

ACT ANF Membership Fees effective 1 January 2012

	12 months	6 months	3 months	Fortnightly
RN	\$600.68	\$300.34	\$150.17	\$23.10
EN	\$543.70	\$271.85	\$135.92	\$20.91
ARN	\$522.20	\$261.10	\$130.55	\$20.08
SEN	\$472.85	\$236.43	\$118.21	\$18.19
AIN	\$459.38	\$229.69	\$114.84	\$17.67
Aged Care				
RN	\$513.06	\$256.53	\$128.26	\$19.73
EN	\$454.78	\$227.39	\$113.69	\$17.49
AIN (Cert III)	\$392.29	\$196.15	\$98.07	\$15.09
Associate	\$60.00	\$30.00		

Membership News

Membership Fee Increase Explanation

Ahead of the latest membership fee increase, effective 1 January 2012, I thought I would again clarify how the fees are calculated and when increases are implemented.

Membership fees are calculated at 1% of the lowest increment for each classification, across all sectors. Therefore the annual fee for an EN is 1% of the EN Level 1 Year 1, an RN is 1% of the RN Level 1 Year 1, and so on.

Towards the end of the calendar year the current pay rates are reviewed. If there has been an increase in pay rates there will be an increase in membership fees effective 1 January the following year.

Membership fees are used to maintain the ANF ACT Branch premises and staff which in turn are used to negotiate workplace agreements and provide member advocacy, amongst other services.

Professional Indemnity Insurance

As advised in previous newsletters, the ANF ACT Branch has taken out a Professional Indemnity Insurance policy to cover all financial members.

A \$15.00 levy has been added to the membership fees for all RN's, EN's and AIN's (Student and Associate members are not covered under the PII policy). If you pay via payroll deduction or fortnightly direct debit, this works out to be just under \$0.58 per fortnight. A small price to pay for peace of mind!

Direct Debit – why make the switch?

Payroll deductions are not guaranteed under any workplace agreement. This means that an employer could decide to stop offering this service to employees at any time. Just imagine having your pay cut by a third... with just over 30% of our members on payroll deductions, that's exactly what would happen to the ACT Branch if payroll deductions were to suddenly cease.

It happened in Western Australia and Victoria and there's nothing to say it won't happen here! We would rather have a relationship directly with our members, rather than relying on employers passing on your membership fee.

So, if you are currently paying your membership fees via payroll deduction, please consider switching to fortnightly direct debit. The annual total still works out the same – no fee is charged for the convenience of fortnightly payments.

It's set and forget, makes budgeting easier and is simple to arrange – just call the ACT Branch office on (02) 6282 9455 or email us at actanf@actanf.org.au and ask for a form to be sent to you.

You can also print the form from the website by following these instructions: type www.actanf.org.au into your web browser, click *How to Join* on the *Member Services* tab, click the *Direct Debit Form and Service Agreement* link under the Direct Debit heading. The PDF form should be printed, filled out and returned to the ACT Branch Office.

Julie Ede, Membership Officer



“The Collective—Much stronger than the individual”

AUSTRALIAN NURSING
FEDERATION -
ACT BRANCH



The Collective Perspective

OCTOBER - NOVEMBER

2011

Workplace Delegates

Current ACT ANF Workplace Delegate (WPD) positions were spilled and nominations were called for throughout the month of October. This process was successful in boosting numbers of workplace delegates and in getting WPDs from areas that were not previously represented. If your area remains without a WPD please consider nominating, or asking one of your colleagues to do so. The role of the WPD is relatively straightforward and only requires as much time as you are able to give including 1 to 2 hours every two months for a delegates meeting. A few things to understand about WPDs:

- WPDs communicate and disseminate information to members and discuss membership of the union with new staff in their area. They may also assist colleagues as a support person and provide advice on workplace rights and entitlements.
- Depending on the workplace, a WPD may be able to carry out their role wholly within paid time.
- WPDs have significant legal protection afforded to them under the Fair Work Act to protect them from any adverse action by their employer, as well as the support of the ANF.
- The ACT ANF will soon begin an in-house training package for new WPDs in addition to the annual training day to help prepare new WPDs to undertake the role.

Workplace delegates can make a huge difference in the areas where they work, by working with the ANF and the employer in improving the working conditions of their area.

Privacy, are you being watched?

The *Workplace Privacy Act 2011 (ACT)* recently came into force in Canberra. The Act defines 3 types of workplace surveillance and places restrictions on each.

- **Prohibited** surveillance – Surveillance is forbidden in areas with a heightened expectation of privacy e.g toilets, change rooms, showers.
- **Notified** surveillance – Employers must provide written notification of current and new surveillance (which is subject to a 14 day notification period to allow for consultation) to staff. New employees must be notified of surveillance before beginning their employment.
 - Optical (camera) surveillance requires signage indicating its use
 - Computer surveillance requires a policy which outlines how data is monitored
 - Any vehicles/devices that are tracked by GPS must carry a clear notice
- **Covert** surveillance – For an employer to conduct surveillance of an employee without their consent they must gain permission from a magistrate and there are strict limitations on the use of information gathered.

