

NURSING AGREEMENT BULLETIN 2/2008

Offer for new nursing workplace agreement

The purpose of this bulletin is to advise you that I have made an offer to the Australian Nursing Federation (ANF) for a new nursing workplace agreement. This offer provides significant benefits to all nurses and will assist in recruitment and retention to the Territory.

Key features of the offer

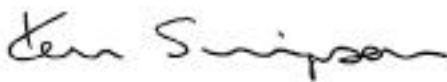
The full detail of the offer can be found in [Fact Sheet 2](#); however, the following summarises its key features:

- A new nursing classification structure for all levels providing improved salaries, career paths and better alignment of pay points: including realigned salaries at N2, N5, N7 and N8,
- An additional pay-point for Enrolled Nurses working in advanced practice roles,
- A three year agreement running until August 2011,
- Annual salary increases of 4% from August each year,
- A review of N5 Nursing Resource Consultant roles to improve job satisfaction,
- Inclusion of Nurse Practitioners in the career structure,
- Improved rostering principles developed in consultation with the ANF,
- Safer overtime rostering principles and assistance to managers in this area,
- A mechanism for addressing additional hours for N6,
- Increased on-call allowance, including an increase for KDH / GDH theatre nurses,
- Improved parental leave provisions including paid paternity / partner's leave,
- More flexible long service leave,
- A comprehensive Nursing and Midwifery Education and Training Reform Package which includes improved professional development and training assistance and an increased post graduate qualification allowance,
- An integrated Isolated Nursing Incentive Package including increased salaries, isolated nursing incentive payment, internet and satellite TV and responsibility allowance for senior staff; and
- A commitment to continue work with the ANF on the Nursing Hours per Patient Day staffing model.

[Fact Sheet 3](#) shows the new classification structure and salaries, [Fact Sheet 4](#) contains information on the Nursing and Midwifery Education and Training Reform Package, while [Fact Sheet 5](#) sets out the detail of the Isolated Nursing Incentives Package.

Negotiations to continue

This offer improves our salaries and conditions substantially and I encourage you to consider its full benefits. Our negotiations with the ANF will continue over the coming weeks and I look forward to discussing the package further with their representatives. In the meantime visit our website at www.workplaceagreements.nt.gov.au for further information.



KEN SIMPSON
Commissioner for Public Employment
26 June 2008