



Yvonne Falckh
NT Branch Secretary

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MESSAGE FROM THE SECRETARY

We are all catching our breath following the early NT Government election called by the Chief Minister, the Hon. Paul Henderson. There are lessons to be learnt in the outcome of the election which showed a large swing towards the opposition. Parliamentarians are elected by their constituents and as such, it is never a good thing to fail to listen to these constituents, or to show arrogance towards them. We now have a more balanced parliament, which should ensure robust discussions occur in the future. Nurses, teachers, police and fireies were all negotiating around the same time and there were many disgruntled public servants who would have cast their vote to reflect their feelings.

Nursing Hours per Patient Day should start to be implemented within workplaces by the time you receive this insert. ANF will be closely monitoring its implementation and its effects on safe skilled staffing levels. The Steering Committee will also review the benchmark figures six monthly.

Llorabel Reynolds Scholarship

We are pleased to announce that Michelle Walding, a diabetes educator at Royal Darwin Hospital, will be our inaugural recipient of the Llorabel Reynolds Nursing and Midwifery Scholarship for 2008. Michelle is completing a Master of Nursing (Nurse Practitioner) through Charles Darwin University. Congratulations Michelle.

Branch Council Elections

Nominations opened Monday 1st September 2008 and closed Monday 22nd September 2008. There are eight Branch Council positions, four Executive positions, one President position, and one Vice-President position. If the number of nominations exceeds the vacancies for the positions, voting to select your next Branch Council and Executive Council will commence on Thursday 9th October 2008 and close at 0900 hours on Thursday 30th October 2008. We look forward to seeing some new members join both councils along with past councillors.

Nurse Practitioner

The development of the Nurse Practitioner (NP) project in the Northern Territory is progressing at two key levels:

1. Implementation Steering Group; and
2. Implementation Working Groups.

The NP Implementation Steering Group is working on a number of areas:

- NT legislation that needs to be changed to allow NPs to prescribe. The Implementation Steering Group is providing advice to the review of the Poisons and Dangerous Drugs Act (PADD). We are also working with the Director of Pharmacy to develop a Framework for Limited Prescribing, and work will continue in assisting NPs establish their formularies under Section 29 of the PADD.

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MembersEquity
The Super Funds Bank

from the branch office

Message From The Secretary (continued)

Nurse Practitioner

- **NT Regulation** - in March 2008, the Nursing and Midwifery Board of the NT endorsed three pathways to authorisation to practice as a NP: through Mutual Recognition via another State/Territory; completion of a Masters Qualification in NP; and Portfolio of education and experience, time limited till 31st March 2009. The NT currently has up to five nurses authorised to practice as NPs.
- **Education Pathways** - both Centre for Remote Health in Alice Springs and Charles Darwin University (CDU) have Masters in NP qualifications before the Nursing and Midwifery Board of the NT for endorsement.
- **Employment Pathways** - three NP Implementation Working Groups have been established to develop the relevant employment policies and procedures for the employment of NPs. These are NP in Emergency Department at Gove District Hospital, Remote Health and Mental Health. The Working Groups are also developing models of practice and governance frameworks in addition to identifying the funding sources for these new roles.

Collaboration is also occurring with the NT Division of General Practice and with the NGO sector through the Aboriginal Medical Service Alliance of the Northern Territory (AMSANT).

Senior Department of Health and Families (DHF) met with the Australian Medical Association (AMA) in early 2008 to discuss the implementation of NPs in the NT. The AMA NT Branch was very supportive and consultation will continue.

Nationally, the Australian and New Zealand Council of Chief Nurses (ANZCCN) have developed a paper for the Australian Health Workforce Principals Committee on the review of Commonwealth legislation to give NP access to the Medical Benefits Scheme (MBS) and the Pharmaceutical Benefits Schedule (PBS). The Commonwealth Health Minister has also been advised of this proposal.

The DHF has also joined a Corporate member, the Australian Nurse Practitioner Association, to ensure that NT nurses remain across all issues pertaining to the development of NPs in Australia.

CDU and the DHF are facilitating a NP Workshop on the 5th September 2008 to process the implementation of NP, particularly at a Working Group level. If you have any queries please contact Greg Rickard, Principal Nursing Adviser on (08) 8922 7161 or Professor Sandra Dunn from CDU on (08) 8946 7114.



Organiser's Report

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

Salary Packaging for non acute sector nurses/midwives

There have been issues surrounding salary sacrifice for non acute sector nurses for sometime now due to the structure in the Northern Territory. Nurses working in these clinics are unable to access salary packaging like their acute sector colleagues. This is an Australian Taxation ruling, and an interpretation of legislation that is the reason for non acute nurses not being entitled to salary packaging. The ANF NT Branch has been working with OCPE & DHF for over four years to correct this inequity. For current information regarding salary packaging for nurses please go to the ANF NT Branch website at www.anfnt.org.au.

Collective Agreements	Current Situation
Frontier Services and Juninga CA	Agreement has been signed off.
Kormilda College	ANF staff reps meeting with management to present Log of Claims.
Katherine West Health Board	Agreement has been signed off.
Hetti Perkins	Re-establishing a Union Collective Agreement. If it will a Non Union Collective Agreement.
Congress (CAAC)	Drafting Log of Claims for members.
NT Public Sector Nurses	Nurses will vote on the agreement.
Marthakal Health Service	Awaiting response from management to negotiate a union collective agreement.
Anyinginyi	Nil further update.

organiser's report



Organiser's Report

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

Non Union Collective Agreements

Under the continuing residue of Workchoices, which remains in force until 2010, employers are not required to consult with staff about whether they want a Union Collective Agreement (UCA) or a non union agreement. We believe nurses must be offered a clear vote on which type of agreement they want and should not be simply presented a *fait accompli*.

