



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

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ANMF (Vic Branch) Workplace Representative Expenses Policy – Annual Delegates Conference

Paid training leave for the Annual Delegates Conference

The Annual Delegates Conference is for ANMF Job Representatives and Health and Safety Representatives and is an ACTU/TUTA authorised union education and training activity. This enables public sector delegates to apply for access to paid union training leave to attend this conference in accordance with the public sector Enterprise Agreements.

For Job Reps and HSRs employed in other areas, paid leave must be requested in accordance with their workplace Enterprise Agreements or other workplace agreement, as per the below.

Public sector:

The Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2016-2020 clause 80 provides for paid union training leave (five days per year or no more than 10 days over two years).

Psychiatric Services (public sector):

Eligibility for paid union training leave can be accessed in accordance with clause 50 of the Victorian Psychiatric Services Agreement 2016-2020.

Maternal and child health nurses:

May apply for paid union training leave as per the delegate's local enterprise agreement.

Private sector, Bolton Clark & ARCBS:

Delegates may apply for paid leave according to their workplace Enterprise Agreement or according to local arrangements for paid leave with their individual employer.

If a delegate does not have access to paid leave in an enterprise agreement or by local arrangement and paid leave is not granted by their employer, ANMF (Vic Branch) policy provides a subsidy for “loss of pay” **if you are granted leave without pay (LWOP) to attend and your income is reduced accordingly.**

To qualify for this subsidy, delegates need to provide a copy of their roster for the affected fortnight that indicates their LWOP on their usual rostered shifts. Delegates must supply the correct documentation to support their claim following on from the Conference, as listed above. A subsidy will only be paid upon receiving the relevant documentation indicating the delegate's work schedule during the fortnight and the leave that has been officially taken during the two conference days.