



Yvonne Falckh
NT Branch Secretary

IN THIS ISSUE:

Message from the Secretary	1
Organiser's desk	2
Organiser's Report	2
Dates To Remember	3
Know your Job Delegates	3
Collective agreements	4
Membership Officer	4
News briefs	4

MESSAGE FROM THE SECRETARY

The inability to recruit adequate numbers of nurses and midwives to the Northern Territory is a major concern for the Branch as it is with the nurses currently working in all areas throughout the NT. Nurses are still working excessive amounts of overtime with double shifts becoming the norm. Kevin Rudd's initiative to encourage nurses and midwives back into the public health system is very welcomed. Nurses and midwives that have been out of the workforce for more than 12 months will receive a \$3000 payment after six months work and another \$3000 after 18 months work. Hospitals will receive \$1000 for each nurse or midwife re-employed.

Some nurses and midwives are disappointed that they are not being compensated for keeping the health system functioning during a time when they have been enduring heavy workloads and excessive overtime. Encouraging nurses and midwives to re-enter the workforce should, in time, lessen the load on those nurses and midwives currently in the system. ANF hopes that these nurses and midwives have the appropriate workplace clinical support that will be needed. It is important that we see more clinical educators employed to meet the new demands.

Thank you to all the nurses and midwives that completed the survey to assist in developing a log of claims for the next union collective bargaining for NT Public sector nurses. The response has been very good.

The Branch is pleased to inform members that we will be introducing nursing and midwifery scholarships that will be available to members who meet certain criteria. This will commence in the second semester of 2008. We will offer four undergraduate scholarships of \$500.00 and four postgraduate scholarships of \$1000.00 each.

To be eligible, you must be an ANF NT member and live in the NT for a minimum of two consecutive years. The study must be relevant to nursing and/or midwifery in the NT. We will keep you informed of the implementation date for the introduction of the scholarships. Information will be posted on the ANF NT website.

Branch Council is pleased to inform members that we are the proud owners of our office at CASI House - our loan has been repaid.

The Branch is preparing a submission into mandatory reporting of domestic and family violence by health professionals. We have concerns on how such reporting will impact on the health and safety of nurses and midwives in the NT.



news briefs



Organiser's Desk

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

NTPS Nurses Agreement Negotiations - Campaign 2008

It is very encouraging to see the ANF EBA surveys being returned to the ANF office, we are receiving so many suggestions for the upcoming EBA and these suggestions will form a major part of our 'Log of Claims'.

Meetings will be held with members to ensure everyone understands the process ahead of negotiating and to endorse the 'Log of Claims', these meetings will be held during March/April. We have been promoting all worksites to have Job Delegates (JD), hopefully all areas have nominated a JD to facilitate a effective communication tree during the EBA process. Please encourage a colleague who is an ANF member to put themselves forward for this important role.

What can you 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 quickly.
- Encourage all your friends and colleagues to join the ANF NT Branch - there is strength in numbers.
- Offer help with the campaign 2008 activities.
- Nominate for a JD position in your worksite.
- Come to organised meetings.

Proposed Campaign 2008 Name:

NURSES you cannot live without them, NURSES we add value to our communities.

Campaign 2008 timeline

- March 08 - ANF NT Branch Council to endorse 'Log of Claims'
- March /April 08 - Meeting with members - endorsement of 'Log of Claims'
- April 08 - ANF negotiating team to be formed.
- May 08 onwards - negotiations to begin, campaign activities by nurses and midwives, any proposed offer to be voted on by members.
- August 9 2008 - current Agreement expires. It is the ANF's aim to have a new Agreement in place by this date.

When negotiating a new Agreement there is an opportunity to do something positive and real to make nursing more attractive in the NT, which in turn will help ease the chronic shortage of nurses, which can only be a benefit to the health system with improved outcomes.

It is clear from the surveys nurses are explicit that they want safety and security in their work areas which includes no more unbearable workloads and poor skill mix in work areas. Nurses are crying out for more support so their time can be devoted to patient care.

So come on board and be part of the ANF team for the NTPS Nurse 2008 Campaign.



Organiser's Report

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

The ANF NT Branch has been contacted by many members from the public sector in regards to the new uniforms. Most are unhappy with the uniform, so with the help of our Job Delegates I have put together a petition. If you are unhappy with the new uniforms, and have not yet signed a petition please contact me so I can get one to you.

