



Yvonne Falckh  
NT Branch Secretary

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## MESSAGE FROM THE SECRETARY

This is the first newsletter for 2009. Some of you have been back at work for some weeks from the Christmas and New Year break and many of you remained at work unable to take leave due to workplace demands and nursing shortages. As we all know provision of health care is a 24/7 service. I hope you have a good year working in the NT during 2009. If you are in need of assistance please contact your Job Delegate in the first instance or our branch. We hope 2009 will see better staffing and support for staff to assist in making your work experience in the NT better.

### Biennial Job Delegate Conference 2009

April 30th and May 1st 2009 will be our Biennial Job Delegates Conference. For the first time ever we have opened the conference to all Job Delegates and other members to attend as observers. We will be holding a professional day on the 1st May 2009. This is the opportunity for nurses to be kept informed on current issues affecting the profession such as National Registration and Accreditation, the National Nursing workforce, the progress of Nurse Practitioners in the NT, Award Modernisation and how this will affect our profession, and changes to WorkChoices and how the new industrial landscape will look. We will have a conference dinner on the evening of the 30th April 2009 with the theme of 'The Roaring Twenties'. We look forward to seeing as many of you as possible that can make it to Darwin for our conference.

### New Branch Council and Executive

I would like to take this opportunity to welcome our new Branch Councillors and Branch Executive to the ANF for the next two years. I would like to thank our past Branch Councillors for their contribution to the Branch and membership over the past two years.

Your new Council and Executive are:

<b>President</b>	Shirel Nomoa - Darwin Acute
<b>Vice-President</b>	Mick McClellan - Darwin Acute
<b>Branch Executive</b>	Frank Pearson - Darwin Acute
	Karen Brown - Darwin Acute
<b>Branch Councillors</b>	Ian James - Darwin Acute
	Simon Murphy - Darwin Palliative Care
	Leslie Gay - Remote
	Richard Sherwill - Remote
	Michelle Callard - Alice Springs Aged Care
	Julie Doyle - Darwin
	Jan Hercus - Darwin Community Health
	Robyn Norris - Darwin Aged Care
	Michael Wright - Tennant Creek Acute



**MembersEquity**  
The Super Funds Bank

## from the branch office

### Vacancy – Central Australia – Part-time Organiser

The Branch has tried unsuccessfully to recruit a part time organiser for the Central Australian Region of Australia (Alice Springs to the Barkley). We have had numerous advertisements in both newspapers and we have posted flyers in workplaces with no success. I believe it is important that we have a local presence in the area and are keen to hear from any nurse, past or present in Alice Springs that would like the opportunity to join our ANF organising team.

This position would be suitable for someone currently working part time, an at home parent, or someone considering retirement or presently retired. The position offers the opportunity to work with job delegates, members and management in various work sites. The Branch will bring the successful applicant to Darwin for training and we will provide the necessary resources to enable you to fulfil the role. If you feel this is something you would like to be a part of please contact the Branch for further information.

Dates to Remember		
Event	Date	Visiting Official
<b>ROADSHOWS</b>		
Katherine Region	25 – 26 February   9 – 10 September	Secretary/Organiser
RDH	5 March   16 September	Secretary/Organiser
Central Australia	9 – 11 March   4 – 9 October	Secretary/Organiser
DPH	17 March   18 September	Secretary/Organiser
Gove	19 March   30 September	Secretary/Organiser
<b>JOB DELEGATES TRAINING</b>		
Central Australia	23 – 25 June	Secretary/Organiser
Top End	22 – 24 September	Secretary/Organiser
Job Delegates Conference	30 April – 1 May	The Darwin Convention Centre
ANF NT Professional Day	1 May	The Darwin Convention Centre



### Organiser's Report

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

Welcome to the first newsletter of the New Year. I hope you all had a chance to spend time with family and friends over the festive season.

### Challenges and Opportunities

2009 will bring new challenges and opportunities. These include the reviews in the NTPS Union Collective Agreement e.g. Nursing Resource Consultant review, NHpPD implementation, Nursing and Midwifery Education and Training reform, Fringe Benefits Provisions in relation to Non Hospital based employees, Remote Nursing Incentive Package review. Other areas of challenge are Aged Care, Accommodation for Nurses and Midwives in the NT, Recruitment and Retention of Nurses and Midwives in the Private and Public Sectors. We look forward to working with our members to ensure we have successful and reasonable outcomes in all areas mentioned.

### Aged Care Sector

The Aged Care Sector will be significantly highlighted this year both nationally and in the NT. The ANF National Aged Care Campaign is set to be launched in March 2009. This has never been done before but, the ANF will harness the power of its 170,000 nurse/midwife members in a unified, national campaign to compel the Federal Government to fix Australia's critically under-resourced aged care sector. The goals of the campaign include: mandate minimum staffing levels and skills mix, improve regulation of the sector and fix the growing wages gap between aged care workers and their counterparts in the hospital system, which is now estimated to be up to \$300 per week.

As I stated above this is the first time a national campaign of this magnitude has been run and it is critical all members get involved to ensure a positive outcome for Aged Care and the broader community. The mobilization of ANF members and aged care nursing staff will be the lynchpin of this campaigns success.

The ANF NT Branch is calling on all members for their support and to get involved with this campaign. We will disseminate information and campaign kits when they become available prior to the March 2009 Aged Care Campaign Launch in Canberra.

## organiser's report

### Biennial Job Delegates Conference and Inaugural Professional Day 2009

As the Branch Secretary has previously mentioned, the ANF will be hosting the NT Job Delegates Conference at the Darwin Convention Centre on 30 April – 1 May 2009. For the first time the second day of the conference will be open to all members to attend the Inaugural Professional Day. Don't miss this truly dynamic day of presentations.

