

**From:** HRSCorro  
**To:** [Theresa Hodges](#)  
**Subject:** FW: CHRO approved min brief C-ECTF-18/10332  
**Date:** Monday, 5 November 2018 9:55:37 AM  
**Attachments:** [image001.png](#)  
[image002.jpg](#)  
[image003.jpg](#)  
[image004.jpg](#)  
[image005.jpg](#)  
[image006.gif](#)  
[image007.jpg](#)  
[image008.jpg](#)  
[image009.jpg](#)  
[image010.jpg](#)  
[CHRO approved min brief.docx](#)  
**Importance:** High

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Hi Theresa

Please find attached the updated briefing for the Min meeting with QNMU for your urgent approval.

This is due to CSD at 10 this morning.

Let me know if there are any issues.

Kind regards



**Emma Bristow**

*Correspondence Officer*

Office of the Chief Human Resources Officer, Human Resources Branch,  
**Department of Health**

**p:** Irrelevant

**a:** Level 5, 33 Charlotte Street, Brisbane Qld 4000

**w:** [Queensland Health](#) | **e:** Irrelevant



**Queensland's health vision** | *By 2026 Queenslanders will be among the healthiest people in the world.*

*Queensland Health acknowledges the Traditional Owners of the land, and pays respect to Elders past, present and future.*

---

**From:** Andrew Stevens

**Sent:** Monday, 5 November 2018 9:51 AM

**To:** HRSCorro Irrelevant

**Cc:** ER Corro Irrelevant; Rachel Borger Irrelevant

**Subject:** CHRO approved min brief C-ECTF-18/10332

Hi Emma

Please find attached amended Min brief, for CHRO approval (C-ECTF-18/10332), for the Min's meeting with the QNMU at 4.00 pm today

Irrelevant

Thank you very much for your assistance with this brief – much appreciated.

Kind regards

Andrew

**Andrew Stevens**



Manager

Employment Relations, **Department of Health**

**p:** Irrelevant

**a:** 33 Charlotte Street, Brisbane, Qld 4001

**w:** [Queensland Health](#)

**e:** Irrelevant



**Queensland's health vision** | *By 2026 Queenslanders will be among the healthiest people in the world.*

*Queensland Health acknowledges the Traditional Owners of the land, and pays respect to Elders past, present and future.*

**SUBJECT:** Minister meeting with Queensland Nurses and Midwives' Union (QNMU) 4 November 2018

<input type="checkbox"/> Approved <input type="checkbox"/> Not approved <input type="checkbox"/> Noted <input type="checkbox"/> Signed (correspondence) <input type="checkbox"/> Further information required (see comments)	Signature..... Date...../...../..... Hon Steven Miles MP, Minister for Health and Minister for Ambulance Services Comments:
--	---

**ACTION REQUIRED BY** For meeting 4.00 pm Monday 4 November 2018

**RECOMMENDATION** It is recommended the Minister:

- Irrelevant

- 

- 

- 

- **Note** that the Nurses Professional Association Queensland (NPAQ) wishes to represent its members in industrial disputes across the state.

- Irrelevant

**ISSUES**

1. Irrelevant

2. Irrelevant

3. **Nurses Professional Association Queensland (NPAQ)**

3.1. The NPAQ wishes to represent its members in industrial disputes across the State. The NPAQ is not registered as an industrial organisation with the QIRC and therefore does not have the rights of a union. NPAQ is not a party to Queensland Health's industrial instruments. Queensland Health recently communicated with the NPAQ in the attached letter from the Director General. (Attachment 7).

4. Irrelevant

**BACKGROUND**

5. Irrelevant

**RESULTS OF CONSULTATION**

6. The Office of the Chief Nursing and Midwifery Officer provided additional information to assist in the formation of this briefing.

**RESOURCE/FINANCIAL IMPLICATIONS**

7. Nil noted.

**SENSITIVITIES/RISKS**

8. Nil noted.

**ATTACHMENTS**

9. Irrelevant

10.

