



Yvonne Falckh  
NT Branch Secretary

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## MESSAGE FROM THE SECRETARY

It is interesting to note the negative portrayal of all unions as we get closer to an election. The Australian Nursing Federation has been actively lobbying politicians of all parties on important issues affecting nursing and the public. NT branch has been busy fighting for your rights and for adequate and safe staffing levels in the workplace. NTPS nurses have been working excessive amounts of overtime and the ANF NT considers this practice to be unsafe. We are pleased that our ongoing negotiations with the Department of Health have resulted in a number of wins for NTPS nurses, which include the conversion of overtime and agency budgets to provide 55 full time equivalent (FTE) staff to the establishment number of nurses, 35 in Royal Darwin Hospital and 20 in Alice Springs Hospital.

One of the key outcomes of the NTPS Nurses 2007 Workplace Agreement was the introduction of a modern nursing hours per patient day model (NHHPD). Changes arising from the introduction of such a model mean increased numbers of nurses at the bedside.

Careful consideration should be given to what would happen if the Howard Government wins another term in office and the Liberal Government tries to remove unions from the working horizon. The demonstrably unfair and unjust Workplace Relations Laws' `WorkChoices', which attacks workers' rights will be cemented. Everyone will be on AWA's, big business will thrive at the expense of hardworking Australians and our children will inherit a working environment the likes of which not seen for a very long time. Who will negotiate to ensure you get the best possible deal from your employer? Who will mediate on your behalf when you are treated unjustly? Who will advise you on your entitlements and conditions of work? Who will ensure that the bad industrial relations laws are not used against you without a fair fight? Who will represent you in the workplace when you have concerns?

The Australian Nursing Federation NT Branch is vital to ensuring your rights at work are as good as they can possibly be. Don't give up those rights by bad choices. This Federal Election may be the most important election you ever vote in. **Make your vote count.** Ensure you are correctly enrolled now, before an election is called. Contact the Australian Electoral Commission if you are unsure of your status on the electoral roll.

### East Timor Nurses Appeal

ANF NT would like to raise \$5 from every nurse in the NT, whether they are members or not. Please go to the ANF website for instruction on how you may help contribute and help rebuild the lives of the East Timorese nurses, or contact your Job Delegate who will forward on the money to the Branch office.

Nurses throughout the NT have been busy fundraising for East Timor Nurses. A barbeque was held by the JDs and Members Equity at Royal Darwin Hospital. A huge thanks to the following JDs - Frank Pearson, Kay Stevens, Karen Brown, Shirel Nomoa and Julie Doyle. Also helping from the office were Angela Phillips, Yvonne Falckh and our newest staff member Edward Van Boxtel (admin officer) and of course we couldn't forget Steve Buethke from Members Equity. Over \$1400 was raised.

Alice Springs Job Delegates manned a donation table at the hospital and raised \$673.15, well done JDs. Other centres have raised funds and sent them directly to APHEDA.



**MembersEquity**  
The Super Funds Bank

## from the branch office

### Organiser's Desk

Angela Phillips - [Angela.ntanf@octa4.net.au](mailto:Angela.ntanf@octa4.net.au)

It has become clear that our ANF Job Delegates are not being utilized within their work areas. ANF Job Delegates have been trained to assist members with issues and disseminate information from the ANF office. They can help you with:



- Pay issues
- Grievances
- Conditions of employment
- Mediation
- General information
- And much more

The ANF office with input from Job Delegates will be reviewing their role and communications channels to improve services to ANF members. So please make a point to seek out your Job Delegate, they are more than happy for you to approach them. If you would like to become a Job Delegate please contact me on (08) 8920 0703.

A six month plan of worksite visits has been finalised, worksites visit will commence this month and continue through until December 2007. Roadshows around the NT will commence in October.

I will be returning to my fulltime position in on the 7th August 2007.

