



Australian
Nursing &
Midwifery
Federation
NORTHERN TERRITORY

NORTHERN TERRITORY BRANCH

**Northern Territory Public Sector Nurses & Midwives
Enterprise Agreement 2022**

Australian Nursing and Midwifery Federation NT Branch

**Log of Claims
Without Prejudice**

Northern Territory Nurses & Midwives Enterprise Agreement 2022
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Log of Claims

Without Prejudice

This log has been developed after extensive consultation with the ANMF membership.
All provisions of the Current EA are to be maintained, unless varied below.

1. Wages

- Wages for Nurses and Midwives in the NT - maintain their salary with the top two states in Australia.
- A 6% Wage increase per annum to all classifications.
- 3 year agreement with a further 1 year option.
- Period of operation to be from 9th August.
- Allowances to be increased by annual wage percentage increase per year.
- Night Duty shift penalty to increase to 30%.
- Afternoon shift penalty to increase to 20%.
- Saturday shift penalty to increase to 75%.
- If working an afternoon shift on a Saturday or Sunday, penalty rates for the afternoon shift and Saturday or Sunday penalties will both be paid.
- If working night duty from midnight Friday to 0600hrs Monday both night duty penalty and Saturday or Sunday penalties will both be paid.
- Part time Nurses & Midwives to receive overtime payment after working in excess of 64 hours per fortnight, including restrictive duty and emergency duty.
- 12 hour shift to attract penalty rates, example: 0700hrs – 1900hr shift, penalty rate will apply from 1200hrs (e.g., afternoon penalty rate from 1200hrs – 1900hrs).

2. Career Pathway

- Nurse 3 level to be uncapped, with a clear transition pathway for N2Yr7 to move on up to a Nurse 3 level.
- Introduction of a third classification level for Nurse 6, 7 & 8.
- Inclusion of AIN/AIM similar model to Victoria's RUSON model in Enterprise Agreement.
- MGP Determination to be incorporated into Enterprise Agreement.
- Expand Recognition of Previous Experience clause 23.3 & 23.4 to include overseas nurses.

3. Safe Workloads/Hours of Work

- Introduction of Nurse/Midwife – client/patient ratios across all public sector acute and non-acute services, including ED, EMU, Renal, acute mental health, community mental health, Primary Health, delivery suite etc.
- Safe workloads in midwifery - count babies in midwifery workloads.
- Appropriate skill mix and early career nurses/midwives or novice practitioners, ensure that they are not the most senior nurse on shift and will not be allocated in charge.
- In charge of shift (however named) will not be allocated a patient load and will be in addition.
- NCCTRC recognition of all hours worked when deployed.
- Programmed Days Off (PDO) for Nurses and Midwives to be written into the enterprise agreement. The following to be included also – any changes to PDO roster must be agreed between management and ANMF NT.
- Overtime, restrictive duty and rest relief clauses to be clearly written. In addition, through the ANMF NT/DoH Consultative Committee, a guideline document be developed with clear information of how rest relief, restrictive/overtime payments (including minimum periods) are paid and implemented in both remote and acute.

Safe Workloads/Hours of Work (Cont)

- Best Practice Rostering Policy and Procedure - to be written into the Enterprise Agreement, that any amendments/changes are to be in consultation and agreement with the ANMF NT.
- Minimum 10-hour break between shifts.
- Remote Call out – Continuous 10 hour break, immediately preceding shift commencement.
- Travel and flights to attend work/meetings to be recognised as hours worked and paid overtime or Time of in Lieu (TOIL).
- Staffing levels to be published and made available to ANMF NT.
- ANMF NT to be involved with monitoring and reviews of safe workloads model.
- Standardise normal shift lengths in inpatient areas to eight-hour day, eight-hour afternoon and 10-hour night, into Enterprise Agreement, for both full time and part-time employees, unless agreed otherwise.
- Operating Theatre Nurses to have change in and out of scrubs time of 10 minutes at the beginning and finishing time of each shift.
- Clause 38.4 – Roster will be posted at least 14 days before it comes into operation.
- Clinical Nurse Manager (CNM) to receive 7 weeks annual recreation leave in recognition of unpaid overtime. This should also include any management position at this level and above, who work excessive unpaid overtime.

