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MESSAGE FROM THE SECRETARY

Congratulations to all nominees and winners of the NT Governments Nursing and Midwifery Awards for 2011. A presentation was held at Parliament on Friday 13th May 2011. We are very proud that our ANF NT Branch President Shirel Nomoa was recognised for her contribution and commitment to Nursing in the NT and was selected as Enrolled Nurse of the Year. The other successful nurses and midwives are:

NT Nursing and Midwifery Awards 2011	
Acute Care	Lesley Stewart
Professional	Miriam Heath
Community	Christine Inglis
Mental Health	Fiona Grey
Aged Care	Mary Ingrames
Remote Health	Bev McCormack
Enrolled Nurse of the Year	Shirel Nomoa
Graduate of the Year	Elizabeth Hoppo
Midwifery	Rosemary Weckert
General Practice	Sally Greer
Living Legend	Suzette Moran
Nurse of the Year	Bev McCormack

Unions NT Awards

On Sunday 1st May at StarCity Casino in Darwin, Unions NT presented their awards. Shirel Nomoa was a nominee as **Most Outstanding Union Delegate**. Shirel works tirelessly on the behalf of members as well as being the Branch President for the ANF NT over many years. This category is designed to reward a single delegate or activist – the unsung heroes who do the hard yards against the odds. These are the members who are tireless in their efforts on behalf of their union for the advancement of their fellow workers.

A big winner at the awards was our own senior organiser, Angela Phillips. Angela won the award of **Most outstanding Union Official** in the NT. This award was for an official that demonstrated success in implementing a campaign, increasing membership, activating members, dealing with the employer, developing an understanding of collective action and representing workers. I am sure you will agree that this aptly describes Angela. Angela has worked as an organiser with ANF NT for almost 10 years. She is very competent and extremely knowledgeable. Her IR skills and ability to manage issues are excellent. Angela is a well respected member of the union movement in the NT and by other unions and their members, employers/managers and ANF NT members. Congratulations and well done Angela.

Nurses and Midwives NT Public Sector Agreement 2011

Log of Claims (without Prejudice). The following log of claims was developed from responses by the membership to the Log of Claims survey they received in the post.

The provisions of the Current EBA are to be maintained, unless varied below.

1. Recognition and Reward for Increased Responsibility

- Percentage wage increase. 6% pa
- EN Restructure – EN 1-5 plus AP level and inclusion of levels for Diploma ENs
- Agency financial support and payment towards upgrading EN's skills to Diploma level.
- Appropriate classification of Nurse Practitioners with corresponding shift and penalty pay, including those classified as Nurse 6
- N5 – add a third level to reflect NRC's increased responsibility.
- Wages for senior nurses and midwives - maintain their salary comparable with the top two states for senior public sector nurse wages.
- Extra weeks leave for Operating Theatres Nurses/Midwives working at KDH, GDH.
- Introduction of Preceptor Allowance for Registered Nurse level 2 or Enrolled Nurses that are required to act as preceptors.
- Increase of employer contributions into super
- Options for increasing employee contributions into super.



MembersEquity
The Super Funds Bank



from the branch office

2. Conditions of Employment

2.1 Rostering

- Embed the DHCS 'Best Practice Rostering and Staff Deployment Principles' into the NTPS Nurses and Midwives Agreement.
- New clause to reflect Appendix A 12 Hour Roster Proposal of 'Best Practice Rostering and Staff Deployment Principles'.

2.2 Shift penalties

- Increase of all penalty shift rates
- Introduce 12 hour shift penalty rate to commence from 1300 hours, for morning shift.
- Nurse 6 – payment of overtime and penalty shifts.

2.3 Overtime

- No greater than the maximum of 50hrs per week to be worked by any nurse (including overtime).
- Overtime payment if Nurse/Midwife booked for an overtime shift and then they are cancelled with minimal warning

2.4 Annual Leave

- Nurses and Midwives should be entitled to take their accrued ARL in a timely manner.
- Recreation Leave at Half Pay
- Extended Leave Scheme

2.5 Shift Responsibility Allowance

- Nurse 2 who undertake Shift Management Responsibility will be paid a 30% allowance for the shift.

