



Yvonne Falckh
NT Branch Secretary

IN THIS ISSUE:

Message From The Secretary	1-2
Organiser's Reports	2-4
Dates To Remember	3
Membership Report	4
Collective Agreements	4

MESSAGE FROM THE SECRETARY

The ANF believes there will be some challenges with Nursing Hours per Patient Day in the future. It is our understanding that previous benchmarks based on 100% occupancy will be recalculated based on 90% occupancy. Nurses and midwives need to be assured that the ANF NT will be closely monitoring the outcomes of these changes. We will not support changes to workloads if it places nurses and midwives at risk with their professional practice or puts patient's lives at risk. We will need solid proof that there is a critical and sustained staffing shortfall. ANF NT has developed a Workload Grievance form that will be available for nursing staff from Job Delegates or ANF.

As this is the last newsletter for 2009, I would like to wish all our members a safe and happy Christmas and New Year. Please do not drink and drive, don't become another Territory statistic.

9th Biennial Job Delegates Conference - Manly NSW | 29th and 30th October 2009 *Report by Rebecca Gilmour CNE, Alice Springs Renal Unit*

From the 29th – 30th October 2009, I had the privilege of representing Alice Springs at the 9th Biennial National ANF conference, and was asked to write about the experience.

The conference was held at the Manly Pacific Hotel in Sydney, NSW. This beautiful venue overlooking Manly Beach made the conference all the more exciting and interesting. Having never attended a national conference before, I found the experience both rewarding and highly educational.

The conference was opened by a 'Welcome to Country', followed by a moving and spectacular Indigenous performance by Deborah Cheetham, which received a standing ovation from the delegates, a reflection of the universal appeal of her magnificent performance. Other conference highlights included: an interesting and engaging presentation by Marg Chiarella from the University of Sydney regarding nurses from all over the world initiating primary care. The keynote address was by the Hon Nicola Roxon MP; and the conference dinner was at Taronga Zoo, overlooking the Sydney Harbour Bridge, the Opera House and the Harbour itself. What a spectacular venue and evening.

I am also pleased to advise members that the motion put forward by the ANF NT Branch regarding *"that the ANF lobby the National Nursing & Midwifery registration board to review the validity of the current English literacy scoring system for prospective employees, whose first language is other than English, to ascertain whether the competency level for written & spoken English is of a standard that ensures safety in the workplace,"* was carried unanimously by the delegates attending the national conference.

There was a strong focus on the aged care campaign, and some excellent work is being done across the country by members and delegates in regards to improving aged care for both residents and the nurses who work tirelessly in this area.

I thoroughly enjoyed the conference and was both proud and honoured to be given the opportunity to attend on behalf of the Central Australian delegates.



MembersEquity
The Super Funds Bank



from the branch office



Senior Organiser Report

Angela Phillips | Organiser1@anfnt.org.au

Aged Care

ANF Federal Secretary Ged Kearney addressed the National Press Club on Aged Care in September via a live broadcast from the ABC. I for one am very proud of the speech Ged delivered to the audience of journalists and other guests, including the Minister for Ageing Justine Elliot. Here is a short extract from Ged's speech:

Even in the best funded, best run centres it needs only one thing to go wrong for things to go seriously off-schedule. In fact, it is really only manageable on a good day. Our members tell us that nursing homes are constantly understaffed, all it takes is for one worker to call in sick or one person to be called away urgently for family reasons and workloads become unbearable. If a replacement worker can not be found, the other staff must pull together to ensure their elderly residents still get bathed, dressed, get their meals and medication. The pressure is unrelenting.

This is made worse by the fact that the standard eight hour day has been slowly whittled down. Staff now have to fit the same workload into seven-and-a-half, seven, six-and-a-half and even six-hour shifts. When budgets get tighter, they chop off another thirty minutes.

Despite this, the registered nurses, the enrolled nurses, the personal carers and the ancillary staff do their job with care and dedication. This is not a job for the cynical or the detached.

I encourage all ANF members to visit the ANF website at www.anf.org.au and click on the **Because We Care** icon to read the full copy of Ged's speech.

On behalf of the ANF NT Branch I would like to thank Steve Buethke for assisting the branch in bringing the ANF **Because We Care** campaign to life in the NT. Steve has now finished his contract with the Branch. The ANF NT Branch will be continuing to support this campaign and encourages all nurses to take this opportunity to get involved in this very successful campaign.

Job Delegates

If your work area does not have a job delegate please nominate yourself or a colleague. Nomination forms are available from the ANF office. This is a great opportunity for you to learn about advocacy on behalf of your colleagues, human resources, and industrial relations.

ANF NT Branch Workload Grievance Forms

The ANF NT Branch has developed a new Workload Grievance form. If you are experiencing unreasonable / excessive patient care or nursing task workload or the workload effectively denies you of any reasonable access to professional development or you are unable to access adequate professional guidance because of workload or staff skill mix, then call us on 8920 0700 and we will give you guidance on how to obtain and use these forms.

Organiser Central Australia

Barbara Sharp | 0437821203 | organiser3@anfnt.org.au

The road show held in October was well received and an increase in membership of around 15 members was very pleasing. In addition, a job delegate meeting was well attended and gave local job delegates the opportunity to meet with the Secretary and Senior Organizer as well as interact across several health employers.

