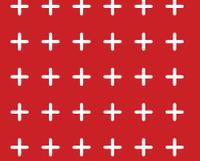


EBA 2020. Fairer. Safer.

Securing a sustainable nursing and midwifery workforce for all Victorians.

2020 PUBLIC SECTOR ENTERPRISE AGREEMENT
nurses and midwives



Do you approve the proposed Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024?

<input checked="" type="checkbox"/>	YES I approve the Agreement
<input type="checkbox"/>	NO I do not approve the Agreement

EBA CAMPAIGN UPDATE 17
FRIDAY 10 DECEMBER 2021

The public sector agreement ballot is open: ANMF recommends nurses and midwives vote now and vote YES

Does your ward/unit/small workplace have two Job Reps?

Workplaces with ANMF Job Reps get better outcomes. Nominate now anmfvic.asn.au/jobrep

Update your details.

 So you get the information that's relevant to you. anmfvic.asn.au/memberportal

1. Ballot information

The electronic ballot to approve the 2020-24 Victorian public sector nurses and midwives agreement 2020-24 **opened at 00:01am on Friday, 10 December 2021** and will **close at midnight (24:00 hours) on Thursday, 16 December 2021**.

The ballot is being conducted by Elections Australia.

All Victorian public sector nurses and midwives employees will be able to vote on the question **Do you approve the proposed Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024?**

Please make sure your vote counts and participate in this important process. Approval requires a YES vote by more than 50 per cent of those employees who vote.

Your employer will provide you with access to the voting platform and login details. See voting instructions provided by your employer adjacent.

Under the *Fair Work Act* your employer is required to provide you with a copy of the agreement (anmfvic.asn.au/EBAfinal) and a summary of key changes document.

Ballot timeline

- **Ballot opens Friday 10 December 2021, 00:01am**
- **Ballot closes Thursday 16 December 2021, midnight (24:00 hours)**
- **Result declared Friday 17 December 2021**

If a YES vote is declared the agreement must then go to the Fair Work Commission (FWC) for final approval. Once formally approved by FWC, the agreement becomes legally enforceable seven days later.

2. How to vote online

You can vote from 00:01am, Friday 10 December to midnight, Thursday 16 December 2021 by following these steps.

1. Log your computer on to the internet and in the address bar at the top left corner of your web browser (not through a search engine such as Google) enter **myvote.com.au/nmmps**



OR you can scan your phone's camera over the QR code shown here.



2. Enter your surname, employee number, date of birth and select your employer from the dropdown box then click on the submit button.

Job reps and HSRs are encouraged to display this EBA update on workplace noticeboards

Elections Australia Pty Ltd
Conducting elections throughout Australia since 1974

**Nurses and Midwives (Victorian Public Sector)
(Single Interest Employers) Enterprise Agreement 2020-2024**

Please fill in your details below then click on the submit button
This information is only used to check that you are eligible to vote and that you have not already voted. The way you vote remains secret.
This information remains confidential and will be destroyed after the completion of the ballot.

Surname
 Employee Number
01 | 01 | 2005 Date of Birth (dd/mm/yyyy)
Access Health and Community Employer (click on your employer)

3. Click on either the YES or NO box then click on the submit button. Once you click on SUBMIT you cannot change your vote

Elections Australia Pty Ltd
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**Do you approve the proposed
Nurses and Midwives (Victorian Public Sector)
(Single Interest Employers) Enterprise Agreement 2020-2024**

Click on either the YES or NO box then click on the submit button.
If you make a mistake click the same box again to clear the entry.

YES - I approve the Agreement.
 NO - I do not approve the Agreement.

Please note that your personal information is only used to check that you are eligible to vote and that you have not already voted. The way you vote remains secret.

3. ANMF recommends nurses and midwives vote YES

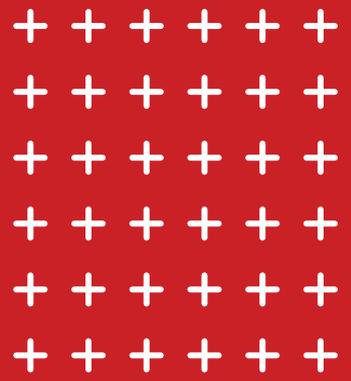
ANMF recommends members vote yes in this ballot. A YES vote will formalise the YES vote at the statewide members meeting on 16 April 2020. This meeting endorsed the proposed agreement which includes significant improvements to entitlements. Some are historic such as superannuation to be paid on the unpaid component of parental leave.

It also includes the final three pay rises of the 2016 eight-year-wages deal which lifted Victorian nurses and midwives to net pay parity with their NSW colleagues in 2019. Since then, Victorian public sector pay rises have been higher than NSW.

