



Yvonne Falckh
NT Branch Secretary

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MESSAGE FROM THE SECRETARY

“NURSES you can't live without them. WHO will care for YOU?”

This is our slogan for Campaign 2008 as the NT public sector nurses enter negotiations for their next union collective agreement. The current agreement expires on the 9th August 2008. Please refer to the organiser section for an update of what is happening with your agreement.

The Branch were fortunate to have Andrew McCarthy, one of the Federal Industrial Officers from Melbourne, in the office for a few days to help with the first union collective agreement meeting with the OCPE and the DH&CS. Thank you Federal Office.

Safe nurse staffing numbers and safe workloads are key issues constantly being addressed by the ANF NT with the Department of Health and Community Services (DH&CS). It is imperative that the Western Australian workloads model for Nursing Hours per Patient Day, be implemented as soon as possible. The current dependence on nurses filling the staff shortages by working overtime and double shifts is not acceptable. Such staffing methods will only lead to major adverse events occurring, therefore putting patients lives at risk.

ANF NT hopes all nurses and midwives had a happy International Midwives Day on the 5th May and International Nurses Day on the 12th May.

Northern Territory Nurses Awards

Congratulations to the following winners of the Northern Territory Nurses Awards. Presentations were held at Parliament House on Friday 9th May.

Enrolled Nurse of the Year	Heather Smith (Kintore Community Dialysis Unit)
Acute Sector Nurse of the Year	Jennifer Byrnes (Wound Care RDH)
Aged Care	Judy Ratajec (Frontier Services)
Community	Sandra McElligott (Central Australian Womens Health Educator - Remote)
Graduate Nurse of the Year	Simone Lindsey RN (Jabiru HC) Irene O'Meara EN (RDH)
Mental Health Nurse of the Year	Kerry Sims (Top End Mental Health)
Midwife of the Year	Marge Phelan (Home Birth Midwifery Service)
Remote Nurse of the Year	Jenny Langrell (Anurugu)
Nursing Legend of the Year	not available at this time
NT Nurse of the Year	not available at this time

10th International Paediatric & Child Health Nursing Conference

The ANF NT sponsored a nurse from East Timor to attend the 10th IPCHN Conference in Darwin from the 29th April to the 2nd May 2008. Mr Jose Cardosa Amaral is a Registered Nurse of 10 years from Timor Leste working in the Paediatric Department at Dili Hospital. He is married with three small children.



MembersEquity
The Super Funds Bank

organiser's report



Organiser's Report

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

NTPS Nurses Agreement Negotiations - Campaign 2008

"NURSES you can't live without them. WHO will care for YOU?"

Meetings were held with members to ensure everyone has an understanding of the process ahead of negotiating and to endorse the 'Log of Claims', these meetings were held during April. We have been promoting in all worksites the importance in having Job Delegates (JD); hopefully the ANF office will see areas without a JD nominate one ASAP to facilitate an effective communication tree during the EBA process.

ANF Job Delegates are the driving force behind the ANF success of communicating with members and ensures that members have a say at the workplace. Please encourage a colleague who is an ANF member to put themselves forward for this important role. The Job Delegate nomination forms are available from the ANF office, please ring 8920 0700 and we will send one out to you.

What you can 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 fast.
- 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.

Campaign Timeline

May 2008 onwards:

Negotiations to begin, campaign activities by nurses and midwives, any proposed offer to be voted on by ANF members.

August 9th 2008:

Current agreement expires. It is the ANF's aim to have a new agreement in place by this date.

Negotiation Process

Negotiations for the certified agreement involve ANF Union Officials and ANF Bargaining team, ANF members, the Office of the Commissioner for Public Employment (OCPE) and the Department of Health and Community Services (DHCS).

The ANF consults with members throughout the process. Negotiations for agreements can be protracted. If in this case, negotiations are protracted and an agreement has not been reached by August 9th 2008, the ANF will have NO hesitation in exploring their options with members, one being - taking protected industrial action. If the later occurs, ANF will inform members of the process. So come on board and be part of the ANF team for the NTPS Nurse 2008 Campaign.

The ANF Negotiation Team

The negotiation team consists of the following ANF officials and members:

Yvonne Falckh - ANF Branch Secretary, Shirel Nomoa - ANF Branch President, Angela Phillips - ANF Organiser, Andrew McCarthy - ANF Federal Industrial Officer, Mary Arkcoll - GDH, Kathy Lane - Mental Health, Denby Kitchener - RDH, Paula Melville - ASH, Emma Secombe - School Nurse, Debra Piper - KDH, Lesley Gay - Remote, Jan Hercus - Community Health.

Campaign 2008 - Merchandise

Campaign 2008 - *NURSES you can't live without them. WHO will care for you?* Merchandise is available from the office. T-shirts are \$10.00 each so get in quick (limited sizes). Also available are bumper stickers, badges and balloons.