11.

12.

13.

14.

15. Attachment 7. Letter from QH to NPAQ.

16. Irrelevant

Author	Cleared by (Dir/Snr Dir)	Content verified by (DDG/CE)	Director-General Endorsement
Name: Andrew Stevens Position: A/Manager Unit: Employment Relations Irrelevant Date Drafted: 2 November 2018	Name: Theresa Hodges Position: Chief Human Resources Officer Branch: HR Branch Irrelevant Date Cleared: 2 November 2018	Name: Barbara Phillips Position: Deputy DG Division: Corporate Services Irrelevant Date Verified: November 2018	Name: Michael Walsh  Signed  Date ...../...../.....

**From:** HRSCorro  
**To:** [Theresa Hodges](#)  
**Subject:** RE: CHRO approved min brief C-ECTF-18/10332  
**Date:** Monday, 5 November 2018 10:38:10 AM  
**Attachments:** [image001.gif](#)  
[image002.jpg](#)  
[image003.jpg](#)  
[image004.jpg](#)  
[image005.jpg](#)  
[Attachment 1 talking points.docx](#)

**Importance:** High

Hi Theresa

Thank you for clearing the below – could you please also clear the attached talking points?

Kind regards



**Emma Bristow**

*Correspondence Officer*

Office of the Chief Human Resources Officer, Human Resources Branch,  
**Department of Health**

**p:** Irrelevant

**a:** Level 5, 33 Charlotte Street, Brisbane Qld 4000

**w:** [Queensland Health](#) | **e:** Irrelevant



**Queensland's health vision** | *By 2026 Queenslanders will be among the healthiest people in the world.*

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**From:** Theresa Hodges

**Sent:** Monday, 5 November 2018 10:29 AM

**To:** HRSCorro Irrelevant >

**Subject:** Re: CHRO approved min brief C-ECTF-18/10332

Hi Emma

Please progress

cheers Theresa

Theresa Hodges

Chief Human Resources Officer

Human Resources Branch

Corporate Services Division

Irrelevant

e. Irrelevant

Sent from my iPhone

On 5 Nov 2018, at 09:55, HRSCorro Irrelevant wrote:

Hi Theresa

Please find attached the updated briefing for the Min meeting with QNMU for your urgent approval.

This is due to CSD at 10 this morning.

Let me know if there are any issues.

Kind regards  
<image006.gif>

**Emma Bristow**

*Correspondence Officer*

Office of the Chief Human Resources Officer, Human Resources Branch,  
**Department of Health**

**p:** Irrelevant

**a:** Level 5, 33 Charlotte Street, Brisbane Qld 4000

**w:** [Queensland Health](#) | **e:** Irrelevant

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**From:** Andrew Stevens

**Sent:** Monday, 5 November 2018 9:51 AM

**To:** HRSCorro <Irrelevant>

**Cc:** ER Corro <Irrelevant>; Rachel Borger Irrelevant

**Subject:** CHRO approved min brief C-ECTF-18/10332

Hi Emma

Please find attached amended Min brief, for CHRO approval (C-ECTF-18/10332), for the Min's meeting with the QNMU at 4.00 pm today

Irrelevant

Thank you very much for your assistance with this brief – much appreciated.

Kind regards

Andrew

<image001.png>

**Andrew Stevens**

*Manager*

Employment Relations, **Department of Health**

**p:** Irrelevant

**a:** 33 Charlotte Street, Brisbane, Qld 4001

**w:** [Queensland Health](#)

**e:** Irrelevant

<image002.jpg> <image003.jpg> <image004.jpg> <image005.jpg>

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<CHRO approved min brief.docx>

**Attachment 1 - Talking Points - Meeting of Minister Miles with Beth Mohle,  
QNMU – 4pm 5 November 2018**

Irrelevant



Irrelevant



**Nurses Professional Association Queensland (NPAQ)**

- I understand that the NPAQ wishes to represent its members in industrial disputes across the state.
- I am informed that the NPAQ is not registered as an industrial organisation with the Queensland Industrial Relations Commission (QIRC), and therefore does not have the rights of a union.