2.6 Post Graduate Allowance

- Increase Post Graduate Allowance.

2.7 On Call

- Increase On Call rate
- Increase On Call rate Nurses working in Theatre KDH and GDH.
- On-call allowance and overtime eligibility including penalty pay, to be extended to all CNMs (N6).

2.8 Public Holidays

- Christmas Day to be paid as a public holiday even if falling on a Saturday or Sunday.

2.9 OH&S

- OH&S - Dedicated Health & Safety Representatives, with allocated allowance and recognition of impact on Full Time Equivalent ratio.
- Increase security throughout Agency (especially Mental Health)

2.10 Education

- Access to study leave should be funded and supported by Agency.
- Increase in Clinical Nurse Educators. (failure to advise ANF of outcomes of review)
- New classification of Assistant Director of Nursing Education in Alice Spring and Royal Darwin Hospitals.
- Guaranteed workplace education plan for all staff to access.
- Education Scholarships (specialties) after 12 months continuous service.
- Mandated Study Days.
- Mandatory training - to be completed in work time, with dedicated time quarantined for the training and funded by the Agency

2.11 Meal/Tea Breaks

- 15 minute tea breaks to be included in agreement.

2.12 Parental Leave

- Update clause
- Increased Paternity leave

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3. Recruitment and Retention for Safer Workplaces

- Review of NHpPD with ANF NT involvement
- Introduction of travel allowance/air fares after two/three years full time employment.
- Five days paid bonus travelling time after continuous service
- Union Representative clause
- Union Training Leave
- Accommodation Subsidy

4. Remote Area Nurses/Midwives

- Cessation of all temporary contracts used as a method of employment of RANS in remote.
- Remote incentive Allowance
- On-call allowance and overtime eligibility including penalty pay, to be extended to all Nursing Directors, Area Service Managers N6, and Nursing Coordinators who are required to be on call for extended periods of time, including urgent issues that arise in remote health centre's.
- Absolute removal of single nurse posts
- Management of oncall and fatigue.
- Increase number of Educators.

from the branch office

5. Community Health

- Career Structure for Community Health
- Salary Packaging

6. Amendment to Clauses

- Schedule clause 3.1 Higher Duties Allowance vi.
- Clause 45 Casual Employment
- Clause 46 Security of Employment

Dates to Remember	2011	Visiting Official
ANF Events		
ROADSHOWS		
RDH, GDH and DPH Central Australia	TBA 23-26 May	Angela Phillips Senior Organiser Julie Doyle Regional Organiser
Katherine Region	6-7 July	Julie Doyle Regional Organiser
JD TRAINING	TBA	
JD MEETINGS		
Top End	1st Wed of each month	Venue: ANF office Time 5.00pm
Central Australia	3rd Wed of each month	Venue: Paeds Conference room ASH Time: 4.30pm



Senior Organiser Report

Angela Phillips | organiser1@anfnt.org.au

The time has come for the Federal government to act on Aged Care Reform. The ANF 'Because We Care' campaign has highlighted over the last year issues that are impacting the Aged Care workforce. I encourage all members (not just Aged Care Nurses and PCA's) to visit the ANF 'Because we Care' website at www.becausewecare.org.au and support the campaign and your colleagues in the Aged Care Sector.

We need to continue to campaign for better wages, appropriate staffing levels and skill mix. Our older Australians deserve to receive the care they need. We implore the Productivity Commission to be aware of the crisis in Aged Care re: the wages, staffing levels and skill mix and recommend to the Federal Government to fix the crisis.

As some of you may know by now, I won an Award on May Day. I would like to thank all of the Members and Secretaries that have supported and given me advice over the years.



May Day 2011



Masonic Morning Tea for the BWC campaign

I have had some inspirational Union Delegates, Officials and Secretaries over the ten years as an ANF NT Branch Organiser to look up to and one day aspire to.

I can tell you I was completely lost for words, but very grateful to be acknowledged for the work I enjoy – supporting our members and the broader Union movement.

