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NT Branch Secretary
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MembersEquity
The Super Funds Bank



MESSAGE FROM THE SECRETARY

I would like to thank our NTPS Nurses and Midwives bargaining team for their valuable contribution, knowledge and support throughout the bargaining process. This round of bargaining has been particularly difficult as you will know.

The initial offer took away hard fought for conditions that we considered important to maintain for all Nurses and Midwives, especially since many private employers use the NTPS Nurses agreement as a basis for their own agreements. It seemed that we spent much of our time negotiating back our conditions.

At the time of writing this insert, the ANF and OCPE are working their way through the development of the final agreement document. The intention is for employees (nurses and midwives) to vote on whether they accept or reject the offer by the middle of October. The agreement will then be sent to Fair Work Australia for approval, this may take several weeks. It is hoped that adjustments to pays and the sign on fee will be available by the end of the year.

What did the NTPS Nurses and Midwives achieve in this agreement?

All previous conditions remain as is, with the exception of those conditions listed below:

- **Three year agreement** – 3% in the first year (2011) with, 3% in the second year (2012) and a further 3% in the last year (2013).
- **Professional Development Allowance** – Automatic payment – no change to current. No reimbursement model, Amount will increase next year and subsequent years by CPI.
- **Overtime - part time** – All part time overtime provisions pre 2004 will change, need to work 64 hours per f/n, before booked overtime is paid. Changes to pre 2004 will occur from 3 months after commencement of new agreement. Post 2004 will remain as 64 hours work per f/n before booked overtime is paid as overtime. Overtime will be paid to part timers if emergency or booked overtime occurs on the day. Pre booked overtime will not receive overtime rates, until you reach your required hours.
- **Post Graduate Allowance** – Increases of 0.5% this year as well as the percentage yearly wage increase.
- **Other Allowances** – will increase with CPI eg on-call, uniform.
- **Sign on bonus** – 3% of salary and allowances and overtime from first full pay period after 9th August 2011 to **when the agreement is finalised and to the first pay increase under the new agreement.**
- **Enrolled Nurses** – EN's undertaking Diploma studies – will be prioritised for access to N & M studies assistance grants.
- **Consultative Committee** – Joint committee with ANF and Agency decision makers. ANF and Agency have set time frames for items to be addressed by committee. A clause re CC will be included in the agreement. Therefore if agreement is not reached, issues may go through dispute resolution.

Issues to be discussed include:

- | | |
|---|----------------------------|
| □ Rostering & 12 hour shifts | □ Application of ARL |
| □ Security in workplace | □ Cancellation of overtime |
| □ N6 and above additional hours | □ Salary packaging |
| □ Management – on-call & fatigue | |
| □ Reports/reviews – NHpPD & Education | |
| □ RAN –permanency- positions currently being identified for permanency. | |

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from the branch office

Message from the Secretary (*continued*)

- **Extended Leave Scheme over five years** – Four years of work followed by one year off. Extended leave, only applies to fifth year. Bank 20% of base salary - salary is reduced to 80% for four years. The extended leave may be taken in fifth year at 80%.
- **ARL** – May cash in all but four weeks. May be directed to take leave between 25th December and 1st January.
- **Relocation allowance** – Katherine and Alice Springs – Extended from six fortnights to 10 fortnights.
- **Nursing Resource Consultants** – \$1500 remains per annum, In a determination.
- **Remote recruitment** – Remote communities with difficulties recruiting N & M may apply to OCPE for an attraction /retention allowance. ANF will be involved in the process.
- **Remote overtime** – Remote communities where regular overtime is worked may commute their overtime to an allowance if majority of N&M agree from the community. ANF involvement/consultation.
- **Parental Leave** – 3 year parental leave scheme instead of a six year scheme.
- 14 weeks paid maternity leave for those that worked between 12 months and five years continuous. One week paid paternity leave. Employer super for first 6 months. 18 weeks paid maternity leave for those that worked greater than 5 years continuous service. two weeks paid paternity leave – for those that worked greater than five years. Employer super for first 6 months.
- **Higher duties** – Nurse 3 salary level will be paid. Those N3 and below will need to work one full day before payment is made. Those above N3 work five days.
- **Modern Award** – OCPE will develop an enterprise award for all public servants, including nurses and midwives. Clause to be included to ensure no loss of conditions.

Office Space

For those of you who have visited us in our office on Vanderlin Drive, you will know how cramped and unworkable the office space is. In previous inserts I mentioned that the Branch was looking for bigger office space. I am pleased to advise you that we have purchased a new facility in Coconut Grove at 16 Caryota Court. This facility will enable the ANF to have room to hold training and even Job Delegate training and conferences in the future. The training rooms may also be available to hire out. We are in the process of having renovations done which may take some months. Hopefully we will be in there before Christmas.

Pride of Australia Medal

Congratulations to our member Ruth Milne for winning the category of **Care and Compassion** at the recent *Pride of Australia Medal* ceremony. Ruth was nominated for her unrelenting support and care of Debbie Middis and her son Daniel through the devastating ordeal of the senseless arson attack and house fire that took the life of young Nicholas and left Debbie with terrible burns. ANF members and the general public raised funds to assist Debbie and Daniel.



