

Northern Territory Nursing Newsletter

MESSAGE FROM THE SECRETARY



Yvonne Falckh
NT Branch Secretary

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The outcome of the Federal Election will now be well and truly decided. There are growing concerns about the implications of WorkChoices on nurses and their families and friends for the future of Australia. As the saying goes 'you get what you vote for', lets hope we don't live to regret the phrase. How will the results of this election affect nursing in the future with regards to union collective agreements, right of entry, safe workloads, recruitment, appropriate nursing places in universities, appropriate remuneration for nurses especially our colleagues in the Aged Care Sector and skill mix to name just a few issues.

A number of employers (see News in Brief) are using WorkChoices to best advantage their business at the expense of the nurses they employ. These nurses are living in the reality of the effects of WorkChoices.

Salary Sacrificing

Minister Burns has provided correspondence to the Branch detailing a response from the Federal Minister for Revenue and Assistant Treasurer - The Hon Peter Dutton MP on fringe benefits tax (FBT) exemptions.

Recommendation 10 of *'The Blame Game: Report on the inquiry into health funding'* proposes that FBT exemptions that apply to public hospital employers should be extended to other health care employers. The Federal Government is currently considering the recommendation.

Nursing Hours per Patient Day (NHpPD)

Angela Branelly is the Project Officer for the NHpPD project, with Pauline Evans in Alice Springs providing support. Angela is in the process of developing a report for the Steering Committee. We will keep you informed of the progress of the project.

Alice Springs Hospital - issues

I met with Minister Burns recently and presented a petition with 307 signatures from staff from throughout ASH about the kiosk. The Minister will look into the issues identified on the petition and will provide a response to the Branch.

The swimming pool at Alice Springs is a major focal point for staff during the hot summer months, where the temperature frequently exceeds 40 degrees. Unfortunately this is the second year in a row that the pool will be closed due to leakages. Minister Burns has been made very aware of the situation and of the recruitment implications to staff especially if the Department wants to retain staff during the summer months.

Darwin Private Hospital

The ANF NT Branch has been conducted worksite meetings with members to discuss their agreement: *Darwin Private Hospital Nursing Employees 2007-2009 Workplace Agreement*. At the time of writing this section, nurses at DPH are 4.5% behind their NPTS colleagues. The agreement was written with the **intent** of sustaining wages parity with the public sector. Review of DPH nurses salaries should have commenced within one calendar month from the implementation of any NTPS nurses increases that exceed DPH rates. I am hopeful that this issue is resolved by DPH management in the near future.

Christmas and New Year

The Darwin office will be closed from the 21st December 2007 to 2nd January 2008. Should a member urgently need assistance over this period I will be available on my mobile through the office phone system.

The staff at the ANF NT Branch wish you all a safe and Happy Christmas and New Year season. We look forward to seeing you in 2008. Merry Christmas.



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news briefs

National Biennial Conference 2007 - Melbourne

Recently the NT Branch had their first Delegate's meeting since the Biennial Conference was held. Two of our delegates, Frank Pearson and Shirel Nomoa, gave a brief report of the proceedings. The NT had nothing but praise about how the conference was run, the accommodation and venue were excellent. We were thrilled to hear that all of our resolutions were passes. The Branch Secretary, Yvonne Falckh, was unable to attend the conference. The NT Delegates would like to thank Lee Thomas (SA Branch Secretary) for the assistance and direction offered to the NT Branch. Central Australia can be proud of their representative, as Kraut presented one of the aged care resolutions, resulting in a unanimous positive outcome. The next conference will be held in 2009.

Know Your Job Delegates



Karen Brown - EN, Royal Darwin Hospital

My name is Karen Brown, born and bred in Darwin. I am an EN trained in ASH, I've been working in the NT for 27 years and have been a member of the Australian Nursing Federation for the same time. I am a very active member in the ANF with a dual role of Executive Branch Councilor and Senior Job Delegate. I work at RDH in the child and maternal health pool. I am an active member of NENA and also ENSIG, with which I hold an executive position of treasurer. I am available to help members with any issues and concerns that you may have.

