



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 employers and their employees without union involvement on wages and other employment conditions.

It is the position of the Australian Nursing Federation that:

1. Nurses and midwives have a right to be protected by a union collective agreement negotiated by the State Branches of the Australian Nursing Federation (ANF) or the ANF Federal Office.
2. Union 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 and midwives have a right to be involved in the preparation and negotiation of both union and non-union collective agreements.
4. In all workplaces where ANF members are employed they have the right to a union collective agreement.
5. Collective agreements should define nursing 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 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, where able, should include provisions that facilitate and encourage union involvement in all consultative processes; enable union representation; and support union membership.

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