



Collective bargaining

Collective bargaining under federal and state laws refers to a process of negotiation of employment and employment related matters between employers (or their representatives) and employees (represented by a union or otherwise).

It is the position of the Australian Nursing & Midwifery Federation that:

1. As members of ANMF, nurses, midwives and assistants in nursing have a right to be involved in all aspects of collective bargaining.
2. In all workplaces where ANMF members are employed they have the right to a collective agreement negotiated by their union.
3. Nurses, midwives and assistants in nursing (however titled)¹ have a right to be protected by a collective agreement negotiated by the State / Territory Branches of the Australian Nursing & Midwifery Federation (ANMF) or the ANMF Federal Office in collaboration with the relevant Branches.
4. Collective agreements should cover all levels of nursing and midwifery and may apply to incorporated or unincorporated organisations across all sectors, including not for profit organisations.
5. Collective agreements should define nursing and midwifery skills, responsibilities, and educational qualifications; and provide suitable remuneration and conditions of employment to enable employers to attract and retain the required levels of nursing and midwifery staff.
6. Collective agreements should seek to enhance and promote nurses, midwives and assistants in nursing as integral to the provision of quality health care, aged and community care.
7. Collective agreements should include provisions that facilitate and encourage union involvement in all consultative processes; enable union representation; and support union membership.
8. Collective agreements should include provisions to reduce or manage unsafe workloads and allow the reporting of such situations to the health care organisation without fear of intimidation.
9. Collective agreements should include provisions which facilitate the participation of unions within the employer provided employee orientation process, inclusive of the provision of time to unions to engage with new employees in respect of the benefits of union membership.

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Reviewed and re-endorsed November 2010

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References

1. This is a generic term to describe such classifications as assistants in nursing, personal care assistants and personal care workers