



Yvonne Falckh  
NT Branch Secretary

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## MESSAGE FROM THE SECRETARY

**Because We Care, Quality Care for Older Australians** will be a slogan that will be recognisable throughout Australia. March saw the start of a major campaign launched in Canberra to highlight aged care and give aged care nurses, their residents and their families a voice and to give public recognition for the nurses and the amazing caring work that they do. ANF throughout Australia has major concerns for our nursing colleagues working in aged care. These nurses receive substantially lower wages than their colleagues in the public sector, with some facilities paying their nurses up to \$300 per week less than nurses in the public sector. Skill mix and staffing numbers are appalling. It is time that safe staffing levels were achieved and that greater focus is placed on increased accountability and transparency from Government funding of aged care facilities.

For the next two years aged care will be the focus of the ANF. It is our intention to pressure the Federal Government in the lead up to the next Federal election, to ensuring the delivery of quality care for older Australians. We will be increasing the community's awareness of aged care issues and build a more positive professional image. Many registered and enrolled nurses working in aged care are in their 50's or 60's. Better pay and conditions would help in attracting nurses to aged care which would help with improving the quality of services in aged care.

Nurses in aged care certainly are not working there for the money; they love their work and the residents they care for.

It is unfortunate that aged care nursing is not valued by Australian society. Nurses in aged care are burning out because of understaffing and increased workloads, resulting in stress in the workplace and a high turnover of staff.

There is an urgent need for adequate staffing levels and licensing of aged care health workers. Private sector aged care nurses complete the same stringent tertiary studies as public sector nurses, yet the wages disparity between these two sectors is shocking.

The Australian Nursing Federation campaign is about correcting the disparity in wages between aged care and public sector, improving staffing ratios and skill mix, and increased recognition of the value of our aged care nurses and care staff. We seek transparency and a guarantee that taxpayer funding is used for nursing and personal care for each resident. The union is only as strong as you, the membership. Encourage your colleagues in aged care to join the ANF and become active in supporting the campaign. It is for the benefit of nurses, care staff, residents and their families. Visit the campaign website at

[www.becausewecare.org.au](http://www.becausewecare.org.au)

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**MembersEquity**  
The Super Funds Bank

## from the branch office

The ANF calls on all nurses in the NT, care staff, residents, relatives and community members to sign the charter available on the campaign website to tell the Federal Government that it's time aged care was given a priority of:

- The right balance of skills and nursing hours so that nursing and care staff can provide quality care for every resident
- Fair pay for aged care nurses and care staff who are paid up to \$300 per week less than nurses in other sectors
- Recognition of the professional skills of Assistants in Nursing and care staff through a national licensing system
- A guarantee that taxpayer funding is used for nursing and personal care for each resident

### NHppD

We are seeing improved staffing numbers in wards/units in the acute hospitals staffing to NHppD. In those areas I am pleased to report that staff morale has improved and there has been a reduction in the number of patient incidents. As the hospitals employ more nurses we will expect to see improvements in those wards/units still waiting to recruit to full NHppD numbers.

Emergency Departments are still waiting to have NHppD introduced within their areas (at the time of printing the insert). NHppD have identified quite a significant shortfall in nursing staff numbers at both Alice Springs Hospital and Royal Darwin Hospital.

Outcome reviews from NTPS Nurses 2008-2011 Union Collective Agreement are as follows:

**Nursing Resource Review** has not been made available as yet to the ANF.

**Fringe Benefits Provision review for non hospital nurses** – the report from Price Waterhouse Coopers has yet to be received by the department.

**Nursing and Midwifery Education and training Reform Committee** - terms of reference were developed in February.

**Remote Localities Incentive Package** – ANF expects this to commence in the near future.

**Enrolled Nurses** may apply for both Exemplary Practice and Advanced Practice, provided they meet the individual criteria of each.



### Organiser's Report

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

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

As was mentioned in the previous newsletter 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 open to all members to attend the Inaugural Professional Day. Thank you to the members who have already registered. On going to print there are still limited seats available for the Professional Day on 1 May 2009, so don't miss this truly dynamic day of presentations and contact us now.



### Guests include:

Lee Thomas - ANF Assistant National Secretary  
Nick Blake - ANF Senior Industrial Officer  
Greg Rickard - Principal Nurse Advisor  
Cathy Spurr - Lawyer Halfpenny's  
Dr Celia Kemp - Assistant Coroner  
Minister Kon Vatskalis  
Lauren Hull - Director NT Worksafe  
Jenny Byrne - Nurse Practitioner

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).