Senior Organiser Report

Angela Phillips | organiser1@anfnt.org.au

Organising Model Vs Servicing

In recent months some members have come to think the Union is separate from the membership. This is not the case. The age-old principle that a union is a collective of members, and "a union is only ever as strong as its members" is as true today as it was when unions were formed by active members.

Enterprise bargaining has stretched our resources this year, making it difficult at times to attend other local issues. This in turn has allowed a "servicing model" of unionism to develop. This means members pay union fees in exchange for services in much the same way as they buy an insurance policy. Members are not involved in business of the union only turning to it when they have a problem.

The servicing approach does not encourage members to see themselves as the union. Instead they rely on "the union" (or someone else) to fix things. This leads to the question as to "what does 'the union' do for us?", how often have you heard a colleague complain of just that?

from the branch office

Winning improvements to our wages and working conditions requires active delegates and members at the workplace. The "organising model" is about workers taking control of their workplace to achieve improvements, rather than relying on "the union" to always fix things.

It is about Job Delegates having the skills to maintain highly organised workplaces themselves, including taking responsibility for keeping members informed and recruiting and coordinating industrial action when required.

To gain these skills, delegates need training, which gives delegates the confidence and knowledge needed to tackle daily industrial problems on their own. It encourages the growth of active unionised workplaces.

Our future relies on remembering how trade unions were originally formed. Active members created unions. Unions didn't create a membership. Our future demands that our members control their own destiny by being involved and active. This is the aim of the organising model of unionism.

Please contact the ANF office if you are interested in becoming an ANF Job Delegate, training will be available in early 2012.

Annual Leave

I will be on Annual Leave from the 30th September until 11th November 2011.



Organiser's Report

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

Looking out for each other!!

As nurses we do a great job of taking care of our patients and their needs; however we seem to forget to take care of ourselves and each other. We all have different stress levels and it is important to watch out for the tell tale signs not only in ourselves but again in our colleagues. It can be quite hard for some of us to talk about our problems and it may well be you who helps a colleague to let out some of the stress they may be feeling. We all at some point get stressed and irritable. These feelings are normal and in most cases will pass, but if they persist they could well be the symptoms of a mental health problem. So how do I help myself and my colleagues? We need to look for some of these typical warning signs:

- Avoiding things that they usually enjoy, Friends, family, work, sports and other things
- Eating too much or too little, disturbed eating patterns
- Mood changes and loss of control in certain situations
- Lack of interest in the way they present themselves
- Lack in performance at work or in hobbies
- Becoming obsessed about a particular issue
- Broken sleep patterns' – too much or too little

So if you think that one of your colleagues or someone you know might be having problems talk to them. Most of us will confide in a friend for support during these tough times, so being there for colleagues and friends can really help.

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 will be visiting Alice Springs and Gove in October and November. I will be contacting JD's to organise worksite visits.

Alice Springs Hospital is struggling for staff and recruitment has been poor to date. ANF will keep the pressure on management to ensure members and patients are in a safe working environment. Members are encouraged to fill in ANF Power forms and riskman.

Please do not hesitate to contact me if you need assistance. Please note that I work from Tuesday to Friday in the ANF NT office and work one day at the hospital.

from the branch office

Dates to Remember ANF Events	2011	Visiting Official
Central Australia Worksite visits Gove	12-13 October 3 November	Julie Doyle Regional Organiser Julie Doyle Regional Organiser
JD TRAINING TBA	2012	
JD MEETINGS Top End Central Australia	1st Wednesday of each month 3rd Wednesday of each month	Venue: ANF office Time 5.00pm Venue: Paeds Conference room ASH Time: 4.30pm

Membership Report

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

Professional Indemnity Insurance certificates for 2011/2012 were sent out last week. We have a few returned due to incorrect postal details. If you have moved or changed your workplace, please let me know as soon as possible. If you have not received your PII letter within the next week please let me know and I can organise another to be sent. Any changes to credit card details and bank account details need to be in writing, the forms to change these can be found on our website. If you only need to update the expiry date on your credit card, this can be done over the phone. If you require a printed tax receipt, please call the office and we can organise this for you. If you have any questions please contact me between 9am and 3.30pm Monday – Friday on email or phone.

Administration Officer

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

Ursula may be contacted on email or phone from 9am to 3:30pm.

Collective Agreements	Current Situation
Wurli /wurli	Negotiations continue.
Southern Cross Care	Negotiations commencing on behalf of future aged care nurses and carers.
KWHB	Negotiations continue.
NTPS Nurses	Voting process.
DPH Nurses	Negotiations to commence.
Danila Dilba	Log of Claims developed. Expires 30th June 2011.
Frontier Services	Expires 25th November 2011.

Who's your ANF Job Delegate?



Karen Brown POOL RDH



Marlene Herron ICU/HDU RDH

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