

### NTPS NURSES AND MIDWIVES' BULLETIN 3/2014

On 14 July 2014, my representatives met with the Australian Nursing and Midwifery Federation (ANMF). Below is my response to concerns raised by ANMF at that meeting regarding my [offer](#) made on 29 May 2014.

#### Quantum

A salary increase of 3 per cent per annum over 4 years, is competitive when compared with an average salary increase of 2.72 per cent per annum for nurses and midwives interstate.

#### Overtime

Part-time employees will be paid overtime for work in excess of 76 hours in a fortnight. This aligns with overtime provisions for full-time employees. Current overtime provisions will still apply where a part-time employee works additional hours:

- outside the normal span of hours as specified in the agreement, unless you are a shift worker;
- in excess of any daily maximum hours (i.e. normal shift length); or
- in restrictive duty or emergency duty situations.

#### Professional Development Allowance

The offer in relation to the professional development allowance is a change to the way the allowance is currently administered and offers a number of advantages over the current model.

Proposed reimbursement model	Current model
<b>Provides flexibility to access payment available at any time during the year</b>	Payment only available in September each year
<b>Reimbursement not subject to tax so an employee can access the full amount of PDA</b>	Payment is subject to tax
<b>Reimbursement may be made in advance</b>	Payment made on completion of qualifying service
<b>Ability to carry entitlement across two years to cover high cost activities (e.g. conference interstate)</b>	Payment can't be accumulated across years
<b>Reimbursement linked to meeting continuing professional development obligations as outlined in the Nursing and Midwifery Board of Australia's continuing registration standard</b>	Payment linked to meeting continuing professional development obligations as outlined in the Nursing and Midwifery Board of Australia's continuing registration standard.
<b>Reimbursement approval to be delegated to Executive Director of Nursing (or equivalent)</b>	Payments linked to manager approval of professional development activities

Discussions with the ANMF will continue leading up to the expiry of the current agreement (9 August 2014). Should you wish to express a view or make a suggestion you can provide your feedback to me directly at [www.enterpriseagreements.nt.gov.au/feedback/](http://www.enterpriseagreements.nt.gov.au/feedback/). All feedback will be treated confidentially.



CRAIG ALLEN  
21 July 2014