4. Work Health and Safety

- Annual fit testing for N95 respirator masks for all nurses and midwives.
- Clause 42 - Tea Breaks to be reworded and include – That Nurses and Midwives are entitled to two 15-minute paid tea breaks per shift and to ensure that tea breaks are taken in an effort to mitigate fatigue in the workplace.
- Include Nurses & Midwives working 12 hour shifts shall have two 30 minute paid meal breaks during each shift, into Enterprise Agreement.
- Clause 16 – include wording – (c) Employees will have a break every 2 hours if wearing full PPE.
- Clause 16 (b) tighten wording to enforce 10 minute break, after wearing lead apron for one hour e.g. for every hour work up until 4 hours in a lead apron, a consecutive 10min period of rest be given e.g.40 minutes and if procedure continues after 4hours it is expected that relief be given.
- An employee required to wear a lead apron shall be paid an allowance of \$3.00 per hour.
- Remote Area Nurse/Midwife safety review.
- Full review of Remote Area Housing for nurses, safety and suitability.
- Staff Health Clinic – Access to doctors, physiotherapy etc

5. Allowances

- **Professional Development Allowance** to be paid as an upfront model for all employees and paid at the current rate of the reimbursement model and increased during the life of the agreement, in line with wage increases, as follows:

Qualifying period	Rate effective from			
	01/09/2022	01/09/2023	01/09/2024	If 4 th Year 01/09/2025
1 – 3 years	\$734	\$778	\$825	\$875
>3 years	\$2197	\$2329	\$2469	\$2617

Or

alternative option of \$2197 per annum paid fortnightly (pro rata for part time workers) rate increased with 6% pay increase per annum

- **Post Graduate Qualification Allowance** increase % as follows:

Qualification	Allowance
Nurse 1 (Enrolled Nurse), Course of study no less than 6 months or 120 hours.	4.5% of the fifth pay point of the Nurse 1 classification
Nurse 2-8 (Registered Nurse / Registered Midwife), Conversion degree or graduate certificate	4.5% of the maximum pay point of the Nurse 2 classification
Nurse 2-8 (Registered Nurse / Registered Midwife), Graduate Diploma	5% of the maximum pay-point of the Nurse 2 classification
Nurse 2-8 (Registered Nurse / Registered Midwife), Master's degree or Doctorate	6% of the maximum pay point of the Nurse 2 classification

- **Shift Responsibility Allowance** will be paid for the whole shift if rostered/allocated as the team leader (in charge of shift) on any shift (M/L/N) (even if there is a N3 an above present in the workarea).
- A full electricity subsidy for Nurses/Midwives accommodated in Rio Tinto housing, in Nhulunbuy (Gove).

6. Education

- All mandatory training to be completed in work hours.
- All Employees will be entitled to five days paid professional development leave. An Employee who is a Nurse Practitioner will be entitled to a further 10 hours of paid professional development leave per annum. The entitlement for Part-time Employees will be on a pro rata basis. Professional development leave will not accumulate from year to year.
- Mandatory supernumerary days for New Graduates (RN/M & EN), Transition to Practice and integration Registered Nurse/Midwife.

7. Recruitment and Retention

- Clause 54 to be expanded to include Katherine, Tennant creek and Alice Springs, as retention investment.
- Retention bonus of \$4000 for all Nurses and Midwives, on approval of EA in FWC and a further payment in August 2024.
- Improve housing stock for Nurses and Midwives across the NT.

8. Leave Entitlements

- The additional weeks paid recreation leave based on working 10 Sundays and/or public holidays in a year (Clause 56.3 (iii)). Shall include non-shift workers (e.g. KDH/GDH OT, Community Health), whom work either oncall or requested to work weekends (under exceptional circumstances e.g. pandemic/endemic) are also entitled to the extra weeks leave for working 10 Sundays.
- Jury Duty to be reinstated into Enterprise Agreement.
- Prison Nurses to be supported, of being exempt from Jury Duty.
- Community Service Leave to be included in the Enterprise Agreement and referenced to National Employment Standards (NES)
- Superannuation to be paid whilst on Workers Compensation.
- Amend clause 60.4 (d) to include the following wording '*on commencement of employment*'.

9. DoH/ANMF NT Branch EA Consultative Committee from EA 2022 - 2025

ANMF NT Branch and the DoH continue with the above committee during the life of this Enterprise Agreement. The following remain issues within the work environment, which can be addressed through this committee.

1. Investigate why RDH staff do not have priority access to childcare centre on RDH grounds and access issues in other regions in the NT e.g. Nhulunbuy/Katherine.
2. Exemplary Practice (EP), Professional Development and Post Graduate Allowances – work on a plan to promote the allowances through orientation and quarterly promotion of the professional allowances through bulletins etc.
3. Inappropriate workplace behaviour remains an issue in the workplace. Consider adopting ANMF VIC Branch/Victoria Government 10 point plan.
4. Part time Employment/Job Share/Flexible working arrangement.
5. Fatigue Driving Guideline to be developed for Nurses and Midwives.
6. Any other operational issues that may arise during the life of Enterprise Agreement.

ANMF NT Branch reserves the right to make further claims and counter claims as negotiations progress.

Authorised by: Cath Hatcher, Branch Secretary