Marlene Herron - EN, ICU Royal Darwin Hospital

My name is Marlene Herron and I am an Enrolled Nurse. I have been working in Darwin since 1981 and at Royal Darwin Hospital for the past 22 years, where I have been working in the critical care areas and ICU - HCU. I am currently a Job Delegate for the ANF and I also did a brief stint as a branch councilor. Being a Job Delegate has broadened my knowledge of workers rights. I want to ensure we have a safe workplace.



Pauline Burnside - EN, Old Timers Alice Springs

I am an endorsed Enrolled Nurse and Quality officer for Old Timers. I moved to Alice Springs 33 years ago. I have been working for Frontier Services, Old Timers Aged Care Facility for 27 years, with 16 months off for the birth of my third child, so I have been with Old Timers for 22 years this January. I have been a member of the ANF since 1992, and have been a Job Delegate for 6 years. Working in Aged Care has changed in the past 15 years; it has gradually become very heavy working with the elderly and disabled on a day to day basis across this 56 bed (now 68) High Care

Facility. We have achieved excellent accreditation outcomes against 44 Aged Care standards. The work seems to grow and become more demanding each minute of the day.

Jan Hercus - RN Palmerston Community Care Centre

I came to Darwin to nurse in 1982, having completed my Registered Nurse training at the Royal Adelaide Hospital and then my midwifery training at the Royal Women's Hospital in Melbourne. Twenty five years later I am still here! The first twenty years I worked mainly in Birthing Suite at Royal Darwin Hospital. During that time I married and had three children. I am currently the ANF Job Delegate at Palmerston Community Care Centre, where I work as a Community Health Nurse in the Primary and Community health team. I became a Job Delegate at Palmerston CC as I am interested in being actively involved in supporting nurses and being aware of the issues involving nurses, both locally and nationally.



Maxine Naismith, RN Paediatrics, Alice Springs Hospital

My name is Maxine Naismith and I have been a resident of Alice Springs for almost 30 years. I have two adult children who were born and raised in Alice and who both continue to reside here. I am a long term employee at Alice Springs Hospital and am currently employed as a Clinical Nurse Consultant in Paediatrics. I have been a member of the ANF for many years but only became a Job Delegate two years ago. I feel strongly about the rights of nurses in this country and it was the introduction of the Federal Government's Industrial laws that were the catalyst for me to become a Delegate.

from the branch office

Organiser's Desk

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



The ANF NT Branch Central Australian Roadshow was held on the 15th-19th October 2007 and was a great success. Thank you to all our members that visited our stalls over the week. We also would like to take this chance to welcome all our new members that joined us on the Roadshow. We look forward to your input into the ANF. We would also like to welcome the new student and AIN members; it is exciting that you are taking such a proactive interest in the ANF.

A big thank you to Steve Buethke from Members Equity Bank for the donation of wine for the free member's raffles and for being my porter for the week. Congratulations to all the raffle winners. The ANF is proudly associated with Members Equity Bank, which offers our members cheaper home loans and banking products. If you are interested in the ME banking products please ring Steve Buethke on 0417 374 824, he will be only too pleased to assist you.

Thank you also to all the JD's who assisted throughout the Roadshow.

Dates To Remember Site	Date	Visiting Official
Katherine Region Roadshow Gove	12 December	Angela Phillips
NTPS Nurses Union Collective Agreement Negotiations 2008	December - Date TBC	TBC
JD Training - Central Australia	January/February 2008	Survey to be sent to all ANF members in the NTPS
	March 2008 - Dates TBC	

NTPS Nurses Union Collective Agreement (EBA) Negotiations 2008

In early 2008, approximately end January/early February, the ANF NT Branch will be posting out a survey to each NTPS nurse (ANF members only) for your input into the "Log of Claims". Your input is critical to the ANF, so all members are encouraged to be active and get involved with the development of the "Log of Claims". There is also a section in the survey for you to put your name down for being part of the negotiating team or to assist with disseminating information or being part of a campaign.