Irrelevant



Irrelevant





**Metro South Health**

Workforce Services

Enquiries to: Ben Jenkins  
 Director, Employee Relations  
 Telephone: Irrelevant

Mr George Calderon  
 Lawyer and Seconded Industrial Officer  
 Nurses Professional Association of Queensland Inc.  
 GPO Box 817  
 SPRING HILL QLD 4004

Dear Mr Calderon

I refer to your correspondence on 16, 23 and 30 October 2018 to the Metro South Hospital and Health Service (MSHHS) regarding concerns pertaining to the Redland Hospital Emergency Department.

You request that on behalf of twelve (12) Redland Hospital employees that the Nurses Professional Association of Queensland (NPAQ) be included in the staged workload escalation process as outlined in clause 39.3 of the *Nurses and Midwives (Queensland Health) Award 2015* (Award).

I wish to advise that the NPAQ does not have standing to be a party to the dispute resolution process. NPAQ is not a party to either the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement 2018* (EB10) or the Award. The only unions that are a party are the Queensland Nurses and Midwives' Union of Employees (QNMU) and the Australian Workers' Union of Employees Queensland (AWU).

If NPAQ members wish to exercise a workplace right they may do so individually or as a collective group. We will be advising our employees of this correspondence and continue to seek their involvement during this process. There is no compulsion by the MSHHS for any employee to join a union. Membership in a union is at the discretion of the individual, noting membership of a union that is party to an employee's relevant industrial instruments is encouraged by the MSHHS in line with the Queensland Government's Union Encouragement Policy.

**Questions**

If you have any questions in relation to the matters raised in this letter please contact Mr Ben Jenkins, Director, Employee Relations, Workforce Services by telephone on Irrelevant or by email Irrelevant

Yours sincerely

A handwritten signature in black ink, appearing to read "Dave Waters".

**Dave Waters**  
 Executive Director  
 Workforce Services  
 Metro South Hospital and Health Service  
 6 November 2018

**From:** CHRO  
**To:** [Theresa Hodges](#)  
**Subject:** NPAQ Townsville briefing  
**Date:** Thursday, 8 November 2018 4:28:28 PM  
**Attachments:** [image001.gif](#)  
[image002.jpg](#)  
[image003.jpg](#)  
[image004.jpg](#)  
[image005.jpg](#)

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Hi Theresa

Andrew Stevens popped up this afternoon to see if you required an urgent briefing on the NPAQ + Townsville developments. He is not across the whole story, however has overheard Rachel speaking about it.

Otherwise he would recommend that Rachel brief you when she is back in the office tomorrow as she is fully across the situation.

Kind regards



**Emma Bristow**

*Correspondence Officer*

Office of the Chief Human Resources Officer, Human Resources Branch,  
**Department of Health**

**p:** Irrelevant

**a:** Level 5, 33 Charlotte Street, Brisbane Qld 4000

**w:** [Queensland Health](#) | **e:** Irrelevant



**Queensland's health vision** | *By 2026 Queenslanders will be among the healthiest people in the world.*

*Queensland Health acknowledges the Traditional Owners of the land, and pays respect to Elders past, present and future.*

**Anne Garrahy**

---

**From:** Anne Garrahy  
**Sent:** Monday, 7 January 2019 6:34 PM  
**To:** Daniel Rautio; Robb Musgrave  
**Subject:** Draft memo re NPAQ  
**Attachments:** 20181112 CHRO Memo.docx; 2019\_0107 CHRO Memo.docx

Hi Dan and Robb  
Would you please review?  
Please be tough reviewers – we can amend as needed.  
Thank you

**Anne Garrahy**

A/Director Employment Relations

Phone: Irrelevant  
Mobile: Irrelevant  
Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
Email: Irrelevant

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** Chief Human Resources Officer  
Human Resources Branch  
Corporate Services Division

**Contact no:** Irrelevant

**Subject:** Nurses Professional Association Queensland (NPAQ)

**File Ref:** Ref Number

The Nurses Professional Association Queensland (NPAQ) has recently sought to advocate for nurses employed by Queensland Health, in relation to employment issues in several Hospital and Health Services (HHS).

