



Yvonne Falckh
NT Branch Secretary

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MembersEquity
The Super Funds Bank

MESSAGE FROM THE SECRETARY

Another year is almost drawing to a close and by the time this newsletter reaches you we should be in the full swings of an election. I ask all nurses to make an effort to vote and to weigh up what each party is offering. Look at what WorkChoices is doing to your own families and friends. I have no doubt we all know someone that has been poorly treated by the new IR legislation.

Constant issues in many workplaces are Occupational Health and Safety (OH&S) and staff workloads. The ANF NT Branch is working very hard to ensure that nurses will have safe workloads. We hope to achieve this through the Nursing per Patient Day (NHpPD) Project Steering Committee. OH&S issues are currently being addressed at the RDH and ASH. Please be aware that just because you have always done things in a certain way, that doesn't mean it meets OH&S requirements.

An issue brought to our attention relates to nurses, who undertook after hours responsibilities such as being in charge of shifts, not receiving higher duties payment at Nurse 4 level. The General Conditions of Service award - 12.1.4 and 13.1.6(GCOS), exempted these nurses from being paid the higher duties payments. I am pleased to advise that a Determination Number 1110 has been issued, effective from August 2007, which will ensure that nurses are paid the higher duties.

Continuing Professional Development - Online

Continuing Professional Development - Online, this is a much anticipated and exciting service ANF is offering members and non-members. This service will be accessible from our ANF NT website. As an ANF member you will be able to access Professional Development courses online at a very reduced rate. This service allows you to complete PD courses and to keep a record of all other PD that you have participated in. Members will pay \$7.50 and non-members will pay \$22.00 per course accessed.

East Timor Nurses Appeal

Once again, the ANF NT would like to raise the awareness of all nurses that the ANF are still raising funds nationally to assist and help rebuild the lives of East Timorese nurses, by seeking donations from every nurse in the NT, whether they are members or not. Please go to the ANF website for instruction on how you may help contribute, or contact your job delegate who will forward on the money to the Branch office.

To make a donation:

Visit <http://www.anf.org.au>

news briefs



Organiser's Desk

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

ANF NT Branch Darwin Job Delegate Training

During 25-27 September 2007 the ANF trained 15 Job Delegates (JD's) which provided them with an opportunity to look at what we do and why, and to review the best way forward under the new "WorstChoices" IR laws brought in by the Howard Government. The JD's were very keen participants and exceptional throughout the training days. The trainer was Helena Dalton Bridges from the Queensland Nurses Union. A range of topics were covered including OH&S, grievance handling, bargaining, problem solving and WorkChoices.

The Federal Government's IR laws are an appalling attack on workers rights and directly affect nurses in the public and private sector. Nurses in the private sector and aged care are feeling the shift to the employer under Howard's IR Laws. These laws are still in their early life, some NT nurses in aged care who are on AWA's will only receive their annual pay increase after being performance managed, there is no guarantee of any wage increase. Public sector nurses currently protected by Labor State and Territory Governments are yet to feel the full effects of WorkChoices.



Back row: John Langrell (Groote Erylant), Frank Pearson (Admin RDH), Jodie Perry (ED RDH), Peter Reed (6A RDH), Rachelle Want (2B RDH), John Benham Cowdy; *Middle row:* Katherine Savvas (ANF Organiser), Danielle Collis (ED GDH), Clair McCarthy (SCN RDH), Sharan Burrow (ACTU President), Julie Doyle (4B RDH), Jan Hercus (PCC), Libby Webb (OT RDH) *Front row:* Shirel Nomoa (ISOP RDH), Maria Savvas (Juninga), Angela Phillips (ANF Organiser), Rebecca Want (ACTU Community Campaign Coordinator), Simon Stafford (Adelaide River).

ANF Federal Secretary Jill Iliffe said nurses are not party political, but in the best interest of nurses and patients will continue to oppose the Howard Government and its WorkChoices legislation in the upcoming federal election. "If nurses are unable to provide safe care because of poor staffing levels, longer work hours and greater workloads, they no longer find the nursing profession an attractive place to be, and it is the Australian public who will suffer the most."

Make your vote count at the next federal election and stand up for the rights of nurses. We need an industrial relations system that protects our nurses, and are calling for the following:

- The right to union negotiated collective agreements where one or more employees are a member of the union.
- Abolition of the Australian Fair Pay Commission and reinstatement of the Australian Industrial Relations Commission.
- Maintenance of penalty rates and leave entitlements for nurses.
- The removal of the unfair 'fair dismissal' legislation.
- The right of Union entry to workplaces.

If you would like to learn more about WorkChoices, please contact your JD or the ANF office for information brochures.

Issues around the NT

OH&S issues reported to the ANF NT Branch are at an all time high. Our two major hospitals have serious OH&S issues due to understaffing, increased workloads and insufficient beds. Safety was seen as directly related to the increasing pressure and stress facing nurses; the inherent risks and dangers in working long hours, and large amounts of overtime.

It is not okay to keep working in a workplace that is unsafe just because it is the norm, members should be aware of their rights and stand together with the same goal of reducing workplace OH&S hazards. That may mean banding together to tackle some pretty hard obstacles and making some hard decisions.

