



ANMF national Lifeblood members meeting

Sunday 15 October 2023, 11am ADST

Motion

This national meeting of ANMF members, having heard report back on the state of enterprise agreement negotiations with Lifeblood, resolve as follows:

1. We reject the compression of increments and the inability to progress between sub-levels. This will create inequity amongst workers and does not recognise current employees' experience and knowledge.
2. We request specific details with respect to the cost of this proposal, and seek that these funds are instead redistributed to provide an increased wages offer and improved/retained conditions for all members who will be employed under this proposed agreement, including key matters as below:
 - A more equitable back-pay arrangement that builds on our salary (not a lump sum payment)
 - Overtime for part-timers to apply after 7.6 hours, not after 10 hours as proposed
 - Morning shift allowance to be paid for any shifts commencing at or before 6:30am, not before 6am as proposed
 - Shift allowances to apply in addition to weekend and Public Holiday penalties
 - Revert annual leave loading to be based on projected roster or 17.5% whichever the greater
 - Qualifications and on-call allowances to be aligned with Victorian Public Sector entitlements, and applied to nurses performing work for DonatLife Victoria
 - Retention of Accident Make-Up Pay for those Victorians receiving WorkCover weekly payments
 - A provision that shifts shorter than 6 hours will only be rostered by agreement with the employee.
 - Inclusion of a skills mix clause, or at the very least a workload management and demand escalation provision.
 - Retention of a disciplinary clause in the agreement
 - Retention of the additional Bank/Public Holiday in NSW
 - Retention of Sunday rates at 200% for Queensland employees
3. We authorise ANMF to prepare a bargaining dispute application with the Fair Work Commission, in the event these key matters are not satisfactorily resolved with Lifeblood.
4. We note that where it is an option, ANMF branches will begin formal consultation with their respective memberships as to which types of protected industrial action they wish to take, and where required, branches will begin the legal processes necessary.
5. Finally, we call on Lifeblood to meaningfully address our concerns, and resolve to continue to campaign for improved pay and conditions and consider all means available in order to advance our claims.

Passed 99% Yes, 1% No