



Yvonne Falckh
NT Branch Secretary

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MembersEquity
The Super Funds Bank

MESSAGE FROM THE SECRETARY

This is my first newsletter as incoming Branch Secretary. Welcome to the February/March issue of the ANF NT newsletter. Firstly I hope all Nurses and their families had a safe and happy Christmas and New Year. For members that do not know me I will just give you a brief update of who I am. I have Nursed in the NT for 33 years. Most of that time has involved Nursing in specialty areas such as Operating Theatres/Recovery, Special Care Nursery and Midwifery. During the last 10 years, I have worked in various Nurse Management positions, with the most recent as CNM of the Outpatient Department at RDH. I am a hospital trained general and midwifery Nurse, with a Bachelor of Nursing and a Masters of Science (Health Policy and Management). I am a member of following professional organisations - AFACHSE, MACMI and MRCNA.

My first month has been very busy, for reasons that will become evident as this newsletter progresses.

NTPS Nurses 2006-2008 Certified Agreement

As you will be aware the NTPS Nurses 2003-2006 Certified Agreement is due to expire in August 2006. However, following recent discussions, the ANF and the DHCS/OCPE have agreed that it may be in our collective best interests if we were to bring the negotiations for a new agreement forward. This is an unusual step. However, there are many benefits for settling a new Nurses enterprise bargaining agreement (EBA), now, and having it certified by the Australian Industrial Relations Commission (AIRC) prior to the introduction of the Commonwealth's WorkChoices legislation coming into effect in March 2006. A great deal of negotiating has occurred between all parties.

NTPS Nurses would effectively avoid the impact of the WorkChoices legislation on the outcomes of the next EBA. WorkChoices legislation would impact on:

- " *Your right to union representation -such as:* 1. Limited access to members in the workplace. 2. Major penalties for unions (up to \$33,000) and individuals (up to \$6,600) wanting to include or even mention in agreements clauses that are prohibited under the new legislation. 3. Union training and leave.
- " Australian Workplace Agreements- A confidential contract between employer and employee - Under WorkChoices - These documents may be made a condition of employment and may affect Commonwealth funding to an organisation.
- " Current awards and agreements- WorkChoices guarantees five minimum conditions (from a previous 20). These include:

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NTPS Nurses 2006-2008 Certified Agreement

1. *Minimum wage* - The task of setting minimum wage levels will be handled by the newly developed Australian Fair Pay Commission (AFPC) - directly controlled by the Government
2. *Ordinary time* - This relates to a 38 hour week averaged over a 12 month period. This has the potential for employees to work vastly different hours from week to week.
3. *Annual Leave* - Four weeks leave for fulltime employees, with an extra week for working regular weekends and public holidays. Allows employees to "cash out" two weeks ARL.
4. *Personal or careers leave* - Compassionate leave of two days paid leave per death or serious illness. Personal leave of ten days per year for fulltime employees. Capping of ten days per annum on Careers leave.
5. *Parental Leave* - (maternity, paternity and adoption) -52 weeks unpaid leave between both parents.

Further areas affected by WorkChoices may include but not limited to - paid maternity leave, shift penalties, career structures, gender differences in pay and the possible loss of some of our public holidays that we take for granted.

" *Unfair dismissal* - Employees employed in organizations with less than 100 employees, will have their protection against unfair dismissal affected. Grounds to contest unfair dismissal will only be on the basis of "unlawful" termination, which relates to specific anti-discrimination reasons.

The proposed draft Agreement provides Public Sector Nurses employed in the Northern Territory with certainty about salary and conditions until 9 August 2008.

" Payment of a 5% salary increase from date of certification (February/March) this provides 6 months of a 5% increase on top of the 3% received in August 2005, hence resulting in an actual 8% for the 6 month period of February/March 2006 to August 2006. A further 5% increase will occur during the life of the Agreement.

" Allowances increased in line with salary increases.

" An agreed process for the review of on-call allowance.

" Competitive NTPS Nursing salaries over the life of the new agreement;

" A rollover of the provisions from the former agreement.

" Protection of conditions of service (shift penalties, overtime payments, etc.), through the retention of a commitment not to introduce AWAs during the life of the Agreement.

" Avoidance of making a new agreement under the new WorkChoices legislation which potentially contains some risks;

" The terms and conditions contained in the proposed Agreement will be protected against the WorkChoices legislation until August 2008.

Access to the Agreement

Copies of the proposed draft Agreement are available electronically under 'Current Events' on the Department of Health and Community Services' Intranet site: <http://internal.health.nt.gov.au/> and OCPE under EBA negotiations: <http://www.nt.gov.au/ocpe/eba/negotiations.shtml> Copies may also be accessed on the ANF web site on <http://www.anfnt.org.au/>

Hard copies can be made available on request to the People and Organisational Learning Branch at DHCS (phone 8922 7249).

If ANF (members) do not approve the Agreement going to the ballot in February 2006, the current proposal will lapse and it will result in:

1. The cessation date of the existing Agreement remaining at 9 August 2006.
2. Negotiations for the next Agreement commencing May 2006; and
3. The lodging of that Agreement under the provisions of the new WorkChoices legislation.

I will be traveling around the NT to meet as many Public Sector Nurses as possible to discuss the proposed EBA document and answer questions. A number of teleconferences have been arranged to talk with Remote Area Nurses about the EBA.

I recommend NTPS Nurses to seriously consider accepting the proposed EBA.

from the branch office



Organiser's Desk

Angela Phillips
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Happy New Year. Hard to believe one month of 2006 has gone already. A few changes will be happening this year. Darwin JD's have a new home for their monthly

meetings which will now be held at the ANF office beginning 1st February 2006 5.00pm. The ANF is also looking at the possibility of hooking up the regional and remote areas via teleconference for the Darwin JD's meeting. This already occurs in Central Australia.