Collective Agreements	Current Situation
Juninga	Nurses have been included in the Frontier Services draft agreement.
Frontier Services and Juninga CA	ANF have been meeting with Sharon Davis, the Chamber of Commerce, LHMU & ASU. The document is developing well. An offer of 5% wage increase has been made. ANF will seek further discussions with Sharon Davis as Frontier Nurses will remain at least 35% behind the public sector.
Darwin Private Hospital	Nurses voted on an agreement that offered better than the public sector. Pay increases have already occurred. Problems occurred with Healthscope in lodging the agreement, nurses will need to vote again to accept the subsequent agreement. Nurses will be paid an additional 5% of base salary as allowances for post grad qualifications and EN's with medication endorsement and using their certificate, will also receive an additional 5% of base salary.
Katherine West Health Board Australian Red Cross Blood Service	Negotiation meetings have been held with staff and KWHB negotiating team. Draft agreement has been developed.
Aboriginal Hostels Limited NT Public Sector Nurses	Staff have been forced onto AWA's. New pay increase of 3% due 9th August 2007.
Masonic Homes (Tiwi Aged Care and Darwin Nursing Home)	Masonic Homes have a new certified agreement which was signed on the 8th June 2007, effective from 1st July 2007. The pay increases over 3 years are 6%, 4% and 4%. There is salary recognition for EN's with advanced skills (medication endorsement and or diploma levels). The pay gap between aged care and the public sector is generally about 35% difference. It is refreshing to see that Masonic Homes have altered their nursing levels, resulting in an average waged difference of 10% for ENs and 11% for RNs, although the higher the RN in management, the greater the wage difference 18% to 21%.

### Webpage

The ANF NT Branch webpage ([www.ntanf.org.au](http://www.ntanf.org.au)) has links to current outcomes and worksite information. The website has Membership Application forms, Method of Payments forms and Review of Membership details forms which may be downloaded and either posted or faxed to the ANF NT Branch.

### Important websites to visit

NT ANF web site	<a href="http://www.ntanf.org.au">www.ntanf.org.au</a>	ACTU	<a href="http://www.actu.asn.au">www.actu.asn.au</a>
Unions NT	<a href="http://www.unionsnt.com.au">www.unionsnt.com.au</a>	YRAW	<a href="http://www.yourrightsatwork.com.au">www.yourrightsatwork.com.au</a>

## Know Your Job Delegates

### **Julie Doyle - EN Royal Darwin Hospital**

My name is Julie Doyle, and I am an Enrolled Nurse working in the Medical Ward (4B) at Royal Darwin Hospital. I have been a Job Delegate since 1997. I have received JD training and I can assist you in the workplace on problems that you may have. I am passionate about workers rights and ensuring that we have a workplace that is safe as we have many issues affecting Royal Darwin Hospital.



### **Danielle Billington, RN - Gove District Hospital**

I have been an ANF member since being a student nurse. Originally from Victoria, I have worked throughout NT at ASH, RDH & GDH. I returned to Gove in 2004 on a two year contract of which both my husband and myself have since taken permanent positions in our respective employments. Whilst relatively new to the JD position and having previously witnessed some great ANF JD role models, I decided to become a Job Delegate as I intend to stay nursing at Nhulunbuy. I consider being a Job Delegate an exciting opportunity to be active and aware of Local, Territory and Nationwide issues. The ANF plays such a vital role in this current (volatile) IR climate.

### **Rebecca Gilmour RN Alice Springs Hospital**

My name is Rebecca Gilmour and I am the NT Nurses Union Delegate and acting Clinical Nurse Educator at the Renal Dialysis Unit, Flynn Drive, Alice Springs.

I completed my Bachelor of Nursing Degree at the University of Newcastle, NSW in 2000 and began my New Graduate program through the Alice Springs Hospital in early 2001. During my NGP, I undertook Medical, Surgical and Renal rotations, but discovered during my renal rotation that I had a love for renal nursing, and became a full time staff member here at the Flynn Drive Dialysis Unit upon completion of my New Graduate Program. In 2004, I also completed my Nephrology Nursing Certificate through the Queen Elizabeth Hospital (external study).

