

NURSING AGREEMENT FACT SHEET 5/2008

Isolated Nursing Incentives Package

The Isolated Nursing Incentive Package provides nurses in remote localities with enhanced benefits in remuneration, recruitment, retention, and safer work places. It is proposed that the incentive package will apply to all remote area primary health care (PHC) nurses employed by health care sites, which are geographically isolated from public health amenities. The incentive package is divided into four categories with a different range of incentives available in each category. Table 1 specifies the remote health centres in each of the four categories. These categories may vary during the life of the agreement due to services transitioning in or out of the Department of Health and Community Services. Any variations to the list will be made in consultation with affected employees and the Australian Nursing Federation (ANF) and given effect through a determination or other instrument made by the Commissioner for Public Employment under the *Public Sector Employment and Management Act*.

Reasonable Overtime Work Allowance

Remote PHC nurses are committed to the provision of twenty-four (24) hour emergency clinical care. To recognise this a Reasonable Overtime Work Allowance will be payable to all employees in lieu of all overtime and penalties. Table 2 specifies the rate of allowance to be paid at each health facility. These percentages have been calculated on the basis of the average after-hours service for each clinic taken over a three-year period and adjusted in relation to staffing levels at remote health centres.

The allowance will be paid fortnightly as a percentage of the nurse's base salary, (including during periods of leave) and count as salary for superannuation purposes, including salary sacrifice for superannuation. This greatly enhances the value of the allowance and provides the basis for nurses to increase their superannuation balances.

Employees contemplating using a salary sacrificing into superannuation arrangement are advised to visit the Northern Territory Treasury superannuation web-site at http://www.nt.gov.au/ntt/super/salary_sacrifice.shtml for more information. It is recommended that employees seek independent financial advice about any proposal to salary sacrifice.

A review of the activity and staffing of remote health centres will be conducted annually and the allowance may be varied to reflect the level of activity of a remote health centre with the agreement of employees and the ANF. Agreed variations will be implemented through a determination or other instrument made by the Commissioner for Public Employment under the *Public Sector Employment and Management Act*.

Remote PHC nurses who are transferred from a remote health centre to another centre with a lesser allowance at the request of the Department will have their higher rate retained for 12 weeks. Any periods of higher duties will be paid at the corresponding rate for that level.

Rosters, records of hours worked and activity will be maintained by each employee and provided to their nursing supervisor. These records will be used to assist with the annual review and also to assess levels of service demand and guide staffing levels and skill mix.

The appendix to this Fact Sheet provides detail of indicative salaries inclusive of the Reasonable Overtime Work Allowance and other components of the Isolated Nursing Incentives Package.

Responsibility Allowance

Nursing Directors, Tiwi Health Services Manager and Nursing Coordinators are required to be on-call for extended periods of time and respond to urgent issues that arise in remote health centres in a timely manner, often without referral to their manager. In recognition of this responsibility, an annual responsibility allowance of \$3,000 per annum will be paid on a fortnightly basis and indexed in line with annual salary increases.

Isolated Nursing Incentive Payment

The daily challenges faced by remote PHC nurses are well documented and can include professional isolation, an extended scope of practice and working and living in a different social and cultural setting. To address these challenges the package includes the introduction of an Isolated Nursing Incentive Payment.

The first payment will be made after completion of the first 24-month period of service. Subsequent payments will be made at 12-month intervals. Employees with the required length of service will be eligible for the payment from the commencement of the agreement. Paid leave of up to eight weeks annually is counted as part of the 12-months service period and recognised for the purposes of the Incentive. Cash equivalent of paid leave does not count for this purpose. Payments of the Incentive are not cumulative.

Category	Incentive Payment
3 / 2	Year 2 - \$2500 Year 3 - \$3000 Year 4 and ongoing - \$2500
1	Year 2 - \$2000 Year 3 - \$2500 Year 4 and ongoing - \$2000
Special	Year 2 - \$1500 Year 3 - \$2500 Year 4 and ongoing - \$1500

Satellite Television and Internet Reimbursement

Remote PHC nurses will be able to claim reimbursement of satellite TV and internet connection charges up to a maximum of \$750 per annum in recognition of their commitment to ongoing professional development and the social isolation experienced in communities.

