



Denis Blackford
NT Branch Secretary

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MembersEquity
The Super Funds Bank

MESSAGE FROM THE SECRETARY

Hello Colleagues

Welcome to the October/November issue of the ANF NT newsletter.

Recruitment and retention

Recruiting and retaining nurses in the NT is a recurring agenda item for most meetings between the ANF NT and employers, particularly the Department of Health and Community Services (DH&CS), the biggest employer of NT nurses.

This employer consistently states that recruitment and retention is a 'national issue': 'The NT DH&CS is just part of the competing pool of employers trying to attract nurses from a diminishing national workforce'.

The ANF NT has recently put a submission to the Minister for Health, Dr Peter Toyne, outlining areas that the DH&CS should look at to meaningfully address and promote the recruitment and retention of nurses to the NT. Some areas highlighted in the submission include:

- accommodation subsidies for all NT nurses;
- salary sacrificing equity for all NT nurses;
- guaranteed professional development funding;
- retention bonuses;
- workplace culture changes;
- multiple classification position advertising; and
- salary levels that are more competitive with other states and territories.

I will be pushing for positive responses to these issues in meetings with the Minister and senior level DH&CS representatives in

the coming weeks and months as we lead into the next EBA process for NTPS nurses. The Minister has indicated the government wants to respond more effectively to the critical issue of the recruitment and retention of nurses - but NT public sector nurses are still waiting.

Biennial National Delegates' Conference

The ANF Biennial National Delegates Conference in Darwin (October 20-21) will be an opportunity for NT nurses to experience this national ANF forum for the first time.

The ANF NT Branch will be inviting NT nurses to attend sessions over the two days of the conference. Invitation details are currently circulating through workplaces via NT job delegates, are on the back page of this newsletter and can also be obtained from the Branch office.

Growing stronger

The ANF NT is the smallest of the Federation's branches, but it also one of the fastest growing. In the last two years, we have increased our membership and our collective industrial strength by around 22%. This shows nurses are recognising the importance and value of working together to improve our capacity to change things. I believe that despite the challenges that confront us, we can achieve much in the time ahead. As well as collective action, our lateral support of each other will also contribute to greater outcomes!

Be well, be safe,
Denis

News briefs

Dates to put in your diary

Roadshow: 10-14 October, Central Australia

Roadshow: 17-18 October, DPH, RDH

ANF National Biennial Delegates Conference:

Darwin 20-21 October 2005

RDH ED commitments from DH&CS

- Hospital in The Home in Darwin expanded to seven days a week in August
- Discharge Transit Lounge opened in August at RDH
- Independent review of Access Block issues at RDH to commence in late September

ANF NT has yet to receive an indication of improved circumstances for ED nurses.

National Industrial Relations legislative changes

The proposed changes remain an important focus of our worksite meetings, with nurses very apprehensive about what the future may hold.

The ANF NT continues to present its grave concerns about the implications for nurses nationally, and the national joint union campaign raising public awareness about how these changes will negatively impact upon nurses and the Australian community continues.

The campaign is proving to be very effective, with polls showing the Australian public is increasingly concerned with what the federal government is proposing.

The government is being pressured to consider a Senate inquiry into the changes to ensure a level of public scrutiny about what the new laws will mean to us all.

Unions are holding a second national day of action across Australia on 15 November. For more information, visit the ANF website at www.anf.org.au, or the ACTU campaign website:

http://actu.asn.au/work_rights/

Look out for, and be a part of the national campaign in the months ahead.

ANF NT Branch new premises

The ANF NT Branch is now located at:

3/25 Vanderlin Drive

Wanguri



painter volunteers at the new premises

Alice Springs Hospital (ASH) - Where are the nurses?

ASH nurses are still waiting for the successful outcome of the DH&CS's national nursing recruitment campaign. At a meeting of members at the hospital in August, branch secretary, Denis Blackford was told that one or two new nurses had arrived at ASH since the ban on overtime ended in March.

The campaign, which had been running since January, has yet to produce nurses on the ground. DH&CS has indicated around 150 applications are being processed, but ASH and other NT nurses are still waiting. ASH nurses have adopted an ANF NT postcard campaign, where the public are invited to mail provided postcards to the Health Minister expressing support of nurses in their campaign to have safer workloads.

NTPS Certified Agreement (CA) Taskforce (NCAT)

Details of steering committee minutes and related information can be accessed through the Taskforce Newsletter circulated monthly and the NTG 'Intranet' website. The ANF NT project officer on the Taskforce, Kirstie Hawkins, can be contacted at kirstie.hawkins@nt.gov.au or on 8922 7025.

NTPS Nursing Career Structure Review (NCSR)

At the time of writing, the next meeting of the steering committee is expected to be held in late September, when the project officer has returned from leave. Information about this and previous meetings can be accessed by contacting the Project Officer, Gloria Gopel, 2nd floor Casuarina Plaza, or through the Public Sector Nurses CA Taskforce newsletter and through the NTG 'intranet' website.

NT Public Sector Nurses

Got a problem with entitlements, allowances or issues relating to your employment conditions? Your employer is obliged to answer your queries and resolve your issues.