## from the branch office

### Dates to Remember

Event	Date	Visiting Official
<b>ROADSHOWS</b>		
Katherine Region	9 – 10 September	Secretary/Organiser
RDH	16 September	Secretary/Organiser
Central Australia	4 – 9 October	Secretary/Organiser
DPH	18 September	Secretary/Organiser
Gove	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

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

I have again been contacted by public sector nurses that are employed part time. Part time nurses employed within the public sector on a regular rotating roster should be paid pro rata for selected public holidays. This again has not been happening, as there has been some confusion between rostering, onestaff and payroll. There is a formula that the department use to select these days. If you are employed part time on a rotating roster within the public sector please go back and check if you have been getting paid for public holidays. If you have not, please contact me.

### Collective Agreements

### Current Situation

Frontier Services and Juninga CA	Awaiting response from management for new agreement, apparently developed but ANF not privy to document.
Kormilda College	Expired 9 Jan 2009 – Negotiations continue.
St Johns (Catholic Ed)	Expires 3 March 2009 - Bargaining notice and Log of Claims lodged.
Hetti Perkins	Re-establishing a Union Collective Agreement.
Congress (CAAC)	Expires 22 March 2009 - Developing Log of Claims.
Marthakal Health Service	Still awaiting response from management to negotiate a union collective agreement.
Miwatj	Expired Dec 2008 - Log of claims have been developed and negotiations are underway.
ARCBS	Expired 31 Jan 2009 - Members to review Log of Claims.
Darwin Private Hospital	Expired 1 Feb 2009 - Members to review Log of Claims.

### Know Your Job Delegates - Elke Ward

I did my nurses training at the old Darwin Hospital when it was located at Myilly Point. I was a representative for the student nurses union whilst I was training. I have always been a member of the union throughout my nursing career, and have always wanted fair treatment, equality and justice for nurses. I now work in special care nursery at Royal Darwin Hospital, and have worked there for 13 years, of which I have been a delegate for 10 of those 13 years.



### Membership Report

This past month was great for ANF NT membership. We had more members join than almost any other month in over a year – which is especially exciting when you consider February's only 28 days! If you are aware of anyone in your workplace who is not a member, please speak to them about joining, or encourage them to come along to our next general information meeting in your ward or work area. If you give them an application form (available from our office, the website, or your Job Delegate), remember to put your name in the "Recruited By" section so we know who to thank. You'll receive a free movie ticket for every two members you sign up.

## news briefs

### Llorabel Reynolds Inaugural Nursing and Midwifery Scholarships

Second semester two nurses were recipients of ANF NT's first Llorabel Reynolds Inaugural Nursing and Midwifery Scholarships.

#### Michelle Walding

Firstly, I would like the opportunity to thank the ANF NT branch for giving me the privilege to share in the inaugural Llorabel Reynolds Scholarship. The scholarship enabled me to enrol and study for 'Preparation for Authorisation Pathway three – Nurse Practitioner', based on Master of Nursing subjects and National Competency Standards for NP, for nurses that have been practicing autonomously in their specialist fields (mine in Diabetes Education) for a number of years that have the opportunity to apply for NP in March 2009. The units were exciting, nerve-racking and challenging at the same time. I had the support of my manager, also studying for NP. The beauty of continued is that you keep your mind active, and then you are able to apply that knowledge to your practice in the workplace. Nursing in the NT is exciting with amazing experience and now NP's!

#### Cherie Whitbread

In 2008 the NT Nursing and Midwifery Board (NT NMB) announced it would approve three Nurse Practitioner Authorisation pathways. Pathway 3 was the only relevant option for me as I have never been registered as a Nurses Practitioner in any other state and have not completed a Nurse Practitioner program. However, the Pathway 3 option whereby the applicant submits evidence demonstrating successful achievement of the ANMC (2006) National Competency Standards for the Nurse Practitioner is time limited and ceases 31 March 2009.

I have always had an interest in becoming a Nurse Practitioner as in my current role as a Diabetes Educator I enjoy a reasonable amount of autonomous practice as well as taking an on a proactive role within our Diabetes team at RDH. I also feel that it is a giant step forward in developing a career pathway for nurses who thrive in the clinical workplace.

To prepare for Pathway 3 application I enrolled in CDU Master of Nursing and undertook two units of study: Pharmacology for health professionals and Professional assessment for advanced practice. The units were reasonably tough going but quite relevant to the workplace and with some support and encouragement from a few mates going through the same experience I completed them successfully.

I was also successful in applying for financial assistance through the Llorabel Reynolds Scholarship administered by the ANF. The financial support was most appreciated and timely as I am sure that many of my fellow ANF members will agree, tertiary studies although beneficial, can be very expensive. So, THANK YOU ANF!

### 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.

### Darwin Hospital Reunion

Nurses that trained and worked at Darwin Hospital pre Cyclone Tracey 1974 are invited to attend a reunion in June 2009. Events will include Reunion at the Darwin Trailer Boat Club on 9th June 2009. At this stage over 200 nurses will converge on Darwin to reunite.

Afternoon tea – Government House – 10th June 2008

Mindle Markets – 11th June 2009

Contact Lynne Sullivan on (08) 8985 2882 or 0400 036 629.