Alice Springs JD's will continue to meet in the ASH Executive Board Room every 3rd Wednesday of the month at 4.30pm.

ANF will continue the monthly visits to Alice Springs see below dates.

As I stated in the last newsletter the ANF is still looking for more JD's. If your work area does not have a JD and you would be interested in becoming a JD or a contact person for your work area, please contact the ANF Organiser 8920 0703.

Dates to put in your diary 2006

Location	Date	Visiting Official
Alice Springs	Thur 16 February 2006	Branch
	Weds 17 February 2006	Secretary
Central Australian Roadshow	Mon 13 March 2006 - Friday 17 March 2006	Organiser
	Mon 3 April 2006 Friday 7 April 2006	Organiser
Alice Springs JD Training	Tues 4 April 2006 - Thurs 6 April 2006	Organiser
	Thurs 11 May 2006	Branch
	Friday 12 May 2006	Secretary
	Tues 20 June 2006	Organiser
	Weds 21 June 2006	
	Thurs 22 June 2006	
	Tues 18 July 2006	Branch
	Weds 19 July 2006	Secretary
	Thurs 20 July 2006	

All other areas worksite visits will continue as per normal

Membership Fee Increase for 2006

ANF NT Membership fees will be increased from the end of February 2006. Members will be informed of the new fee increases in the near future.

Change of venue for meetings

All meetings, (Darwin JD's, Exec, Branch Council) will be held at the new ANF premises at Casi House, Unit 3/25 Vanderlin Drive WANGURI NT 0810. At this stage we do not have enough chairs for everyone, so we request that when attending our meetings please bring a folding chair (only in the Territory).

Kormilda College EBA

Kormilda College is close to having their EBA certified. Staff have voted to accept the agreement.

Nursing and Midwifery Awards 2006

These awards will occur 12 May 2006. Nominations will be called for in the early part of 2006. Nominate your Nursing colleagues for outstanding contributions to Nursing in the NT.

Exemplary Practice (EP)

All Nurses wishing to apply for EP should consider getting their applications together for the next round in March 2006.

Assistants in Nursing (AIN) to be introduced into Alice Springs Hospital

Alice Springs Hospital will be introducing Assistants in Nursing (AIN) for a three month trial period. The majority of the AIN's are Student Nurses. Ms Carol Barnes has assured the ANF NT that AINs will not be replacing Nurses, but providing support to the Nurses and supplementing existing staffing. This trial will occur in Medical, Surgical and Emergency Department.

NTPS Certified Agreement Taskforce

The Taskforce newsletter No 6 is available on the NTG Intranet website. It is suggested that ANF members familiarise themselves with the progress of the Taskforce. The newsletter covers a wide range of issues that are too extensive to place in the ANF NT newsletter.

NTPS Nursing Career Structure (NCS) Review

All appeals of the promotional Nursing positions to the new NCS were re-evaluated in November 2005. Results of the appeals process will not be made available until reviewed by DH&CS Executive.

Union Shopper

Union Shopper began operations nearly 30 years ago when the concept of a discount purchasing and service organisation for union members received instant and widespread support.

The strength of Union Shopper lies in the collective buying power of nearly 1.2 million Australian union members. Union Shopper is 100% union-owned working exclusively for unions. In other words each union's membership (that is, you) OWNS this great service which is committed to providing significant benefits to union members throughout Australia.

Access to Union Shopper is free to all financial members of The Australian Nursing Federation Northern Territory branch and can result in big savings on purchases.

Some of the most popular Union Shopper services include:

- " Electrical and white goods
- " New and used vehicles
- " Travel and accommodation
- " Insurance - including home and contents, car, boat, and caravan
- " Homewares & furniture
- " Pharmaceutical products
- " Wine.

Regardless of what you're buying, Union Shopper can help members save time and money in your daily lives.

Here are some examples of what some Northern Territory members have saved by purchasing through Union Shopper (* savings are unique to individual purchase):

Location	Product	Saving
Alice Springs	LG Washing Machine	\$ 305.00*
Mataranka	Nikon Digital Camera	\$ 99.00* inc. delivery
Larrakeyah	Westinghouse Fridge	\$ 119.00* inc. delivery
Howard Springs	New Nissan Patrol	\$2,238.00*

How to use the service

1. Decide what you want to buy and be ready to purchase.
2. Contact Union Shopper on 1300 368 117. Always have your ANF NT membership details handy when calling Union Shopper to quote your ANF NT membership number. Let the consultant know the details about the item you wish to purchase including the brand name, model number, your best price and the store name,
3. Usually within 24hours they will call you back and let you know one of two things. Either your price is the best available or there is a better price at another retailer. Either way you win.
4. Place your order with Union Shopper; the preferred supplier will then contact you to arrange payment and delivery.

Union Shopper - another great benefit of union membership.

Call 1300 368 117

Visit our website www.unionshopper.com.au for the latest promotions and full range of products and services.

When contacting the Branch

When contacting the Branch for assistance or an enquiry, it assists us greatly if you can provide us with your

ANF NT membership no. This can be found on your membership card provided at the time joining the Branch and it is also on the ANJ front address sheet that you receive each month as part of your membership.

We will get back to you!!

The ANF NT is the smallest and least resourced Branch in the Federation. Our small team, based in Darwin is responsible for the whole of the Territory. Consequently we get many contacts from nurses everywhere with a variety of requests for information and support. If we are not there to take you call at the time, do not hesitate to leave a message. We will respond and acknowledge your message within a reasonable time frame. Our goal to get back to you within 24 hours. If it a work conditions related matter, your employer is obligated to provide this to you in the first instance. You never know they could have the answer? Nevertheless we will always respond if you contact us.