The NPAQ is not registered by the Queensland Industrial Relations Commission as an employee organisation under Chapter 12 of the Industrial Relations 2016 (the Act). Accordingly it does not have any of the rights afforded to trade unions by legislation, industrial instrument or policy.

In accordance with section 164 of the Act, the NPAQ is unable to be a party to a certified agreement made between an employer and a registered organisation representing employees, and it is therefore not a party to the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018* (Nurses and Midwives EB10).

The only parties to the industrial instruments that apply to nurses and midwives are the Queensland Nurses and Midwives' Union, and The Australian Workers' Union of Employees, Queensland. Accordingly the NPAQ does not have standing to be a union party in the dispute resolution procedures contained in either the EB10 Agreement, or the *Nurses and Midwives (Queensland Health) Award 2015*.

The "Queensland Government Commitment to Union Encouragement" policy is designed to encourage union membership among State government employees. As the NPAQ is not a registered industrial organisation it is not covered by the provisions of the union encouragement policy, and it is not possible for NPAQ to have access to employees in the workplace.

As with any organisation seeking to provide services to employees, such as private health insurance companies or salary packaging providers, the display of any material on notice boards or anywhere else in the HHS will be at the sole discretion of the employer. NPAQ

may not display any material that may imply it is a registered industrial organisation or that it could represent employees industrially.

An employee may take a representative from the NPAQ to a meeting with management as a support person, however that is the extent to which the NPAQ may be involved in any workplace relations process.

Theresa Hodges  
**Chief Human Resources Officer**

/ /

Prepared by: Andrew Stevens  
A/Manager  
Employment Relations  
Irrelevant  
November 2018

Submitted through: Rachel Borger  
Director  
Employment Relations  
Irrelevant  
November 2018

Cleared by: Ray Clarke  
A/Executive Director  
Employment Relations  
Irrelevant  
November 2018



# MEMORANDUM

<b>To:</b>	Hospital & Health Service Chief Executives		
<b>Copies to:</b>	Executive Directors of Workforce		
	Executive Directors of Nursing and Midwifery		
<b>From:</b>	Chief Human Resources Officer	<b>Contact</b>	Irrelevant
	Human Resources Branch	<b>no:</b>	
	Corporate Services Division		
<b>Subject:</b>	Nurses' Professional Association of Queensland Inc (NPAQ)		
	<b>File Ref:</b>	Ref Number	

This memo provides information about the Nurses' Professional Association of Queensland Inc's (NPAQ) standing to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is an incorporated association established under the *Associations Incorporation Act 1981* (Qld). Incorporated associations in Queensland include industry groups, sporting clubs, social or hobby-based activities and cause-related community groups.<sup>1</sup>

The NPAQ is not an employee organisation registered under the *Industrial Relations 2016* (the Act). The NPAQ is unable to be a party to an award or certified agreement made between Queensland Health and employee organisations.<sup>2</sup>

Accordingly, the NPAQ is not entitled to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018* (Nurses and Midwives EB10). Specifically, the NPAQ does not have standing to be a Union party in any grievance/dispute resolution process set out in these industrial instruments.

