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# Resolution

## Resolution of ANF Statewide Members Meeting - 22 February 2012

This meeting of Australian Nursing Federation (Vic Branch) members employed in the Victorian public health sector resolves as follows:

1. To express our dismay at the failure of the Baillieu Government to make any offer of settlement to our claims for improved nurse to patient ratios and conditions of employment, despite negotiations commencing in July 2011, and 105 days since commencement of Fair Work Conciliation.
2. To condemn the Baillieu Government and the VHIA for attempting to mislead the public into believing that they are not seeking to remove nurse to patient ratios when they seek:
  - a. Unlimited substitution of Registered Nurses, Enrolled Nurses, Midwives and Mental Health Nurses with Health Assistants, within 'existing ratios'.
  - b. Unlimited use of short/broken shifts within 'existing ratios'.
  - c. The right to roster less nurses and midwives than the ratios require.
  - d. The right to redeploy nurses and midwives during a shift to other areas, resulting in staffing levels dropping below ratio levels.
  - e. The right to deviate from ratios on funding grounds.
3. To condemn the Baillieu Government for ignoring the scientific research that shows a general ward with a ratio of less than one qualified nurse to four patients puts patients at risk of falls, infections, medication errors and a range of other nurse sensitive outcomes that can result in prolonged hospital stays and even death.
4. To call upon the Baillieu Government to agree to the matters in dispute being resolved through 'active facilitation' by an agreed member of Fair Work Australia and the underpinning process by Thursday 23 February at 5.00pm.
5. In the absence of agreement to (4) above, to commence, on a staged basis, the implementation of the nurse staffing levels proposed by the Baillieu Government as confirmed by its negotiators on 15 December 2011. This will occur as follows:

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*Authorised by Lisa Fitzpatrick, ANF (Vic Branch) Secretary*

- a. Work stoppages of up to 4 hours at a time in all wards, units, departments and clinics of participating hospitals.
  - b. These stoppages are to take place on both the morning and afternoon shifts.
  - c. Night duty staffing levels will be maintained during the stoppages.
  - d. Each work stoppage will commence and conclude within the first or second four hours of the shift.
  - e. Nursing and midwifery staff will leave their unit and meet outside the facility to further discuss the campaign with the community.
  - f. 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.
  - g. To undertake such further stoppages and action as determined where any ANF member is harassed or threatened for their participation in this action.
6. To request that the ANF Secretary finalise mass resignation arrangements at time/s of her choosing.
  7. To thank the Victorian community, the Federal Minister for Employment and Workplace Relations and the President of the ACTU for their ongoing support.

CARRIED UNANIMOUSLY