I have been a Union Delegate since 07/11/06 and have really enjoyed being actively involved in supporting NT nurses via my role. I also have a passion for both Northern Territory and cross-cultural nursing.



## From the Membership Officer

Jane Wilde - [ntanf@octa4.net.au](mailto:ntanf@octa4.net.au); (08) 8920 0701

We are always looking for new members so encourage your colleagues to join the ANF and maintain our effectiveness as a professional nursing organisation.

As you may be aware your ANF fees are tax deductible, so don't forget to mention this to your tax accountant. You do not need a receipt from us, simply showing your accountant your bank or credit card statements is quite sufficient.

We are in the process of sending out new membership cards, but please be patient as we have over 1500 to do. To ensure that you get yours please inform the office of any change in your postal address by email to [ntanf@octa4.net.au](mailto:ntanf@octa4.net.au) or by phone on 1800 639 631.

If you are transferring to another state or have recently arrived, you will need to transfer your membership to the state or territory in which you are now working. All it takes is a phone call to your old branch to arrange the transfer.

## The International Council of Nurses Conference 2007 at Yokohama Japan

Wendy Corkill was selected to represent Australian Nurses at the ICN Conference from 29th May to 1st June 2007 in Yokohama, Japan. Wendy has provided a concise report from the conference. Due to space limitations on the ANF NT insert we have decided to place Wendy's full report on the ANF NT website, so please go to [www.ntanf.org.au](http://www.ntanf.org.au) to view it.

## news briefs

Dates To Remember Site	Date	Visiting Official
<b>Roadshows</b>		
Katherine	4-5th October	Secretary & Organiser
Central Australia	15-19th October	Organiser
RDH	25th October	Secretary & Organiser
DPH	31st October	Secretary & Organiser
<b>Central Australia Worksite visits</b>	18th-19th July	Secretary
	4th September	TBA
	11th December	Secretary
<b>Katherine Worksite visits</b>	24th-25th August	Organiser
<b>Gove worksite visits</b>	19th September	Secretary
<b>Job Delegate Conference</b>	11th-12th October	

### Superannuation advice

#### *Information provided by Industry Fund Financial Planning:*

#### **Who gets your super (if you die)?**

Who decides? You may think that you do, but that isn't always the case. Depending on the type of nomination you have used on your super account, the ultimate decision may be made by someone you don't even know - the Trustee of your superannuation fund:

#### **Preferred Beneficiary (Trustee's Discretion)**

Although this is possibly the most commonly used option, many Australians are not fully aware that this does not guarantee that in the event of their death that the money is paid to the nominated person(s) they have listed.

Your fund's Trustee is under a legal obligation to pay a death benefit to your dependants, and in most cases benefits will be paid in a way that is consistent with your wishes. However, it is possible the Trustee may recognise a wider range of dependants than the member would have liked - to a separated spouse for example.

#### **Binding death benefit nominations**

The most certain way to direct payment of your superannuation death benefit is by making a binding death benefit nomination. The nominated beneficiaries must be 'dependants' - a spouse, de facto spouse, child or financial dependent - or a legal personal representative (ie. the executor or administrator of a deceased's estate.)

If the nomination has been properly signed and witnessed, and is still current at the date of death (it must be confirmed or changed at least once every three years), then the Trustees of your super fund must pay the death benefit to your nominated beneficiaries.

Unlike wills, valid binding superannuation nominations appear to be unlikely to be overturned by a court, so they provide greater certainty.

#### **How do I find out what nomination is showing on my account?**

If you are not sure of what nomination you have on your super account, or you want to change the nomination you have, you should contact your super fund for more information.

However, you need to be aware that it is up to the trustees of each super fund to decide whether or not to allow binding nominations, so not all funds will offer this option.



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