If you have concerns about surveillance in your workplace you should raise these concerns – talk to your manager or raise it in a staff meeting. If you do not get a satisfactory response or are concerned approaching management, then contact the ACT ANF with your concerns. Remember, the Fair Work Act protects employees from any adverse action by their employer when making inquiries about, or exercising, a workplace right.



From the Branch Secretary

The workload of the ACT ANF office remains constant. The ACT ANF Office Manager, Helen Agnew, continues to improve following her car accident on 4 July and will return to the ACT ANF office on a graduated return to work program in the near future. Retired ACT ANF member, Denise O'Toole, provided invaluable assistance during the absence of both the Office Manager and ACT ANF Administrative Assistant, Adelaide Healy. Thank you Denise for your ongoing commitment and assistance and thank you also to the members for your patience during this difficult and very busy time. ACT ANF Administrative Assistant, Mia Arrowsmith, has successfully completed her probation and became a permanent member of the ACT ANF branch staff on 12 September 2011. Welcome Mia.

ACT ANF Critical Incident forms continue to be forwarded to the ACT ANF and are vigorously pursued.

The ACT ANF continues to have ongoing communication with Calvary Public and Private management in relation to staffing and workload issues and the ongoing difficulties associated with the rationalisation of 3N and 6th floor beds and services.

Preparations for the National Biennial Conference to be held 20 and 21 October 2011 are well underway. The elected ACT delegates have been provided with the recommendations to be considered by Conference.

The ACT ANF industrial team is busy visiting facilities as requested and is still very much involved in negotiations in respect of a number of enterprise agreements. The Industrial Organiser, Liam Fuller, continues to make planned visits to worksites, to update members on Enterprise Bargaining matters and the ANF *Because We Care* campaign. If you consider that your workplace would benefit from a visit from the ACT ANF, please contact the office on 62829455 and speak with Liam to arrange a site visit.

The ACT ANF provided submissions in respect of the proposed Needle Syringe Program at the prison on 7 September 2011, and on the Walk in Centre evaluation on 27 September 2011. These submissions are available on the ACT ANF website: www.actanf.org.au

The Industrial Officer and I attended a meeting with the Shadow Health Minister, Jeremy Hanson, on 5 October 2011.

Nominations for WPD positions opened on 3 October 2011 and closed on 24 October 2011. Should elections be required they will be held between 31 October 2011 and 14 November 2011.

The ACT ANF provided support to our NSW Public Sector colleagues at Queanbeyan Hospital on 8 September 2011 (See photos next page) and I provided support at the Unions ACT Family and Community Day stall outside Floriade on 10 October 2011 (pictured below).



I also participated in an Insecure Work forum at Unions ACT with ACTU President, Ged Kearney, on 12 October 2011.

Yours In solidarity
Jenny Miragaya
Branch Secretary



News In Brief

Because We Care About Aged Care

The **Because We Care** campaign continues. The new "Aged Care Can't Wait" campaign material has been well received by members with the ACT ANF trying to access further supplies. Members are again encouraged to access the website and add their voice to the BWC campaign: <http://www.becausewecare.org.au/index.html> and send an email or postcard to the Prime Minister to remind her that Aged Care Can't Wait. The direct link to the PM is: <http://becausewecare.org.au/home/campaigns/aged-care-can-t-wait/send-an-email-to-prime-minister-julia-gillard/>.



Above: ACT-ANF supports colleagues at a rally at Queanbeyan Hospital.

Enterprise Bargaining Update

Public Sector Agreement

The ACT Government's pay offer of 3.5 % pa over two years was endorsed by membership on 12 August. ACT ANF and ACT Health continue to finalise drafting terms of the agreement particularly in terms of drafting specific clauses and finalising matters associated with the implementation of the EN2 personal classification and the consistent application of the Advanced Practice Nurse classification throughout the Public Sector.

UnitingCare

The Industrial Officer met with UnitingCare, and a number of employee representatives on 12 & 28 Sept. The ACT ANF tabled a log of claims which included a 12% pay increase over 3 years. Although all parties are keen to progress the EBA as soon as possible, the number of employee representatives and involvement from the other unions may lead to delays in the process.

Salvation Army

Negotiations are to commence shortly.

QEII

Work on a new agreement continues now the PSEBA outcome is known.

Goodwin

Goodwin aged care continue to bargain for a replacement EBA. An initial meeting was held between the ANF and the CEO on 4 August, with follow up meeting held on 14 & 26 September.

CJH

Communications are ongoing in respect of AIN employment and SOP. Staffing and workload issues are ongoing. The proposal to replace the night duty wardsman with an AIN has apparently been withdrawn. The ACT ANF Industrial Organiser, Liam Fuller, has been involved in arranging members meetings to gauge members' thoughts and ideas for a log of claims.

Calvary Private Hospital Bruce

The ACT ANF Industrial Organiser is arranging members meetings to gauge members' thoughts and ideas for a log of claims. The replacement agreement was an agenda item at the inaugural Calvary Private WCC held on Thursday 15 September 2011.

Anglicare

Ongoing communication in respect of uniform and laundry allowance.

Canberra Imaging Group

Approved by staff. Awaiting FWA approval.