

Public Sector EBA Update No 40 - 22 February 2012

Victorian Public Sector Nurses, Midwives and Mental Health Nurses

Statewide Stop Work Meeting

The statewide meeting of Australian Nursing Federation (Vic Branch) members heard a detailed report back from Lisa Fitzpatrick on the status of our dispute with the Baillieu Government, and thanked members, the community and our other supporters.

Following the intervention and assistance of the Minister for Employment and Workplace Relations, The Hon. Bill Shorten MP, ANF officials met this morning with senior officials of the Baillieu Government and VHIA to discuss a possible process for resolving our dispute. The process involved agreeing on a member of Fair Work Australia undertaking 'active facilitation' of all the matters in dispute, in accordance with a process agreed between the ANF and Baillieu Government. All parties recognised the need to respond to that proposal before our Statewide Meeting, and the ANF gave its support to the proposal. Just prior to the Statewide Meeting commencing, the senior Baillieu Government representative responsible did not give that commitment instead advising they would be in contact next week.

The meeting also heard that, contrary to the public statements of the Baillieu Government, the VHIA and a number of Hospital Administrators, the Baillieu Government's proposal would unambiguously abolish nurse patient ratios as we know them by allowing:

- Unlimited substitution of Registered Nurses, Enrolled Nurses, Midwives and Mental Health Nurses with Health Assistants, within 'existing ratios'.
- Unlimited use of short/broken shifts within 'existing ratios' by the removal of the existing restrictions on shift lengths.
- The right to roster less nurses and midwives than the ratios require.
- The right to redeploy nurses and midwives during a shift to other areas, resulting in staffing levels dropping below ratio levels.
- The right to deviate from ratios on the basis of financial capacity.

Members endorse implementation of 'Baillieu's World'

Members overwhelmingly endorsed a strategy to commence, on a staged basis, the implementation of nurse/midwife staffing levels similar to those proposed by the Baillieu Government as confirmed by its negotiators on 15 December 2011.

PTO

Unless an agreement is reached on the 'active facilitation' proposal above, the first ANF members commencing the action will be notified Thursday morning, along with the affected hospitals, with a view to commence the action on Friday 24 February 2012.

This will occur as follows:

- Daily work stoppages of up to 4 hours per shift on both the morning and afternoon shifts. Night duty will not be affected.
- Night duty staffing levels will be maintained on all shifts.
- Each work stoppage will commence and conclude within the first or second four hours of the shift.
- Nursing, midwifery and mental health nursing staff will leave the ward and meet outside the facility to further discuss the campaign with the community.
- No ANF member will undertake overtime or be redeployed where the effect of the overtime or redeployment is to address the shortages on a ward or unit arising from this action.

Further foreshadowed action

Members also resolved to

- Undertake such further stoppages and action as determined where any ANF member is harassed or threatened for their participation in this action.
- Request that the ANF Secretary finalise mass resignation arrangements at time/s of her choosing.
- Thank the Victorian community, the President of the ACTU and the Minister for Employment and Workplace Relations for their ongoing support.

Please keep informed by reading further EBA Updates which will be issued as necessary.

Nurses and Midwives Hardship Fund

Many nurses and midwives face having their pay docked for participating in the stoppages in the event that they need to proceed. Nurses, midwives and mental health nurses who are not directly involved in the stoppages are encouraged to donate to the Hardship Fund. You can do so by:

- EFT payment:
Account name: ANF (Vic Branch) Victorian Nurses Welfare & Hardship Fund
BSB: 083 266
Account No: 859680424
- donating online at <https://anfvic.wufoo.com/forms/z7p4x5/> using a paypal account
- dropping into ANF (Vic Branch) offices at at Level 5, ANF House, 540 Elizabeth Street, Melbourne (across from the Vic Market), or
- by cheque or credit card by downloading the form at <http://tiny.cc/lw2kj>. Cheques should be made payable to 'ANF (Vic Branch) Victorian Nurses Welfare & Hardship Fund' and mailed to: Box 12600 A'Beckett Street PO, Melbourne Vic 8006.