The legal steps to finalise the agreement were delayed because of a dispute over who was covered by the agreement. To ensure nurses and midwives were not negatively impacted by the delays, the Andrews Government authorised the administrative implementation of the EBA in June 2021. Nurses and midwives also had had earlier access to the new parental leave entitlements for leave commencing after 1 April 2021.

This means public sector nurses and midwives have been able to access the benefits of the improved entitlements and conditions despite the agreement not having the final approval of (FWC).

- See a list of key wins in the VOTE YES poster below.
- For details about the more than 50 improvements read EBA update 8 (16 April 2020) and our FAQs (17 April 2021) via anmfvic.asn.au/EBAvoteyes



**Public sector nurses
and midwives:**

VOTE YES

to your 2020–24 EBA



Elections Australia Pty Ltd

Conducting elections throughout Australia since 1974

**Do you approve the proposed Nurses and Midwives
(Victorian Public Sector) (Single Interest Employers)
Enterprise Agreement 2020-2024?**

<input checked="" type="checkbox"/>	YES I approve the Agreement
<input type="checkbox"/>	NO I do not approve the Agreement

EBA 2020. Fairer. Safer.

2020 PUBLIC SECTOR ENTERPRISE AGREEMENT nurses and midwives



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

Public sector EBA ballot

At a virtual statewide members meeting on 16 April 2020, public sector nurses and midwives voted YES to their 2020–24 enterprise agreement settlement. Members also endorsed a nine percent wage increase as part of the final three years of a previously approved eight-year wage deal reached in 2016.

Public sector nurses and midwives received a three per cent pay rise from the first full pay period on or after 1 December 2020 as part of the 2020–24 agreement. You now need to vote YES to formalise the EBA. The new benefits include:

- ✓ Further wage rises of three per cent in December 2021 and 2022. ANMF negotiated the 2020–24 public sector nurses' and midwives' wage increases in 2016, resulting in an historic eight-year wage deal that elevated Victorian public sector nurses' and midwives' wages to net pay parity with our NSW counterparts.
- ✓ From 1 July 2021 you can access your long service leave (pro-rata) at nine years' service (was 10 years), from 1 July 2022 this will be from eight years, and from 1 July 2023 from seven years of service.
- ✓ From 1 July 2020 paid and unpaid parental leave will count as service and accrue long service leave. On FWC approval of the new EBA this will be backdated to parental leave after 1 November 2018. You will need to follow ANMF advice that will be issued when the EBA is approved.
- ✓ From 1 July 2022 part-time nurses and midwives can access a sixth week of annual leave if they work weekends
- ✓ From 1 July 2023 the Sunday night shift rate will increase from \$89.90 (currently \$84.80) to \$154.60 as an incentive for full- and part-time staff to fill the roster.
- ✓ Improved parental leave from 10 weeks to 14 weeks for leave commencing on or after 1 April 2021. The qualifying period will reduce from 12 months to six months. Secondary carer leave pay to increase from one week to two weeks.
- ✓ Superannuation payments throughout all paid and unpaid parental leave.
- ✓ Mandatory crib time (paid meal break) where you are regularly unable to take your meal breaks (including because you are not entitled to leave the ward for the meal break).
- ✓ Improvements to post-incident support for nurses and midwives involved in a violent or aggressive incident, including mandating the provision of information regarding worker's compensation claims and reporting to police.
- ✓ Nursing and midwifery managers will receive OHS education and/or support in risk assessment, incident investigation and staff consultation.
- ✓ A ban on ward amalgamations that result in an increased workload or patient risk without the agreement of ANMF.
- ✓ A comprehensive structure to be developed to address classifications for advanced practice, liaison nurses/midwives and clinical coordinators, clinical nurse consultant descriptors and the three-level nurse and midwife unit manager structure.
- ✓ Any requirements to continue to meet the clinical nurse/midwife specialist criteria must occur during rostered time.
- ✓ Any education or training deemed compulsory or mandatory by the employer must occur within an employee's paid time. No deduction will be made to an employee's professional development leave for mandatory training.
- ✓ Up to two weeks paid voluntary emergency management leave. Currently this leave is unpaid.
- ✓ The introduction of three days special paid disaster leave due to an event such as flood or fire.
- ✓ Rosters, including on-call rosters, must be posted 28 days in advance instead of 14 days. Currently nurses and midwives receive a \$34 allowance if their roster is changed without seven days' notice. This will now apply for eight to 14 days' notice, and double to \$68 if seven days' or less notice is given.
- ✓ A lead apron allowance of \$8 per shift.



Plus much more. For details about all of the benefits and improvements to your working life visit anmfvic.asn.au/EBAvoteyes

What about ratios? A reminder to members nurse/midwife patient ratios are not in the current or the proposed EBA. Ratios have been enshrined in legislation – the Safe Patient Care Act since 2015. Members will be aware the Andrews Government has a program of new and improved ratio amendments coming into place between March 2019 and 2023.