**Guests include (with more still to accept):**

Ged Kearney - ANF National Secretary  
 Lee Thomas - ANF Assistant National Secretary  
 Nick Blake - ANF Senior Industrial Officer  
 Greg Rickard - Principal Nurse Advisor  
 Cathy Spurr - Lawyer Halfpenny's

**Sessions:** What National Registration means for Nurses & Midwives; Legal Issues - Workers Compensation, Coronial Inquests; National Aged Care Campaign and more.

**Cost:** Members \$70.00.

**Registration:** go to the ANF NT website ([www.anfnt.org.au](http://www.anfnt.org.au)) for a registration form, contact Jay Josephs on (08) 8920 0700 or email [admin.ntanf@octa4.net.au](mailto:admin.ntanf@octa4.net.au).



### Organiser's Report

Katherine Savvas | [Kat.ntanf@octa4.net.au](mailto:Kat.ntanf@octa4.net.au)

There has been some confusion around the 2008 NTPS nurses' union collective agreement and how you should read the document. The new agreement now includes the NTPS Nurses Award (Schedule 1) and the NTPS General Condition Award (Schedule 2) that in the past have been separate documents.

The agreement is the initial document that should be referred to and if the condition/entitlement you are looking for is silent in the agreement then refer to either schedule 1 or 2.

The query that keeps coming into the office is the shift penalties. Page 31, clause 34 of the agreement there is no mention of Saturday penalties. This clause only covers agreement penalties, those different and above the award rates. The Saturday shift penalty is as per schedule 1 Nurses NTPS Provisions, page 65 clause 4; this states the penalty for Saturday is 50%. Please contact me if you need any further clarification around the new NTPS agreement.

Collective Agreements	Current Situation
<a href="#">Frontier Services and Juninga CA</a>	Current agreement expired on the 1st December 2008.
<a href="#">Kormilda College</a>	Expired 9 Jan 2009 – Negotiations continue.
<a href="#">St Johns (Catholic Ed)</a>	Expires 3 March 2009 Bargaining notice lodged.
<a href="#">Hetti Perkins</a>	Re-establishing a Union Collective Agreement.
<a href="#">Congress (CAAC)</a>	Expires 22 March 2009.
<a href="#">Marthakal Health Service</a>	Still awaiting response from management to negotiate a union collective agreement.
<a href="#">Miwatj</a>	Expired Dec 2008 Log of claims have been developed and negotiations are underway.
<a href="#">Darwin Private Hospital</a>	Expires 1 Feb 2009 members to review Log of Claims.

### 2009 Nurses Pocket Diaries

New 2009 pocket diaries have arrived in the office and are being sold at \$5.00 per diary. We have only ordered 750 diaries so you will need to be quick to reserve yourself a copy. Similar nurses diaries are being sold at newsagents for \$12.50, so this is a really fantastic offer.

## news briefs

### Membership Officer

Karen Shepard | [membership.ntanf@octa4.net.au](mailto:membership.ntanf@octa4.net.au)

Last year we ran a very successful recruitment campaign. Congratulations to Julie Doyle, who took home the fantastic prize hamper for recruiting the most members. This year, all members will receive a free movie ticket for every two members they sign up. Just write your name in the "Recruited By" section of our new application forms.

If your application form doesn't have the "Recruited By" box at the top, it is an old form and will not have the correct rates. Please contact the office or go to the "Join Now" section of our website to get a new form.

### ANF NT Branch Website

The ANF NT Branch website ([www.anfnt.org.au](http://www.anfnt.org.au)) has links to current outcomes and worksite information. The website has membership application, method of payments and review of membership details forms which may be downloaded and either posted or faxed to the NT ANF Branch.

### A pioneer spirit – necessary ingredient for the nurse practitioner journey

*written by Beth Amega RN*

In 1928 my grandfather immigrated to Australia under the returned soldier settlement scheme. The land he was given was poor and unproductive so after a few years he moved the family and literally hacked out a farm from virgin bush land in what is now Victoria's premium wine country. These pioneering genes are now being called upon as I contemplate the next phase of my career as a Nurse Practitioner. Maybe if I didn't have them I wouldn't be even starting out as the Nurse Practitioner journey is currently not for the faint hearted and it seems that a pioneering spirit is an essential ingredient in this journey.

Nurses in the Northern Territory are now being challenged to explore the Nurse Practitioner role. The Northern Territory has only recently joined other parts of Australia in passing legislation for the authorisation of NPs. This puts us in a unique position of being able to learn from and build on what has already been achieved in our sister states and territory.

To help develop the Nurse Practitioner role in chronic disease management as part of a master's project<sup>1</sup> I was blessed to listen to the journeys of some who have pioneered the role in chronic disease specialties - cardiac, diabetes, aged care and kidney disease in other states. It has been a hard journey for many, if not all, who have undertaken to be at the forefront of this chapter in Australia's nursing history.

The journey has been long and arduous at times. There are those who nearly didn't make it, but pulled through with the support of colleagues, family and friends. There are those who arrived only to find the destination desolate or virgin bush with no planning approvals in place or funding to build any kind of structure. Some have struggled through the isolation of travelling alone or having meet hostility from those encountered along the way.

Despite the obstacles they still forged ahead into the unknown territory and having arrived they are now building their practices. These practices are not always alike. They are dependent on the environment in which they are built and being constantly modified as they grow. They have however laid the foundation for the evolutionary changes in Australia's health care delivery and placed Nurse Practitioners firmly on the government's agenda.

I would like to say thank you to those pioneers from other states who have blazed the trail for us in the Northern Territory and opened up the way, your strong pioneering spirits have conquered the mountains and we are now ready to follow and explore the plains.

<sup>1</sup>Research to be published in late 2009.