The *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

As with any organisation seeking to provide services to employees, such as private health insurance companies or salary packaging providers, the display of any material on notice

<sup>1</sup> Office of Fair Training (Qld), *Incorporated Associations Smart Business: A guide to operating an incorporated association in Queensland* (2016) <https://publications.qld.gov.au/dataset/28652d53-7a53-4690-afd6-4abc77a2c7d7/resource/5a17161f-2866-4c2c-8e03-37fc0f6512f8/download/incorporatedassociationsmartguide.pdf>

<sup>2</sup> Sections 143 & 164 *Industrial Relations Act 2016*.

boards or anywhere else in the workplace will be at the sole discretion of the employer. The NPAQ is not entitled to display any material that may imply it is entitled to represent the industrial interests of employees.

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak on behalf of the employee.

If you have any enquires about this information, please contact the Department of Health's Employment Relations Unit on (07) Irrelevant or [er@health.qld.gov.au](mailto:er@health.qld.gov.au).

Theresa Hodges  
**Chief Human Resources Officer**  
/ 1 / 2019



Prepared by: Andrew Stevens  
A/Manager  
Employment Relations  
Irrelevant  
November 2018

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
8 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

---

**From:** Daniel Rautio  
**Sent:** Tuesday, 8 January 2019 9:11 AM  
**To:** Anne Garrahy  
**Cc:** Robb Musgrave  
**Subject:** RE: Draft memo re NPAQ  
**Attachments:** 2019\_0107 CHRO Memo.docx

I've reviewed the second memo as this version seems to be the better of the two.

I've removed the more detailed information as I thought this level of detail was unnecessary OR could discourage employees (our indirect audience) from engaging with the material.

Dan

---

**From:** Anne Garrahy  
**Sent:** Monday, 7 January 2019 6:34 PM  
**To:** Daniel Rautio **Irrelevant**; Robb Musgrave **Irrelevant**  
**Subject:** Draft memo re NPAQ

Hi Dan and Robb  
 Would you please review?  
 Please be tough reviewers – we can amend as needed.  
 Thank you

**Anne Garrahy**

A/Director Employment Relations

Phone: **Irrelevant**  
 Mobile: **Irrelevant**  
 Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
 Email: **Irrelevant**

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



[www.health.qld.gov.au](http://www.health.qld.gov.au)



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## Department of Health



## MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
Human Resources Branch  
Corporate Services Division

**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)

**File Ref:** Ref Number

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) standing to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is an incorporated association established under the *Associations Incorporation Act 1981* (Qld) and is not ~~The NPAQ is not an employee organisation registered under the *Industrial Relations 2016* (the Act). As a result, The NPAQ is unable to be a party to an award or certified agreement made between Queensland Health and employee organisations.~~<sup>1</sup> the NPAQ is:

- ~~not entitled be a party to an award or certified agreement made between Queensland Health and employee; and~~
- ~~not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018* (Nurses and Midwives EB10); and~~
- ~~does not have standing to be a Union party in any grievance/dispute resolution process set out in these industrial instruments; and~~
- ~~The NPAQ is not entitled to display any material that may imply it is entitled to represent the industrial interests of employees.~~

~~Incorporated associations in Queensland include industry groups, sporting clubs, social or hobby based activities and cause related community groups.~~<sup>2</sup>

~~The NPAQ is not an employee organisation registered under the *Industrial Relations 2016* (the Act). The NPAQ is unable to be a party to an award or certified agreement made between Queensland Health and employee organisations.~~<sup>3</sup>

Additionally,

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<sup>3</sup> Sections 143 & 164 *Industrial Relations Act 2016*.

Accordingly, the NPAQ is not entitled to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018* (Nurses and Midwives EB10). Specifically, the NPAQ does not have standing to be a Union party in any grievance/dispute resolution process set out in these industrial instruments.

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~~As with any organisation seeking to provide services to employees, such as private health insurance companies or salary packaging providers, the display of any material on notice boards or anywhere else in the workplace will be at the sole discretion of the employer.~~

~~The NPAQ is not entitled to display any material that may imply it is entitled to represent the industrial interests of employees.~~

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak or advocate on behalf of the employee.

