



anf position statement

australian nursing federation

collective bargaining

Collective bargaining under the current Federal legislation refers to a process of negotiation between employers (or their representatives) and employees (represented by a union or otherwise).

It is the position of the Australian Nursing Federation that:

1. 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 Federation (ANF) or the ANF Federal Office in collaboration with the relevant Branches.
2. 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.
3. Nurses, midwives and assistants in nursing have a right to be involved in the preparation and negotiation of collective agreements.
4. In all workplaces where ANF members are employed they have the right to a collective agreement negotiated by their union.
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 nursing and midwifery as integral to the provision of quality health 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.

endorsed august 2007

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reference

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