Professional Development

The following study provisions are available for Remote PHC nurses:

- Six weeks professional development as part of pathways program in year one and three weeks in years two and three will be made available to remote PHC nurses. These employees may apply for this time to be used for study time in a recognized accredited course that enhances practice (refer to Table 4 below for the types of courses that may be approved).
- Remote study leave program under PSEM Determination 2 of 2003 where study points are accrued depending on the category of remoteness of the community where the remote PHC nurse lives and works. The points range from 3-5 per year. Once a nurse reaches 20 remote study points, they are able to apply for 1 academic semester's leave on full pay to attend an approved course delivered by a recognised institution.
- A remote PHC nurse may apply for study scholarships managed by the Department.
- A remote PHC nurse may apply for the reimbursement of HECS fees each semester after successfully completing an approved course of study.

Freight Reimbursement Scheme

The current freight reimbursement scheme will continue to operate.

Table 1 – Isolated Nursing Incentive Categories

Isolated Nursing Incentives Category 3	Isolated Nursing Incentives Category 2	Isolated Nursing Incentives Category 1	Isolated Nursing Incentives - Special Category
Alyangula Angurugu Apatula (Finke) Bonya (Baikal) Borrooloola Bulman Canteen Creek Docker River (Kaltukarjarra) Elcho Island (Galiwinku) Epenarra Gapuwiyak Gunbulanya (Oenpelli) Haasts Bluff Hodgson River Kalkarindji Lajamanu Lake Nash (Alpurrurulam) Mt Allen (Yuelamu) Mt Liebig Maningrida Milakburra Milingimbi Minyerri Ngukurr Numbulwar Nyirripi Palumpa Papunya Peppimenati Pigeon Hole Ramingining Robinson River Umbakumba Urapunga Utopia Wadeye (Pt Keats) Warruwi Willowra Woodycupildiya Yarralin Yuendumu Yuelamu	Alcoota Ali Curung Areyonga Barunga Belyuen Beswick Daly River Djembrie (Duck Creek/Jilkmingan) Harts Range Hermannsburg/ Ntaria Imanpa Kings Canyon Maryvale Milikapiti (Snake Bay) Napperby Nguu Neutral Junction (Tara) Pularumpi (Pirlangimpi)(Garden Point) Santa Teresa Stirling Station (Willowra) Timber Creek	Daly Waters Elliot Mataranka Muititjulu Newcastle Waters Nhulunbuy/ Yirrkala Tennant Creek – Barkly Mobile Ti Tree/TiTree Station/TiTree 6 Mile Yulara	Adelaide River Batchelor Jabiru Pine Creek

Table 2 - Reasonable Overtime Work Allowance Categories

Group A - 40% work allowance	Group B - 30% work allowance	Group C - 25% work allowance	Group D - 15% work allowance	Group E - 5% special category work allowance
Ali Curung Canteen Creek Docker River Epenarra Health Haasts Bluff Mt Liebig Belyuen Borroloola Gapuwiyak Palumpa / Woodycuppaldiy a Ramingining Milikapiti	Harts Range Hermannsberg Imanpa Kings Canyon Lake Nash Nyirripi Papunya Yuelamu Yuendumu Adelaide River Alyangula Angurugu Bickerton Island (Milyakburra) Jabiru Minjaling Naiyu Nambiyu Wadeye Pine Creek Pirlangimpi Maningrida Nguiu Robinson River Umbakumba Wadeye Warruwi	Apatula Barkly Rural Mobile Laramba Titjikala (Maryvale) Ti Tree Willowra Batchelor Milingimbi Numbulwar Oenpelli	Elliott Tara	Yirrkala

Table 3 – Study options

Graduate Certificate in Remote Health Practice	Graduate Certificate/Diploma in Mental Health	Master of Public Health.
Graduate Diploma in Remote Health Practice	Graduate Certificate/Diploma in Alcohol and Other Drugs	Graduate Diploma in Public Health.
Master of Remote Health Practice	Graduate Certificate/Diploma in Midwifery	Or an equivalent course
Graduate Certificate/Diploma in Health (Health Promotion)	Or an equivalent course	
Graduate Certificate, Graduate Diploma and Master of Remote Health Management/Nurse Practitioner		
Or an equivalent course		

Appendix – Indicative salaries with components of offer.