Your workplace JD is a key figure in ensuring your rights to a safe work environment are adhered to, please support them and work together to achieve your goals. Remember "United we stand, Divided we fall."

from the branch office

Collective Agreements	Current Situation
Sunrise Health Service	Near completion of negotiations. Wages have been matched to the public sector.
Frontier Services and Juninga CA	Document is almost complete. The offer is 5% for one year backdated to July 2007. That means that we will be renegotiating another agreement in six months.
Darwin Private Hospital	Letter sent to management to discuss the disparity of wages between DPH and RDH. DPH is now 4.5% behind the public sector.
Katherine West Health Board	Negotiations continue, increases of 4% have been paid to avoid backpayments once agreement has been finalised.
Aust Red Cross Blood Service	Agreement document still nowhere near completed.
Royal Flying Doctor Service	South Australian and NT ANF are currently negotiating an agreement on behalf of nurses.
NT Public Sector Nurses	Survey for developing a new log of claims for the next round of negotiations which will commence in May 2008 is currently being developed.
Anyinginyi	Currently being negotiated 2% increase for the next three years. Nurses are \$13,000 plus behind the public sector.

Know Your Job Delegates

Orlissia Pietsch - RN, Emergency Department, Alice Springs

I moved to the Northern Territory from Queensland in 2003. I have worked in Katherine Hospital for two years and I'm currently working in the Alice Springs Emergency Department. I work in all areas of the department including resus and triage. I have been a member of the Australian Nursing Federation since 2000 and a job delegate for ASH ED for the last twelve months. Being a JD has allowed me to be aware of issues that relate to territory nurses. The ANF can be a great resource when you need advice on issues that may effect your workplace.

**Yvonne Mudford - EN, Tennant Creek Hospital**

My name is Yvonne Mudford, I have been an ANF member for a number of years. I am an enrolled nurse and I work at Tennant Creek Hospital. Originally from NSW, I have spent approximately the last six years working in Alice Springs and Tennant Creek. I have only been a Job Delegate for a short time, four months. I decided to become a Job Delegate for several reasons; one being that there was no JD at TCH, another was that I felt it was very important to know your rights and entitlements at work. I also wanted to be in a position to help others in this area, and to raise awareness of the current IR issues that effect Australian workers.

Kay Stevens - EN, Rehabilitation Unit, Royal Darwin Hospital

In 1973, I started my General Nurse training at Bethesda Hospital in Richmond, Victoria but being a reluctant scholar, I opted out at the end of first year and became a Registered Nurses Aide (Enrolled Nurse). I have worked at Royal Darwin Hospital since 1984 and have been a Rehabilitation Nurse since the ward opened in 1995. I have a tremendous passion for rehab nursing, I have completed a Certificate in Rehabilitation Nursing and twice gained Exemplary Practice.

When asked why I don't become an RN, my answer is that I wish to be an example of what ENs can be. Being an EN doesn't have to lead to General Registration. Many ENs can be very effective at their job by remaining as practical nurses. All of us have an important role; I'm very glad I found mine.

**Shirel Nomoa - EN, Isolation Paediatrics, Royal Darwin Hospital**

I have worked in the NT for 34 years, have been a workplace delegate for approximately 25 years and ANF Branch Councilor/Executive for 20 years. I am committed to representing my fellow nurses and being a voice fighting to ensure your rights and conditions at work are protected. I have supported many of my colleagues during their meetings with management and have had the opportunity to resolve issues before they have become unmanageable. I am concerned about unsafe working conditions and workloads. It's important to remember that **YOU** are the **ANF**.

news briefs

Dates To Remember

Site	Date	Visiting Official
Katherine Region Roadshow	22-23 November	TBC
Gove	TBC	TBC
JD Training - Central Australia	March 2008 - Dates TBC	TBC

New Organiser



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

Hello, my name is Katherine Savvas, otherwise known as Kat. I started with the ANF NT Branch in July this year as a part time organiser. I am enjoying all the challenges that come with the job.

I have been updating all the Job Delegate kits, if you don't have a current kit for your area please let me know so I can get one to you. We will be looking at putting the kits onto memory stick in the near future.

I look forward to meeting the ANF members and working with the Job Delegates in the future.

Membership Report

Jane Wilde - ntanf@octa4.net.au; (08) 8920 0701

We have now sent out new membership cards to all current members. If you or a colleague have not received your card then please contact the office by phone on (08) 8920 0701 or by email at membership.ntanf@octa4.net.au.

This will be my last note to you all as I am moving back to NSW with my family in December. Your new Membership Officer is Karen Shepherd. Although we have had a significant handover period, please be patient while she settles into the role.

2008 Nurses Pocket Diaries

The ANF NT Branch will have 2008 Nurses Diaries available from the office at a cost of \$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. Only a limited number are available so please contact the office to place your order. It would be a pity to miss out on these great pocket diaries.

ANF free movie tickets

We are once again offering a free movie ticket when you recruit two new members to the ANF, in appreciation for your commitment. For more information please contact the membership officer on (08) 8920 0701. ANF NT will be looking at new incentives over the coming months to introduce in the New Year. If you have any ideas please contact us.

Webpage

The ANF NT Branch webpage 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.

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



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