omeo District Hospital: 12 Eastern Street, Omeo

Darlingford Upper NH: Eildon Road, Eildon

Thursday, 23 February 2012

Orbost Regional Health: Boundary Road, Orbost

Mansfield District Hospital: Highett Street, Mansfield

3. FWA Conciliation proceedings

Members are advised that Conciliation proceedings continued before Commissioner Gooley in Fair Work Australia on Thursday 22 December 2011. Arising from those proceedings has been a request from Commissioner Gooley for ANF and VHIA to undertake some specific and detailed work concerning the respective claims made by the ANF and VHIA.

This work is required to be reported to Commissioner Gooley at a further Conciliation conference on 23 January 2012.

4. ANF (Vic. Branch) Office and Christmas Closure

Members are advised that the ANF (Vic Branch) will be officially closed from 1 pm on Friday 23 December 2011 and will re-open on 8.45 am on Tuesday 3 January 2012.

An on-call service will be provided to assist members with urgent inquiries concerning industrial advice.

In the circumstances where there is any work required to be undertaken in relation to the Public Sector Enterprise Bargaining Agreement negotiations, ANF officials and staff will work as needed.

Lisa, Pip and Paul take this opportunity to wish all members a safe and happy Christmas and New Year and we look forward to continuing our campaign in 2012 with our batteries recharged.