

Memorandum of Understanding

BETWEEN

Australian Nursing and Midwifery Federation (Victoria Branch) of 535 Elizabeth Street, Melbourne Victoria (**ANMF**)

And

The State of Victoria as represented by the Department of Health, Victoria (**DH**)

And

Municipal Association of Victoria (**MAV**)

1. Title

The title of this MoU is the ANMF and DH and MAV Victorian Maternal and Child Health Student Employment Model of Employment

2. Definitions

“**ANMF**” means the Australian Nursing and Midwifery Federation (Victoria Branch)

“**Council**” means a municipal Council

“**DH**” means the State of Victoria as represented by the Department of Health

“**FWC**” means Fair Work Commission

“**LG**” means Local Government

“**MAV**” means Municipal Association of Victoria

“**MCH Nurse**” means a person who holds current registration with Ahpra as:

- a Registered Nurse (Division 1)
- a Registered Midwife, and
- in addition to the above registrations, holds an accredited postgraduate degree/diploma (or equivalent) in maternal and child health nursing.

“**MCH Nurse Student**” means a person who holds current registration with Ahpra as:

- a Registered Nurse (Division 1)
- a Registered Midwife, and
- in addition, is currently enrolled in accredited post graduate diploma (or equivalent) of child and family health nursing MCH Program of Study in a Victorian University and has satisfactorily completed 150 hours of clinical experience in the MCH program of study, and the theoretical content to support Universal MCH nursing practice.

“**SCV**” means Safer Care Victoria

“**VMCHNS**” means the Victorian Maternal and Child Health Nurse Student Employment Model

3. Background

- 3.1. The ANMF is a registered organisation under the Fair Work (Registered Organisations) Act 2009 and represents the industrial and professional interests of Maternal and Child Health Nurses who are employed by Local Government in the State of Victoria.
- 3.2. DH is a department of the Victorian Government. DH comprises several portfolios, each representing a key function of the work to serve Victoria. The Primary, Community and Dental Health portfolio is responsible for funding, monitoring and planning the provision of community health care services (including counselling, allied health and nursing), dental services, and maternal and child health and early parenting services.
- 3.3. The MAV is the peak membership association and legislated peak body for local government in Victoria.
- 3.4. Due to the impacts of the COVID-19 pandemic, and other pressures including continued increases in staff leave and unexpected increases in birth notifications and enrolments; some MCH services have experienced unprecedented demands and challenges on their capacity to maintain universal MCH service delivery. An acute shortage of MCH Nurses has also contributed to the demands placed on MCH services.
- 3.5. The parties to this Memorandum of Understanding (MoU) have agreed on a MoU for a remedial plan to address the workforce challenges outlined above in clause 3.4 and to facilitate a subsequent MoU between the ANMF and Council to permit a Local Government to implement the Victorian MCH Student Nurse (VMCHNS) Employment Model.
- 3.6. The VMCHNS is one of several time limited alternate workforce models that can be implemented to increase workforce capacity and MCH service delivery for those with extreme workforce shortages. The Model has been prepared by the Department of Health, MAV and SCV in consultation with the ANMF, Victorian Association of Maternal and Child Health Nurses (VAMCHN), Victorian Maternal & Child Health Coordinators Group, Inc (VMCHCG). and Latrobe University, RMIT and Federation universities. This short-term workforce model is a value add to the local government MCH ongoing recruitment and retention strategies. The full details of the VMCHNS employment model are set out in **Attachment 1** of this MoU.

4. Agreed matters

The parties have agreed to the matters set out below.

- 4.1 The VMCHNS employment model is restricted to addressing workforce MCH service delivery shortages described above in clause 3.4.
- 4.2 To implement the VMCHNS employment model within a Local Government, a MoU between the ANMF (Victorian Branch) and the Council will need to be negotiated and agreed by these parties using **Attachment 2** as a guide.
- 4.3 This Memorandum of Understanding is made on the date of the last signature below and operates until the Agreement ceases to operate, whether by replacement or termination unless the parties agree in writing to a new end date for this memorandum of understanding or otherwise agree to its extension of operation. Such agreement will be appended to or replace (as relevant) this Memorandum of Understanding.



5. Confidentiality


- 5.1. The parties acknowledge that information disclosed by one party to the other (the disclosing party) in the course of implementing the Agreed Matters may be confidential and, unless required by law, must not be disclosed to a third party except with the prior written consent of the disclosing party.
- 5.2. This Memorandum of Understanding itself is not a confidential document and may be distributed by the parties to relevant MCH employees.

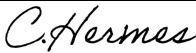

6. Attachments

1. Victorian Maternal and Child Health Nurse Student (VMCHNS) employment model
2. Memorandum of Understanding between the ANMF (Victorian Branch) and LGA Template

Signatures

Signed for the Australian Nursing and Midwifery Federation by its authorised representative in the presence of:	
Signature of witness	Signature of authorised representative
	
Name of witness	Name and title of authorised representative
Kellie Whitefield	Lisa Fitzpatrick - Secretary
Date: 14 July 2022	Date: 14 July 2022

Signed for the Municipal Association of Victoria by its authorised representative in the presence of:	
Signature of witness	Signature of authorised representative
	
Name of witness	Name and title of authorised representative
Gretta Rosa	Kerry Thompson, CEO
Date: 15 July 2022	Date: 15 July 2022

Signed for the State of Victoria as represented by the Department of Health by its authorised representative in the presence of:	
Signature of witness	Signature of authorised representative
	
Name of witness	Name and title of authorised representative
Carolina Hermes	Jodie Geissler - Deputy Secretary
Date: 18/07/2022	Date: 18/07/2022