As you will now be well aware we are heading into another public sector bargaining period, it is extremely important that our Job Delegates continue mapping of their areas. This information will be invaluable once the bargaining period begins. It will help us to see the bigger picture with staffing levels in each individual work area. If you are not aware of a Job Delegate in your current work area, you need to seek someone out to nominate them, nomination forms are available from the office.

from the branch office

Dates To Remember

ANF Workplace Visits Site	Date	Visiting Official
Alice Springs JD Training	11 - 13 March 2008	Angela Phillips
Alice Springs Hospital ANF Roadshow	14 March 2008	Angela Phillips & Melanie Van Haaren
Tennant Creek	TBA	Melanie Van Haaren
Gove ANF Roadshow	28 February 2008	Kat Savvas
RDH ANF Roadshow	30 March 2008	ANF Office Staff
DPH ANF Roadshow	1 May 2008	ANF Office Staff
Katherine Region	12 - 13 June 2008	Angela Phillips
NTPS Nurses Agreement expires	9 August 2008	

Know Your Job Delegates

***Maria Savvas - RN Juninga Centre***

I am an RN and have lived in Darwin for 23 years. The past five years I have worked and been Job Delegate at the Juninga Centre.

I love my work - set amongst beautiful gardens with an abundance of wildlife and with long term residents that we get to know very well. We have recently won a national award - The Minister's Award for Excellence in Aged Care - Lifestyle Division.

Most residents in residential facilities now are in the high care category with complex co-morbidities and polypharmacy, often compounded by hearing, mobility and cognitive deficits and often requiring palliative care at some stage.

I remain hopeful that RN's and EN's in Aged Care will receive restoration of wage parity with their colleagues working in other areas as once was the case.

Frank Pearson - RN - RDH

I have been a member of various unions since leaving school. I believe that unions are essential in both establishing and maintaining fair and just conditions for the workforces that they represent. I have represented the Northern Territory at two National Biennial Conferences and currently sit on the Executive Council for the Northern Territory Branch, this is my second term, having been elected by you the member.

I have a reputation of speaking out on issues and am committed to making sure your voice is heard. I have had extensive training in negotiation/mediation and generalised workplace issues. I have recently been appointed as Harassment Contact Officer by DH&CS and am committed to making sure that nurse's issues and conditions in the workplace are suitably represented.

***Simon Stafford - RN Remote Health***

I studied nursing at La Trobe Uni in Melbourne, after my graduate year I moved to Katherine hospital for one year for a change from Melbourne where I developed an interest in remote indigenous health. I then worked in an emergency department in London for a year also interspersed with travel through other cultures spanning several continents.

In 2003 I moved back to Darwin to pursue my interest in remote nursing, and have spent the time since then nursing in remote places including Ngukurr, Jabiru, Pine Creek, Adelaide River and currently Batchelor health centre.

I took on the role of Job Delegate to play my part in unifying the nursing workforce which is necessary to provide a voice for our progression as a profession and to gain recognition for the work that we do.

news briefs

Collective Agreements

Current Situation

Sunrise Health Service	Agreement is in the final stages and has been sent to the Workplace Relations for reviewing for prohibited content.
Frontier Services and Juninga CA	Agreement with Workplace Authority. Staff have already had a 5% wage increase backdated to December 2007
Darwin Private Hospital	Nurses have accepted a 4.5% pay increase backdated to December 2007.
Katherine West Health Board	Negotiations near completion.
Aust Red Cross Blood Service	Agreement has been voted on and accepted, now with Workplace Authority.
Royal Flying Doctor Service	Near completion.
NT Public Sector Nurses	Survey returns have been good. Information currently being entered on a data base. Branch is seeking Job Delegates for distribution of bargaining information to other members. Meetings will be held with all NTPS Nurses to endorse Log of Claims in April 08.
Marthakal Health Service	Awaiting response from management to negotiate a union collective agreement.
Anyinginyi	Nurses are offered 2% increase for the next three years. Nurses are \$13,000.00 behind the Public Sector.

Membership Officer

Karen Sheperd - membership.ntanf@octa4.net.au or 08 8920 0701

Recruit two new members to the ANF NT Branch and receive a Free Movie Ticket

For more information please contact the membership officer on 08 8920 0701

2008 Nurses Pocket Diaries

We still have quite a few nurses pocket diaries in the office. Please contact the office if you wish to purchase one and we will post one out to you.

Webpage

The ANF NT Branch webpage (www.ntanf.org.au) has links to current outcomes and worksite information. The website has Membership Application, Method of Payments and Review of Membership details forms. These may be downloaded and either posted or faxed to the NT ANF Branch.

Important websites to visit

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

