



Yvonne Falckh
NT Branch Secretary

IN THIS ISSUE:

Message from the Secretary	1
News in brief	1
Organiser's reports	2-3
Health and Safety Representatives	3
Know your Job Delegates	3
Dates to Remember	4
Continuing Professional Development Online	4
Membership Officer	4

MESSAGE FROM THE SECRETARY

The bargaining process has commenced for NT public sector nurses. A national and worldwide shortage of nurses dictates that the NT needs to dangle a very attractive carrot to entice nurses to come to the Northern Territory to nurse.

Thank you to all the ANF members who responded to the survey posted in January for the development of the Log of Claims (LOC). The branch has been meeting (face to face and teleconferencing), to inform members on the outcomes of the survey which has lead to your LOC.

Enrolled nurses are expected to complete further training and achieve medication endorsement. We are seeking from the Department of Health and Community Services (DH&CS) assurances that this will be funded by them as well as assisting EN's to upgrade their qualifications to Diploma level from 2009.

Your issues in the LOC include: an attractive percentage pay increase over

two years, increases in superannuation, the introduction of new EN classifications, the introduction of a pupil nurse classification and new senior nurse classifications at nurse 9 and 10 level, inclusion of the Nurse Practitioner classification, on-call and overtime allowances for all nurse 6's, an increase to a range of allowances including on call, overtime, post graduate allowances, and the introduction of a new allowance for Health and Safety Representatives (HSR).

We will pursue documentation from the DH&CS on the maximum hours nurses can work; we are seeking 50 hours while the Department has mandated 60 hours. Finally we will see through the NTPS nurses union collective agreement, the implementation of Nursing Hours per Patient Day (NHpPD).

Our next newsletter will be dedicated to publishing the full LOC.

News in Brief

Collective Agreements	Current Situation
Sunrise Health Service	Agreement is in the final stages and has been sent to the Workplace Authority for reviewing for prohibited content.
Frontier Services and Juninga CA	Staff may have already voted on the agreement.
Katherine West Health Board	Negotiations near completion.
NT Public Sector Nurses	Log of claims (LOC), have been endorsed by Branch Council. Meetings have been held with members to endorse the LOC.
Marthakal Health Service	Awaiting response from management to negotiate a union collective agreement.
Anyinginyi	Nurses are offered 2% increase for the next three years. Nurses are \$13,000.00 behind the Public Sector.



MembersEquity
The Super Funds Bank

organiser's reports

Organiser's Report



Angela Phillips | Angela.ntanf@octa4.net.au

NTPS Nurses Agreement Negotiations - Campaign 2008

For the last two months ANF has been promoting all worksites to have a job delegate (JD). If your area is still without a JD please encourage a colleague who is an ANF member to put themselves forward for this important role. Hopefully before we go into negotiations we will have a JD in each work area to facilitate an effective communications tree.

What you can do to help

- Make sure your contact details are up to date. ANF needs your email address and mobile phone number so we can get campaign 2008 information to you quickly.
- Encourage all your friends and colleagues to join the ANF NT Branch - there is strength in numbers.
- Offer help with the campaign 2008 activities.
- Nominate for a JD position in your worksite.
- Come to organised meetings.

Campaign 2008 Slogan

NURSES you cannot live without them. Who will care for you?

Campaign Timeline

May 2008 onwards - negotiations to begin, campaign activities by nurses and midwives, any proposed offer to be voted on by ANF members.

August 9 2008 - current Agreement expires. It is the ANF's aim to have a new Agreement in place by this date.

Regular updates will be disseminated to members over the coming months, so come on board and be part of the ANF team for the NTPS Nurse 2008 Campaign.

Organiser's Report



Katherine Savvas | Kat.ntanf@octa4.net.au

This month I would like to focus on rostering, and rostering principles.

Are you being rostered more than seven days in a row?

You should not be rostered on for more than seven consecutive shifts without consultation.

Are you being rostered broken days off?

The person that develops the roster should endeavour to give every staff member two consecutive days off.

Are you being rostered more than 152 hours in a 28 day cycle?

If you are being rostered more than 152 hours per 28 day cycle, you should be receiving overtime payments for the extra hours.

Are you unhappy with roster patterns?

You should be rostered a maximum of four (10 hour) consecutive night duties, unless you have been consulted and agree to different rostering.

Are you able to make roster changes once the roster is put out?

Changes may be negotiated with peers, providing skill mix is maintained. Changes should be put in writing to ward management at least 24 hours prior to shift.

Are you able to request particular shifts?

You are entitled to make up to four requests per roster. The person in charge of rostering should make every effort to grant these requests.

Are you always rostered on weekends?

You are entitled to at least one weekend off per month, and a fair distribution of shifts.

If any of the above issues affecting you, you should address the matters directly with the person responsible for the rosters. If you are unable to resolve the issue with the appropriate person, please contact the ANF office as I will be more than happy to assist you to resolve these matters.

organiser's report | job delegates

Organiser's Report

Melanie Van Haaren | Melanie.ntanf@octa4.net.au

In February Melanie van Haaren commenced as the part time Organiser for Central Australia, and as an excited and committed member of the NT team, hopes to increase the profile and membership of ANF in our regional areas.

