



HACSU

Health & Community
Services Union

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Attention: The Hon. Daniel Andrews MP, The Hon. Luke Donnellan MP,
The Hon. Gabrielle Williams MP, The Hon. Martin Pakula MP.
By Email: Daniel.andrews@parliament.vic.gov.au, luke.donnellan@parliament.vic.gov.au,
gabrielle.williams@parliament.vic.gov.au, martin.pakula@parliament.vic.gov.au

BY EXPRESS POST

Dear Daniel, Luke, Gabrielle and Martin,

RE MENTAL HEALTH ENTERPRISE BARGAINING AGREEMENT – MONASH HEALTH IN CRISIS

We are writing to you on behalf of the mental health workforce at Monash Health regarding the crisis facing our members due to the stalled enterprise bargaining agreement negotiations. After 18 months of bargaining, HACSU has been forced to take the decision to launch protected action ballots at a further two public area mental health services, with action ongoing at 15 services including Monash Health.

We note that you've stated that the mental health system has been broken for some time and we applaud your commitment to implementing every single recommendation of the Royal Commission into Mental Health. We echo comments made by members of your government that the mental health workforce are the heart and soul of the system. It is with this in mind, that HACSU members have no choice but to escalate this campaign. A disappointing offer was made to the workforce on the 3rd of August 2021, one day prior to the statewide stop work. We note that this was the first offer made after 18 months.

The offer reinforces to our members that the Victorian Government does not value our mental health workforces. While we acknowledge the offer includes small measures to address staffing shortfalls and the beginnings of a lived experience classification and salary structure, it is our view that more robust commitments must be urgently made to grow and develop the workforce.

A 2% pay rise would see nurses, social workers, and occupational therapists worse off than their counterparts in the rest of public health system. There are still significant and dangerous staffing gaps, with no substantial offer to improve the working conditions of our administrative staff and our world-first Reproductive Health and Wellbeing clause has been cast aside.

The rejection of our claims, specifically in relation to mental health educators across the state and better working conditions for all our mental workforce, dismisses the findings of the Royal Commission into Mental Health and The Productivity Commission. The findings were clear in that measures to attract and retain staff, incentivization and the implementation of a stronger workplace safety strategy is imperative. The mental health workforce has not had a pay rise in 2 years and our data shows that least 10% of the workforce are considering leaving the sector all together in 12 months. While we welcome capital works commencing on opening new beds, we know for a fact that these beds will be stalled in opening due to severe staffing shortages. It is our view that this investment must come first.

The members at Monash Health have been in crisis for quite some time and this has only amplified due to the increased demand as a result of the Covid-19 pandemic. At present, Monash Health is



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approximately 15 EFT short of nursing staff. It is common for wards and community teams to operate with more than half of their teams short with a recent night duty staff member left with only 4 nurses to run a ward that requires 8. Examples like this can be found through the Monash service and HACSU members are deeply concerned for their safety and wellbeing. To put it simply, this is unsustainable and dangerous for our members and your community.

We are committed to assisting your government in implementing every single recommendation of the Royal Commission into Mental Health. But we cannot stay silent when Members of Parliament do not advocate for the very people who are tasked with implementing these lifesaving services for the Victorian community.

We are seeking to meet with each of you to discuss this further and to implore you to raise this with Minister Merlino and Minister Pallas as a matter of urgency.

The Victorian mental health workforce and your communities simply cannot wait.

In unity,

Paul Healey
State Secretary
Health and Community Services Union

Kate Marshall
Assistant State Secretary
Health and Community Services Union

John Creamer
Area Organiser – Monash Health
Health and Community Services Union

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