Welcome to the NEW ANF Job Delegates

The ANF wishes to welcome the following new JD's to the team: Paul Knott - Theatre ASH, Maureen York - Alice Springs Community Health, Elizabeth Byrnes - Nursing Resource ASH, Rebecca Spencer - Paediatrics ASH, Alison Nicholls - ED ASH, Adele Northwood - TEMHS, Bronwyn Bishop - SCN RDH, Terry Mason - GDH.

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May Day

The May Day march on Monday 5th May 2008 was well attended by nurses and midwives. Campaign 2008 T shirts in royal blue with the campaign slogan **"NURSES you can't live without them. WHO will care for YOU?"** stood out in the crowd. The nurses were even able to entice the Minister for Health, the Honorable Dr Chris Burns, to wear a nurses campaign 2008 T-shirt for the march and concert on the Esplanade.



ANF NT Branch with NT Health Minister Dr Burns and ANF Federal Industrial Officer Andrew McCarthy at the May Day March in Darwin, Monday 5th May 2008



Organiser's Report

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

The ANF NT Branch is receiving increasing numbers of complaints from members about workplace bullying. Bullying is unacceptable behaviour and can lead to low morale or illness on the part of the victim or loss of productivity, increased sick leave and work compensation costs.

Working Women's Service defines workplace bullying as:

"Less favourable treatment of a person by another in the workplace, beyond which may be considered reasonable and appropriate workplace practice."

Bullying behaviour may include, but is not limited to:

- Intimidation
- Withholding information that someone needs for a job
- Spreading gossip
- Taking credit for someone else's work
- Assigning meaningless tasks unrelated to the job
- Unrealistic, embarrassing or degrading work demands
- Isolating a person from others
- Shouting/teasing/sarcasm
- Sabotaging someone else's work
- Threats of violence or physical abuse
- Inappropriate comments about personal appearance
- Constant criticisms

Victimising behaviour or workplace bullying can result in:

- Forced resignation
- Exclusion from productive duties
- Psychological injuries include conditions such as; anxiety disorders, depression and social phobia.
- Ill health
- Low morale

The detrimental effects of workplace bullying are seldom limited to just the target employee, and can spread within the work unit or even further. Even one-off incidents are unacceptable. Unless addressed, they can develop into a pattern of repeated bullying. Should you be subjected to bullying, take comprehensive notes regarding the incidents - this can be in diary form. If you witness such behaviour, in some instances immediate intervention may be appropriate, or there may be a need for an incident report to be written.

The ANF will be working to address the bullying of employees and members. However it requires all nurses to stand up and demand that nurses are treated with respect and dignity, not only because it is a fair and reasonable thing to do, but because bullied workers are workers who are unable to perform their duties effectively. ANF NT Branch can assist members with advice and/or representation on this issue.

from the branch office

Organiser's Report

Melanie Van Haaren - Central Australia, Organiser
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A report recently released showed an alarming turnover rate of 70% at Alice Springs Hospital. Speaking to Alice Springs nurses, many felt that this figure was a direct indication of the lack of incentives for local nurses to seek work and then remain within the acute care sector. When nurses who live in Alice Springs choose to work elsewhere, it is no wonder the turnover is so high, as their decision results in the majority of the nurse workforce then being recruited to short term contracts.

The "local incentives" flagged included better access to professional specialist education, innovative practice opportunities, flexible employment options and strategies to protect work-life balance. Many of these areas are covered in the EBA log of claims which has a strong focus on 'looking after locals'.

The opportunities and rewards for nurses outside the acute sector means that if it is to compete at all in the local employment market it will have to lift its game considerably. A campaign that specifically targets the cohort of local nurses would be a sensible option and a wise investment given the need to create a sustainable work force.

Dates to Remember

Site	Date	Visiting Official
Katherine Region	12-13 June 2008	Angela Phillips
NTPS Nurses Agreement expires	9 August 2008	
JD Training Top End	9-11 September 2008	BOOK YOUR LEAVE NOW
ANF Members - Super and Finance Seminar	10 September 2008 7.00pm Darwin Airport Resort	HESTA, Members Equity Bank & IFFP

Membership Officer

Karen Shepard | membership.ntanf@octa4.net.au | 08 8920 0701

Payroll Deductions

This month I would like to discuss payroll deduction. We no longer offer this method of payment to our members, although some existing members are still paying their fees this way.

Some facts about payroll deduction:

- It costs you more, as your employer charges commission for processing the payment. Members who pay their fees by fortnightly direct debit (processed on the same day as NTPS payday) save \$0.50 every fortnight.
- It is an unsecure method of payment. Employers and Governments have repeatedly threatened unions by abruptly stopping payroll deductions. Overnight we could lose the funding we need to work for our members.
- If payments are stopped, you will become unfinancial. Unfinancial members are prohibited from taking part in industrial action, affecting your ability to have a say.

To change from payroll deduction to an alternative payment method, contact the office or download a Method of Payment form from the "Join Now" section of the website. You will also need to advise your employer to cease payroll deductions.

Finally, thanks to all the members who have updated their addresses recently. It is really important that we have correct contact details for you, so if you still need to make a change please use the website or call 8920 0700.