

### ANMF NT response 15/9/26

After careful consideration our revised priority log of claims are as below, noting that our initial log of claims had 61 claims.

ANMF NT Members have indicated these are their highest priorities

1. Wage for nurses and midwives in the NT to be nationally competitive and remain in the top 2 in Australia.

ANMF NT requests increase to base rate of 6% per annum to amount to an 18% increase over 3 years. Noting our initial request was for 20.5% over 3 years.

2. Retention bonus to continue for all staff, every year of the agreement

|                                                                                                                                                                                                                                                                                              | <b>Darwin<br/>Palmerston<br/>(applicable<br/>to all nurses<br/>&amp; midwives)</b> | <b>Katherine<br/>Gove<br/>(applicable<br/>to all<br/>nurses &amp;<br/>midwives)</b> | <b>Central<br/>Australia<br/>Barkly<br/>(applicable<br/>to all nurses<br/>&amp; midwives)</b> | <b>Remote<br/>(applicable to<br/>all nurses &amp;<br/>midwives)</b> |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| <b>Attraction - applicable to current and new employees (For those employees with 3 months or more service, the attraction component will be paid immediately. New employees must complete 3 months service before payment). Paid annually during life of agreement + 6% annual increase</b> | \$1590                                                                             | \$2120                                                                              | \$3180                                                                                        | \$4000                                                              |

3. Remote Area Nurses receive an additional 3 weeks in Annual Leave per annum.

\*2 weeks in place of \$16,000 (initially \$20,000) plus one week for working on call around the clock see point 6.

4. Professional Development Allowances

ANMF NT claims that all nurses and midwives be entitled to five days paid professional development leave each year to attend approved education and training activities.

ANMF NT requests that the Professional Development allowance be available from time of employment at the highest reimbursement level not in a tiered fashion due to length of service.

5. Increase in N3 positions in all hospital wards to have at least one N3 position per shift. With regard to larger wards the number of N3 positions should be in accordance with the Business Planning Framework.

6. ANMF NT claims an amendment to subclause 62.2 a) (iii)
  - All employees on rostering outside of normal business hours including on call are entitled to the additional week of recreation leave regardless of the number of Sundays worked, this includes Remote Area Nurses and Midwives
7. Shift Responsibility Allowance at subclause 28.2 (b) of the current EA will be paid at level 3.4 for the entire shift if rostered/allocated as the team leader (in charge of shift) on any shift (M/L/N) irrespective of whether there is an N3 or above present in the work area.
8. Introduction of a Hyperbaric Allowance like that which applies in the Victorian public sector in recognition of the specialised skills, high pressure environment and patients' safety responsibilities.
9. Introduction of a lead apron allowance of \$8 for up to 4 hours when required to wear lead continuously, or \$15 per shift for greater than 4 hours of Lead wearing. Noting that ANMF NT preference is that NT Health provide relief for nurses required to wear lead for greater than 50 minutes per hour.

Clarity to confirm the following clauses please

1. ANMF NT members employed as Nurse Practitioners in the NTPS seek a separate classification and salary structure equivalent to the N6 level. Nurse practitioners further seek an amendment to subclause 52.1 in the current EA to express the entitlement to overtime, shiftwork penalties and restrictive duty without the need for CEO approval in exceptional circumstances.
2. MGP overtime clause-
3. **Travel for work related duties** ANMF NT claims that travel and flights undertaken for work related duties, including attendance at meetings, will be recognised as hours worked and compensated through overtime payment or time off in lieu.
4. Clause 40 - an amendment to provide that ordinary hours worked greater than 64 hours but 76 or less per fortnight will count as service for all purposes for Part-time Nurses and Midwives.