Most of her activity to date has been focused on developing the skills and knowledge to work effectively, setting up an administration base and communicating with job delegates.

It has been very quiet to date (probably a reflection of the great work done by the network of delegates) but don't forget Melanie is only too eager to have a chat with you, provide information about being a job delegate for your area or assist with referring your issue to the most appropriate person.

During April Melanie was out and about visiting work sites and catching up with as many nurses as possible before ANF enters into an enterprise bargaining process.

Health and Safety Representatives

The new Workplace Health and Safety Act 2007, ensures better consultation between employers and employees on health and safety issues. The Act recognises the important role of Health and Safety Representatives (HSR) and the improved health and safety outcomes that can be obtained through this joint collaboration process.

Under the Act, a work group may elect a HSR for a term of two years. The HSR will be required to complete an accredited HSR course. The role of the HSR, as per the Act is to:

- Inquire into issues affecting workers;
- Bring matters of concern to workers to the attention of management;
- Assist workers in their dealings with management and workplace safety officers;
- Mediate between workers and management and assist in the resolution of problems;
- Issue a *notice of safety hazard* (NOSH) in appropriate circumstances;
- Issue a *stop work direction* to a worker in a case of serious and immediate risk to the health and safety of the worker.

Fact sheets and further information on HSR's may be obtained from NT Worksafe via:

Email: ntworksafe.deet@nt.gov.au | Website: www.worksafe.nt.gov.au | Telephone: 1800 019 115

Know Your Job Delegates



Libby Webb RN Operating Theatres - RDH

Libby's nursing career commenced at Royal Alexandra Hospital for Children, and Midwifery at Crown St Women's Hospital, she then did agency work and travelled overseas. Her interest in operating theatre nursing commenced at Royal South Sydney Hospital, quickly followed with an operating theatre course at Royal Prince Alfred Hospital. She worked for eight years at St Vincent's, Bathurst, NSW and came to Royal Darwin Hospital in 1984.

Libby is the Clinical Perioperative Nurse Educator at Royal Darwin Hospital and Perioperative Lecturer at Charles

Darwin University. Qualifications include certificates in general, midwifery and operating room nursing, a Bachelor of Health Science and Master of Clinical Nursing, Perioperative.

Libby has been the operating theatre job delegate off and on for eight years, is currently on the Australian College of Operating Room Nurses Board as the NT Director, is President of the Northern Territory Perioperative Nurses, Vice-president of the NT Chapter of the Royal College of Nursing, Australia, a Fellow of ACORN and RCNA and is a Reserve Nursing Officer with the Royal Australian Navy.

I took on the role of Job Delegate to play my part in unifying the nursing workforce which is necessary to provide a voice for our progression as a profession and to gain recognition for the work that we do.

continuing professional education online

Continuing Professional Education Online

Technological changes have meant that using the internet to complete professional development courses has become the norm. The ANF has now got a complete range of courses available for nurses and midwives to complete.

On the ANF website nurses and midwives can complete a range of practice related courses including drug calculations, cardiac care and basic life support.

RHH Emergency RN and Federal Education Officer Rob Bonner was instrumental in creating the program and he said courses consisted of a tutorial followed by an assessment.

"The material is a PowerPoint tutorial which typically takes 20 minutes of comfortable reading to complete", he said.

More detailed info is accessed via hyperlinks to the latest clinical evidence from organisations such as the Joanna Briggs Institute and the National Institute of Clinical Studies.

The assessment consists of 10 multiple choice questions randomly selected to ensure a different combination and variety each time the examination is accessed.

Participants have three tries to achieve their best result and hopefully 100% compliance. "Members will have

their highest score recorded on their on-line professional development record", Mr Bonner said.

"PD activities completed in other settings can also be added to the record and then printed out or added to a CV anytime." Anyone can do the courses but non members will pay a higher fee and only members have access to the professional development record.

New subjects will be released monthly and by the end of the year there should be 15 courses available. Topics will be directed by a professional advisory panel who'll review members' requests and once a subject is determined clinical experts will write the material.

Mr Bonner said he was driven to this project because numerous members felt there were few professional development opportunities in the work place, particularly in remote and country areas. "These on-line programs are sound from an educational perspective," he said. "The assessments are rigorous, the quality of the learning material is excellent and those who do the courses will be able to use what they've learned in the work place."

Online professional Development courses are available nationally. Charges are \$7.70 for members and \$22.00 for non-members (GST inclusive).

Dates to Remember

Site	Date	Visiting Official
RDH ANF Roadshow	30 April 2008	
DPH ANF Roadshow	1 May 2008	
Katherine Region	12-13 June 2008	Angela Phillips
NTPS Nurses Agreement expires	9 August 2008	
Darwin JD Training	September 2008	

Membership Officer

Karen Shepard | membership.ntanf@octa4.net.au or 08 8920 0701

If you are a member of another branch of the ANF who is now nursing in the NT, you need to transfer to the NT Branch. Transferring is easy, just contact your current branch and ask them to send us your information.

Failing to transfer means you will be working without professional indemnity insurance or industrial coverage. It is your responsibility to keep your details up to date, and it only takes a moment to ensure you're getting the benefits you pay for.

Recruit two new members to the ANF NT Branch and receive a free movie ticket

For more information please contact the membership officer on: 08 8920 0701