Contact the DH&CS Human Resources and Workforce Development Branch on 8922 7249

If you do not receive the answers or solutions you require contact us at the ANF NT office

ANF NT providing increased support to Central Australian members

The ANF NT thanks the ANF SA Branch for the temporary support it has been providing to the branch since July. The NT Branch is now able to provide increased support for ANF members in the Alice Springs region through more regular visits.

The Branch Secretary and organiser will be sharing the role of visiting Alice Springs once a month. This will provide increased opportunity for representing and supporting members on the ground and face to face. These visits have already commenced. Information about when they will occur can be obtained through local job delegates or through contacting the ANF NT Branch office in Wanguri, Darwin.



KDH Roadshow September 2005

Katherine and Gove District Hospitals - On call dispute

The ANF NT is currently in dispute with the DH&CS (at the time of writing) over the removal of the 'special determination' rate of \$3.00/hr for weekends and public holidays put in place in 1998, in some recognition of the special circumstances that KDH theatre nurses underwent in relation to on call.

As nurses at GDH work in essentially the same circumstances, they have joined the dispute which has had one hearing in the Australian Industrial Relations Commission (AIRC)

Both parties have agreed existing arrangements should remain while discussions continue and while the NTPS Nurses Certified Agreement Taskforce (NCAT) project looks at this outstanding EBA matter and formulates a recommendation to DH&CS.

At the time of writing, this project had finalised a report and a significant recommendation has been put to the Department. A response is yet to be received, however the ANF NT expects to be able to announce a significant outcome for NTPS nurses soon.

Invitation - Northern Territory Nurses

Denis Blackford, Secretary, Australian Nursing Federation Northern Territory Branch, would like to invite Northern Territory nurses to attend the:

7th ANF Biennial National Delegates Conference | 20-21 October 2005 | Holiday Inn Esplanade | Darwin

This is the major Australian Nursing Federation national conference held every two years where policy direction for the Federation is influenced by the debates and the resolutions of job delegates from all ANF Branches across Australia.

Conference information is detailed below. If you would like to attend, please tick the appropriate sessions and send to:

Cathy Fasciale | Australian Nursing Federation | Level 2 | 21 Victoria Street | Melbourne | VIC 3000

Payment is to be made on the day and a \$5.00 discount per session applies to members of the ANF NT Branch.

Day 1 Thursday 20 October 2005

		Session Price	
Session 1 8.30am-11.00am	Opening Ceremony Larrakia Aboriginal Dance Performance Conference Opening The Hon Dr Peter Toyne, Minister for Health, Minister for Justice and Attorney General President's Address Coral Levett Keynote Address Carolyn Allport, President, National Tertiary Education Union (NTEU) Morning Tea	\$ 15	<input type="checkbox"/>
Session 2 11.00am-2.00pm	Confirmation of Minutes 2003 (action arising from resolutions) Jill Iliffe, Federal Secretary ANF Federal Office Report Gerardine (Ged) Kearney, Assistant Federal Secretary Resolutions Federation Issues Australian Nurses Assisting International Development through Union Aid Abroad - APHEDA Jill Haynes Program Coordinator, APHEDA East Timor and Elisabeth de Lino Araujo, Agnes Stanislaus-Large, Southern Organiser, ANF Tasmanian Branch Lunch	\$ 20	<input type="checkbox"/>
Session 3 2.00pm-5.00pm	A community based mental health model Iokapeta Enoka, Samoa Nurses Association A nursing response to the tsunami disaster Liz Cloughessy, AM, MHM, RN (NSW Health Counter Disaster Unit) Afternoon Tea Resolutions Professional Issues; Nursing Education Issues	\$ 15	<input type="checkbox"/>
Dinner	Dinner PeeWee's at the Point Entertainment by "Loaded"	\$100	<input type="checkbox"/>

Day 2 Friday 21 October 2005

Session 4 8.30am-11.00am	Resolutions Aged Care Issues; Unlicensed Worker Issues HIV AIDS in Papua New Guinea Murray Paiva, General Secretary, Papua New Guinea Nurses Association National Enrolled Nurse Association (NENA) Maryanne Craker, Secretary, NENA Delegates' Photograph Morning Tea	\$ 15	<input type="checkbox"/>
Session 5 11.00am-2.00pm	Resolutions Industrial Issues Aboriginal Medical Services Alliance NT (AMSANT) Paula Arnol, CEO, Danila Dilba Health Service and Sandra Smiles, Health Services Coordinator, Danila Dilba Health Service HESTA Presentation Anne-Marie Corboy, Chief Executive Officer, HESTA Lunch	\$ 20	<input type="checkbox"/>
Session 6 2.00pm-4.00pm	Do no harm? Health care and the environment Trevor Thornton Resolutions Health Service Issues; Social Issues Afternoon Tea Closing Address Paul Jennings (Exclusively represented by Saxton Speakers Bureau) Closing	\$ 15	<input type="checkbox"/>

I would like to attend the sessions indicated and understand payment of \$..... is to be made on the day.

Name Telephone No. (B/H)

Address Telephone No. (A/H)

..... Email Address

.....Postcode..... ANF NT Membership No

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