Component	Base Salary With out Package + 5.02%	Base Salary With Package	Estimate of employer Superannuation Component without package	Estimate of Employer Superannuation Component with remote package	Estimate of annual Leave Component without package	Estimate of Annual Leave Component with remote package	Estimate of salary and super with package	Estimate of salary and super without package	
Group A - 40%	RN 4								
		\$74,141	\$103,797	\$6,673	\$9,342	\$8,554.73	\$11,976.62	\$113,139	\$80,814
		\$76,736	\$107,430	\$6,906	\$9,669	\$8,854.15	\$12,395.82	\$117,099	\$83,642
		\$79,652	\$111,513	\$7,169	\$10,036	\$9,190.62	\$12,866.86	\$121,549	\$86,821
	RN 5								
		\$81,644	\$114,302	\$7,348	\$10,287	\$9,420.46	\$13,188.65	\$124,589	\$88,992
		\$83,188	\$116,463	\$7,487	\$10,482	\$9,598.62	\$13,438.06	\$126,945	\$90,675
		\$85,072	\$119,101	\$7,656	\$10,719	\$9,816.00	\$13,742.40	\$129,820	\$92,728
	Group B - 30%	RN 4				\$0			
		\$74,141	\$96,383	\$6,673	\$8,674	\$8,554.73	\$11,121.15	\$105,058	\$80,814
		\$76,736	\$99,757	\$6,906	\$8,978	\$8,854.15	\$11,510.40	\$108,735	\$83,642
		\$79,652	\$103,548	\$7,169	\$9,319	\$9,190.62	\$11,947.80	\$112,867	\$86,821
RN 5									
		\$81,644	\$106,137	\$7,348	\$9,552	\$9,420.46	\$12,246.60	\$115,690	\$88,992
		\$83,188	\$108,144	\$7,487	\$9,733	\$9,598.62	\$12,478.20	\$117,877	\$90,675
		\$85,072	\$110,594	\$7,656	\$9,953	\$9,816.00	\$12,760.80	\$120,547	\$92,728
Group C - 25%		RN 4							
		\$74,141	\$92,676	\$6,673	\$8,341	\$8,554.73	\$10,693.41	\$101,017	\$80,814
		\$76,736	\$95,920	\$6,906	\$8,633	\$8,854.15	\$11,067.69	\$104,553	\$83,642
		\$79,652	\$99,565	\$7,169	\$8,961	\$9,190.62	\$11,488.27	\$108,526	\$86,821
	RN 5								
		\$81,644	\$102,055	\$7,348	\$9,185	\$9,420.46	\$11,775.58	\$111,240	\$88,992
		\$83,188	\$103,985	\$7,487	\$9,359	\$9,598.62	\$11,998.27	\$113,344	\$90,675
		\$85,072	\$106,340	\$7,656	\$9,571	\$9,816.00	\$12,270.00	\$115,911	\$92,728
	Group D - 15%	RN 4							
		\$74,141	\$85,262	\$6,673	\$7,674	\$8,554.73	\$9,837.94	\$92,936	\$80,814
		\$76,736	\$88,246	\$6,906	\$7,942	\$8,854.15	\$10,182.28	\$96,189	\$83,642
		\$79,652	\$91,600	\$7,169	\$8,244	\$9,190.62	\$10,569.21	\$99,844	\$86,821
RN 5									
		\$81,644	\$93,891	\$7,348	\$8,450	\$9,420.46	\$10,833.53	\$102,341	\$88,992
		\$83,188	\$95,666	\$7,487	\$8,610	\$9,598.62	\$11,038.41	\$104,276	\$90,675
		\$85,072	\$97,833	\$7,656	\$8,805	\$9,816.00	\$11,288.40	\$106,638	\$92,728
Group E - Special - 5%		RN 4							
		\$74,141	\$77,848	\$6,673	\$7,006	\$8,554.73	\$8,982.47	\$84,854	\$80,814
		\$76,736	\$80,573	\$6,906	\$7,252	\$8,854.15	\$9,296.86	\$87,824	\$83,642
		\$79,652	\$83,635	\$7,169	\$7,527	\$9,190.62	\$9,650.15	\$91,162	\$86,821
	RN 5								
		\$81,644	\$85,726	\$7,348	\$7,715	\$9,420.46	\$9,891.48	\$93,442	\$88,992
		\$83,188	\$87,347	\$7,487	\$7,861	\$9,598.62	\$10,078.55	\$95,209	\$90,675
		\$85,072	\$89,326	\$7,656	\$8,039	\$9,816.00	\$10,306.80	\$97,365	\$92,728
	Responsibility Allowance	RN 6							
		\$89,752	\$92,752	\$8,078	\$8,348	\$10,356.00	\$10,702.15	\$101,100	\$97,830
		\$93,343	\$96,343	\$8,401	\$8,671	\$10,770.35	\$11,116.50	\$105,014	\$101,744
RN 7									
		\$100,828	\$103,828	\$9,075	\$9,345	\$11,634.00	\$11,980.15	\$113,173	\$109,903
		\$103,402	\$106,402	\$9,306	\$9,576	\$11,931.00	\$12,277.15	\$115,978	\$112,708