

### NTPS NURSES AND MIDWIVES' BULLETIN 4/2014

#### Revised Offer for a New Agreement for Nurses and Midwives

Following consideration of the proposal put to me by the Australian Nursing and Midwifery Federation (ANMF) on the 19<sup>th</sup> August 2014 regarding changes to the professional development allowance, overtime for part-time employees and the duration of the replacement enterprise agreement, I have today revised my offer further to the bargaining representatives in an effort to reach agreement.

#### Duration

The new agreement to have a three year term, with provision to extend the duration for a further period of 12 months by agreement.

#### Overtime for part-time employees

The current agreement provisions regarding over-time for part-time employees will be retained.

#### Professional Development Allowance

The current upfront payment model will be retained and complemented with the introduction of an opt-in reimbursement model in January 2015. Nurses will opt-in to the model they want. A summary of the PDA models is as follows:

#### Fixed PDA model

- Fixed payment for the life of the agreement:
  - 1 - 3 years qualifying service \$555 per annum
  - 3 years or more qualifying service \$1,666 per annum
- Not available to employees starting after the commencement of the EA;
- Those who opt-in to the fixed PDA payment may elect to opt-in to the reimbursement model during the term of the agreement provided it is prior to 30 August each subsequent year;
- PDA payment must relate to meeting the obligations under Nursing and Midwifery Board of Australia registration and the nurse's WPP.

#### Reimbursement PDA model

- 3% increases annually commencing from start of agreement

Qualifying service	2014 (3%) – to be paid as lump sum in 2014	2015 (3%)	2016 (3%)	2017 (3%)
1 – 3 years	\$572	\$590	\$608	\$627
> 3 years	\$1,716	\$1,768	\$1,822	\$1,878

- Some benefits under the reimbursement model include:
  - 2 years' worth of PDA to cover expensive activities such as interstate conference in once year, subject to approval under the WPP;

- Ability to access the allowance payment in advance in circumstances where employees are required to meet substantial costs in advance will be considered on case by case basis;
  - Not subject to taxation as paid as reimbursement basis (except for 2014 payment); and
  - Reimbursement may be submitted at any time during the year (provided it is limited to one submission per year).
- PDA payment must relate to meeting the obligations under NMBA registration and the individuals WPP.

Full details of the revised offer can be found below:

- [Information Sheet 2 / 2014: Details of the Revised Offer 20 August 2014](#)

## **Feedback**

Should you wish to express a view on the offer or make a suggestion you can provide your feedback to me directly at <http://www.enterpriseagreements.nt.gov.au/feedback/>. All feedback will be treated confidentially.

CRAIG ALLEN  
21 August 2014