



Federal Nursing Awards – No Preference of Employment for Union Members

Human Resources Policy

Effective Date: April 2008

1 PURPOSE

To outline the 'freedom of association' requirements for nurses in Queensland Health employed under federal awards.

2 APPLICATION

This policy applies to nurses in Queensland Health employed under federal awards.

3 GUIDELINES

Guidelines may be developed to facilitate implementation of this policy. The guidelines must be consistent with this policy.

4 DELEGATION

The "delegate" is as listed in the Queensland Health Human Resource Delegations Manual as amended from time to time.

5 REFERENCES

- *Industrial Relations Act 1999*
- *Workplace Relations Act 1996* (Commonwealth)
- Schedule 4 (Nurses (Queensland Health) Section 170MX Award 2003) of the Nurses (Queensland Health) Certified Agreement (EB6) 2006
- Anti-Discrimination HR policy

6 SUPERSEDES

- IRM 3.6-2 Union Membership – Preference of Employment – Federal Nursing Awards

7 POLICY

7.1 Compliance with Freedom of Association Provisions

The 'freedom of association' provisions of the Commonwealth *Workplace Relations Act 1996* seek to ensure that employers, employees and independent contractors:

- are free to become, or not become, members of industrial associations; and
- are not discriminated against or victimised because they are, or are not, members or officers of industrial associations.

The 'freedom of association' provisions of the Commonwealth *Workplace Relations Act 1996* apply to the employment of nurses under federal awards.

Queensland Health is to comply with Commonwealth and Queensland legislation for 'freedom of association'. Refer to the Anti-Discrimination HR policy.

It is therefore illegal to include the issue of preference in appointment decisions and conditions of employment.

8 HISTORY

This policy dated April 2008 was developed as a result of the HR Policy Framework consolidation.