The Congress agreement has been finalized and is currently awaiting approval from Fair Work Australia following a very strong positive vote from employees. It is anticipated that back pay will be paid by the end of November. The reclassification of all nursing positions is currently being undertaken - this will ensure positions are classified and named in alignment with the public sector. It is very pleasing to see Congress acknowledge the contribution of nurses and the desire to ensure they are remunerated appropriately. This new agreement includes an agreement to ensure wages are kept in line with the public sector including any increases currently planned.

Aboriginal Hostels Limited who run Hettie Perkins have also increased wages to provide parity with the public sector in the current agreement being negotiated which is hoped to be in place in December. It is extremely disappointing that Frontier Services who run Old Timers are not addressing the wage parity issue in the agreement currently being negotiated.

I wish everyone a very happy and safe Xmas and all the best for 2010.

from the branch office

Dates to Remember

Event	Date	Visiting Official
ROADSHOWS	To be confirmed	
Fair Work Australia Workshops	2009-2010 : Dates yet to be decided	Secretary/Organiser

**Industrial Organiser's Report**Wendy Coleman | organiser2@anfnt.org.au

I am alarmed by the amount of members who are being exposed to "Bullying and Harassment". Here are some tell tail signs of what a bully is. We at the ANF NT do not believe that Bullying and Harassment is an acceptable behaviour!

Some of the behaviour that you may notice:

- Withholding of information that you need to do a job
- Controls meetings and always dismiss your ideas
- Be verbally or physically abusive
- Spread rumours that are not true
- Tease or insult you in private or public
- Make your good work look bad by sabotage
- Try and isolate you from colleagues
- Exclude you from joining work activities
- Play practical jokes at your expense
- Take all the credit for your good work
- Pinch your ideas and present them as their own
- Mock or imitate you behind your back to get a laugh
- Often criticise you and or find fault with your work
- Try to unsettle you, make you scared or upset
- Deliberately ignore you at meetings
- Try to make you look foolish, bad or useless
- Use code words that everyone but you knows
- Run hot and cold by one minute being nice and then being nasty
- Threaten to sack you

What can you do to try and eliminate this unacceptable behaviour?

Document any incidents that you think are inappropriate:

- Keep names of the offender/s
- Dates and times
- Any witnesses to the incident
- Where it happened
- What the behaviour towards you was
- How you were made to feel by their actions
- Advise your Job Delegate or an Occupational Health and Safety Rep

from the branch office

Industrial Organiser's Report (continued)

If you wish to take the matter further or feel that you can't talk to other people or they may be the problem then please contact the ANF on 8920 0700.

This behaviour is NOT acceptable and the ANF NT will be working towards eradicating this type of behaviour. What you need to do is stand up and demand that you as a person get the respect you deserve as a valued member of your team/area.

The detrimental effects of workplace bullying are seldom limited to just the target employee, and can spread within the work unit or even further. Unless addressed, they can develop into a pattern of repeated bullying. If you witness such behaviour then you also need to document the incident, in some cases there may be the need for immediate intervention and an incident report to be written. This type of behaviour can also impact on your personal lives.

Remember to always talk membership to your colleagues.

I work four days per week and can be contacted on any of the below:

Email: organiser2@anfnt.org.au | Phone: 08 8920 0705 | Mobile: 0417 834 645

Membership Report

Karen Gotts (nee Shepherd) | membership@anfnt.org.au

The office has been receiving an increasing number of incomplete membership application forms and payment forms. This is the most common cause of delays pertaining to your membership. Taking the extra minute or two to ensure you have completed all sections on your form can save a lot of time in the long run, so please double check everything before sending it in.

After two great years as the ANF NT Branch Membership Officer, I have resigned as I am leaving Darwin. I have enjoyed getting to know the members, job delegates, and branch councillors, and wish you all the best as you continue to fight for your rights at work.

Brenda Polglaise will be taking over as the Membership officer.

Collective Agreements	Current Situation
Frontier Services and Juninga CA St Johns (Catholic Ed) Hetti Perkins	Due to be voted on. Nurses will remain the lowest paid in the NT. Awaiting final document.
Congress (CAAC)	Minister has approved the hostels agreement and is currently considering the aged care agreement. Agreement currently with the Fair Work Australia for assessment. Expecting to see a positive outcome with a ballot opening in December 2009 with possible implementation of the agreement in early January 2009. Aged Care Nurses will be paid NTPS Nurses wages, making them the best paid aged care nurses in the NT.
Miwatj	Agreement has been voted and accepted by staff. Agreement is currently with Fair Work Australia.
ARCBS Darwin Private Hospital	ANFNT were able to negotiate some substantial improvements for nursing. These improvements will be rolled out to all employees. Once agreement implemented nurses will receive initially, NTPS nurse wages but future increases will be aligned with Commonwealth CPI.
Urapuntja (Utopia)	Agreement was voted on and accepted. With Fair Work Australia. Staff unhappy with current drafted agreement. Issues will backpay occurring only to July 09 and not February 09 and on call of \$2.61 per hour instead of \$5.00. Negotiations continue.
	An initial draft document has been distributed to nurses and management for comments.