Good communication is the essential part of everyone having the opportunity to have a say and know what is going on. This process is about you and for you so get involved. We look forward to working closely with our members to achieve a good outcome.

Finally, Merry Christmas and Happy New Year to you all.

Collective Agreements	Current Situation
Sunrise Health Service	Agreement is in the final stages and has been sent to the Workplace Relations to review for prohibited content.
Frontier Services and Juninga CA	Document is almost complete. The offer is 5% for one year backdated to July 2007. We have tried to push for a longer agreement with another wage offer, but this is not to be. That means that we will be renegotiating another agreement in less than six months.
Darwin Private Hospital	Letter sent to management to discuss the disparity of wages between DPH and NTPS nurses. DPH nurses now 4.5% behind the public sector. Meetings being held with members to discuss the wages parity clause in the agreement.
Katherine West Health Board	Awaiting another draft from KWHB with recent changes made by the ANF NT.
Aust Red Cross Blood Service	Close to final draft by employer. ANF not happy with this agreement due to loss of conditions and failure to recognise nurses. The wording to this agreement is ambiguous.
Royal Flying Doctor Service	South Australian and NT ANF are negotiating an agreement on behalf of nurses. No changes.
NT Public Sector Nurses	Survey for developing a new log of claims will be posted to NTPS nurses by the beginning of February.
Anyinginyi	This is a fine example of what happens when nurses are not members of the union, with their rights at work being attacked by employers. Nursing staff have not sought input from the ANF and there has been no response to ANF from Anyinginyi management. Currently nurses are offered 2% increase for the next three years. Nurses are \$13,000 behind the public sector. Good news - we have just recruited a couple of nurses from the worksite.

news briefs

Organiser Report



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

I have been contacted by many staff from DPH in the past few weeks regarding the payment of overtime for part-time employees, based on clauses 15.2.1 and 15.2.2 and also questions relating to on-call and recall to work - clauses 16.3.3 and 16.4.1 from the *Darwin Private Hospital Nursing Employees 2007-2009 Workplace Agreement*.

Interpretations of those clauses are as below:

Clause 15.2.1 - states that for a part-time employee rostered to work an 8 hour shift, and due to circumstances at work, actually works extra hours, eg. works 10 hours, the extra two hours worked will be paid as overtime.

Clause 15.2.2 - A part-time employee that does extra shifts will be paid 20% casual loading on shift work that is less than that worked by a full time employee. Once the part-time employee's hours reach 76 in a fortnight, the employee is then entitled to be paid overtime.

Clause 16.3.3 - An employee that has to return to work for more than one and a half hours will be paid double time for any work after that time.

Clause 16.4.1 - Any employee who is not on-call and is recalled, shall be paid a minimum of two hours at time and a half regardless of hours worked, if the recall occurs on specified days they will be paid double time for a minimum of two hours. Travel time to and from work is also included in the hours worked.

If any of you are having any pay issues regarding this clause, please contact me at Kat.ntanf@octa4.net.au.

Membership Report

Karen Sheperd - membership.ntanf@octa4.net.au; (08) 8920 0701

I started with the ANF NT Branch last month. I have been enjoying getting to know the members and other staff, and look forward to meeting more of you in the future.

If you have any queries or need to update your details please call me or print the forms from the website and send them in. Remember you need to keep us informed of any changes to ensure you are being charged the correct rate and receiving any correspondence - and your magazine!

2008 Nurses Pocket Diaries - \$5.00

The diaries are full of important reference material for nurses including rosters, oral medications, infusion rates, BMI, ECG summaries, drug calculations, IV drip rates, resuscitation tables, foreign language helper, useful contacts and code of ethics. Contact the office to place your order.

Webpage

The ANF NT Branch webpage (www.ntanf.org.au) has links to current outcomes and worksite information. The website has forms for *Membership Application*, *Method of Payment* and *Review of Membership details*. These may be downloaded and either posted or faxed to the ANF NT Branch. The Branch is also looking to review the webpage and make it more user friendly. Stay tuned for changes.