Collective Agreements	Current Situation
Wurli /wurli	Negotiations continue.
Southern Cross Care	Negotiations commencing on behalf of future aged care nurses and carers.
KWHB	Negotiations commenced.
Sunrise	Expired 31 December 2010. Negotiations have commenced.
NTPS Nurses	Bargaining has commenced.
DPH Nurses	Log of claims developed.
Danila Dilba	Log of Claims developed Expires 30th June 2011.
Royal Flying Doctor Service	Negotiations are well underway.
Frontier Services	25th November 2011.

from the branch office



Organiser's Report

Wendy Coleman | organiser2@anfnt.org.au | Phone: (08) 8920 0700 | Mobile: 0437 821 203

I would like to say that it was very pleasing seeing so many ANF members at the May Day Events. The May Day weekend started with Drinks at Parliament House on Friday night, Dinner at Skycity Casino on Sunday evening and was followed by the March on Monday. As one of the organisers of these events it made me feel proud to be an ANF Official.

The Unions NT Awards were given out at the Dinner on Sunday night. I am pleased to announce that Shirel Nomoa was nominated for the "Delegate of the Year" Award, and Angela Phillips the winner of the "Outstanding Union Official", I would like to take the opportunity to congratulate both of you on your wonderful achievements.

The Use of Rosie the Riveter for the 2011 May Day Celebrations

The Theme for May Day was 100 years of International Womens Day and that was how we came to use Rosie the Riveter. Rosie the Riveter is a cultural icon first depicted in the United States, representing the American women who worked in factories during WWII. The character is now a widely recognised feminist icon not only in America but across the world. The Rosie the Riveter image has long been used by unions in the struggle for Equality for Women particularly in campaigns for equal pay for work of equal value. The Unions NT May Day Committee in 2011 decided to use the image of Rosie for their publications and advertising along with the slogan "Strong Unions Need Strong Women!" to highlight that this year celebrates 100 years of International Women's Day and to recognise the important work our female union members achieve.

Remember to always talk membership to your colleagues.

I work Monday to Thursday and can be contacted on email or phone.

Regional Organiser's Report

Julie Doyle | organiser3@anfnt.org.au | Phone: (08) 8920 0700 | Mobile: 0437 821 203

I have now been working at ANF NT for three months. It has been a very busy time in the office with the upcoming EBA and the worksite visit to the very beautiful Alice Springs. I met with lots of members, and I was able to find my way around the town to numerous different work sites with our senior organiser, Angela Phillips. At the end of May I am off again with Angela to Alice Springs for a road show. Then I am off to Tennant Creek for another road show. I am looking forward to meeting up with members there.

We had a very good May Day, with a good turn out for the march on the Monday. May Day entertainment with the bands including Dr Elephant and Lisa Flannigan on the Esplanade was very good. It was great sitting with members on the lawn listening to music watching the sunset and partaking of a picnic.

Please note that I work from Tuesday to Friday in the ANF NT office and work one day at the hospital.

Membership Report

Brenda Polglase | membership@anfnt.org.au | Phone: (08) 8920 0702

I attended the May Day march with my little ones and had a wonderful time meeting some new members and being a part of the march. I will be working on the mapping in the next week or so, so if you have changed your workplace recently or need to update your postal or contact details please contact me so I can update your file. If any of your details have changed, please advise me at your earliest convenience. Any changes can be updated by completing the relevant form which can be downloaded from our website - www.anfnt.org.au. Click on the "join now" and then "membership forms" links and select your form. Or you can call me or email the details. Please note that if you are changing details do not use the application form, bank details are on the method of payment forms, for postal details and/or workplace and/or contact information, please use the review of membership form.

If you have any questions please contact me between 9am and 3.30pm Monday – Friday on email or phone.

Administration Officer Report

Lisa Wright | admin@anfnt.org.au | Phone: (08) 8920 0700

What an extremely busy couple of months we have just had, I have well and truly settled into my role as the Admin Officer. I have had the opportunity to meet many members when I attended Parliament House drinks, Conference Dinner, Professional Day and have now participated in my first May Day March. Our Membership Officer Brenda has just returned from leave, I looked after Membership while she was away and it was a great opportunity for me to have contact with our new members. I look forward to meeting more of you as time goes by.

Lisa may be contacted on email or phone (excluding Government pay Thursdays) from 9am to 2.30pm.