Some nurses are already losing their hard-won pay and conditions through dubious tactics used by some employers. Nurses struggling under busy workloads and family commitments should not be expected to have to bargain with seasoned industrial negotiators without adequate union representation.

The ANF NT Branch strongly advises all our members to check with their Job Delegate or contact the ANF office before voting or agreeing on any workplace agreements.

NTPS Nurses Agreement Negotiations - Campaign 2008

"NURSES you can't live without them. WHO will care for YOU?"

Meetings have been held with members to ensure everyone understands the Government's offer to nurses in the NTPS. Further meetings will be held as negotiations continue. We encourage members to check the ANF NT Branch web site (www.anfnt.org.au) regularly for all updates on the progress.

ANF Job Delegates are the driving force behind the ANF success of communicating with members and ensuring that members have a say at the workplace. Job Delegate nomination forms are available from the ANF office - please ring (08) 8920 0700 and we will send one out to you.

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 fast.
- Encourage all your friends and colleagues to join the ANF NT Branch - there is strength in numbers.
- Check website regularly - www.anfnt.org.au
- Offer help with the campaign 2008 activities.
- Nominate for a JD position in your worksite.
- Come to organised meetings.

Campaign 2008 Timeline/Negotiation Process

August 2008 onwards: meetings with members, proposed offer to be voted on by members once this has taken place and negotiations will continue until the Union Collective Agreement is in draft form.

Once this has been achieved, meetings will again take place with members to accept the proposed whole draft Union Collective Agreement. Nurses and midwives will then be asked to vote to accept or reject the Agreement; this voting process will be formally conducted by the Australian Electoral Commission (AEC).

Welcome to the NEW ANF Job Delegates

The ANF office wishes to welcome the following new JD's to the team: Mandy Dobson - SDPU, Daniel Gleeson - Papunya, Tamarah Wiseman - RDH CCU, Henedina Sison - RDH 4A and Jayne Stubbs - Miwatj.

Job Delegate Training Top End Region

JD Training in the Top End Region was held 23rd-25th September 2008. ANF was happy to see 21 delegates in attendance and would like to thank Members Equity, HESTA and IFFP for sponsoring the training. Also a big thank you to Helena for the wonderful three day training sessions. Photos of the training will appear in the next edition of the newsletter.

ANF Members Retirement Planning Seminar

80 members attended the ANF Financial Seminar and due to the success, ANF will consider running the seminars annually. ANF would like to thank Members Equity, HESTA and IFFP for assisting us to facilitate to seminar for the ANF members.

Dates to Remember

ANF Events	Date	Visiting Official
NENA Conference	16th -17th October 2008 - PERTH	
Central Australia Roadshow	27th - 31st October 2008	Angela Phillips, Members Equity
Katherine Region Roadshow	13th - 14th November 2008	Angela Phillips, Members Equity

news briefs

Membership Officer

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

Active members make a strong union! And for a limited time, recruiting new members for the ANF NT could win you a fantastic prize hamper valued at over \$300! The competition has been extended until the end of November, so if you recruit anyone, make sure you write your name in the "Recruited By:" section on their application form – whoever signs up the most people will win!

Branch Council elections will be held soon. If you think your mailing address could be incorrect, please call or email to check and make sure we have your current details.

Website

Members have you viewed your new website lately? This is an interactive site that gives you the opportunity to provide feedback to the branch on both the site itself and the current NTPS Nurses Union Collective Agreement.

The ANF NT Branch website (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.

The ANF is a Nationally Registered Training Organisation (RTO) who offer quality training by professional staff and is committed to maintaining excellence in all fields of nursing.

The ANF RTO Darwin currently offers nationally recognised training in Certificate III in Aged Care CHC30102 and Certificate III in Home & Community Care CHC30202. Aged care and community care are rewarding professions that allow you to contribute to the care of older Australians and the community in general.

The ANF RTO offer traineeships to eligible participants. Traineeships are a form of Australian Apprenticeship funded by local governments to assist the workforce in addressing skills shortages.

Funding in the Northern Territory is available through the Department of Education and Training (DET). The ANF also accesses funding through the Commonwealth Department of Health and Ageing and the Australian Government's Productivity Places Program.

Traineeships allow participants to access training for a reduced fee or in some cases for free. The ANF RTO offer fee paying courses to participants who are not eligible for a traineeship. To find out if you are eligible for a traineeship, please contact the ANF RTO at: rto@anf.org.au

Professional Development

The ANF Education staff can tailor workshops to suit your workplace needs and staff professional development. These courses can be delivered in your workplace for staff convenience.

Courses available include: manual handling, infection control, medications, wound care, challenging behaviours, documentation and reporting, palliative care, communication skills and many more.

For further information, please contact the ANF RTO at: rto@anf.org.au

ANF's CPE Online – Quality, Convenient, Professional Development

Build your professional development portfolio with ANF's CPE record.

Coming this month: ECG & Rhythms – Part 1

Important Websites to Visit

ANF NT website	www.anfnt.org.au	Industry Fund Financial Planning	www.IFFP.com.au
Unions NT	www.unionsnt.com.au	ACTU	www.actu.asn.au
Members Equity	www.membersequity.com.au	YRAW	www.yourrightsatwork.com.au
Hesta	www.hesta.com.au		

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