If you have any enquires about this information, please contact the Department of Health's Employment Relations Unit on (07) **Irrelevant** or **Irrelevant**.

Theresa Hodges  
Chief Human Resources Officer  
/ 1 / 2019

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Prepared by: Andrew Stevens  
A/Manager  
Employment Relations  
Irrelevant  
November 2018

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
8 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

---

**From:** Robb Musgrave  
**Sent:** Tuesday, 8 January 2019 9:23 AM  
**To:** Daniel Rautio; Anne Garrahy  
**Subject:** RE: Draft memo re NPAQ  
**Attachments:** 2019\_0107 CHRO Memo (003).docx

Hi Anne and Dan,

I have changed some of the formatting so that it fits onto one page. There were also a couple of other minor changes throughout the memo.

Warm regards,

Robb

---

**From:** Daniel Rautio  
**Sent:** Tuesday, 8 January 2019 9:11 AM  
**To:** Anne Garrahy [Irrelevant]  
**Cc:** Robb Musgrave [Irrelevant]  
**Subject:** RE: Draft memo re NPAQ

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**Subject:** Draft memo re NPAQ

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**Anne Garrahy**

A/Director Employment Relations

**Phone:** [Irrelevant]  
**Mobile:** [Irrelevant]  
**Address:** Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
**Email:** [Irrelevant]

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



[www.health.qld.gov.au](http://www.health.qld.gov.au)



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RTI RELEASED

## Department of Health



## MEMORANDUM

**To:** Hospital & Health Service Chief Executives  
**Copies to:** Executive Directors of Workforce  
 Executive Directors of Nursing and Midwifery  
**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
 Human Resources Branch  
 Corporate Services Division  
**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)  
**File Ref:** Ref Number

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) standing to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is an incorporated association established under the *Associations Incorporation Act 1981* (Qld) and is not ~~The NPAQ is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). As a result, The NPAQ is unable to be a party to an award or certified agreement made between Queensland Health and employee organisations.<sup>1</sup> the NPAQ is:~~

- ~~not entitled be a party to an award or certified agreement made between Queensland Health and employee; and~~
- ~~not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018 (Nurses and Midwives EB10)*; and~~
- ~~does not have standing to be a uUnion party in any grievance/dispute resolution process set out in these industrial instruments; and~~
- ~~The NPAQ is not entitled to display any material that may imply it is entitled to represent the industrial interests of employees.~~

~~Incorporated associations in Queensland include industry groups, sporting clubs, social or hobby-based activities and cause-related community groups.<sup>2</sup>~~

~~The NPAQ is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). The NPAQ is unable to be a party to an award or certified agreement made between Queensland Health and employee organisations.<sup>3</sup>~~

~~Additionally, Accordingly, the NPAQ is not entitled to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018 (Nurses and Midwives EB10)*. Specifically, the NPAQ does not have standing to be a Union party in any grievance/dispute resolution process set out in these industrial instruments.~~

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<sup>2</sup> Office of Fair Training (Qld), *Incorporated Associations Smart Business: A guide to operating an incorporated association in Queensland* (2016) <https://publications.qld.gov.au/dataset/28652d53-7a53-4690-afd6-4abc77a2e7d7/resource/5a17161f-2866-4e2e-8e03-37fe0f6512f8/download/incorporatedassociationsmartguide.pdf>

<sup>3</sup> Sections 143 & 164 *Industrial Relations Act 2016*.



The Queensland Government Commitment to Union Encouragement Policy encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is also not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

~~As with any organisation seeking to provide services to employees, such as private health insurance companies or salary packaging providers, the display of any material on notice boards or anywhere else in the workplace will be at the sole discretion of the employer. The NPAQ is not entitled to display any material that may imply it is entitled to represent the industrial interests of employees.~~

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak or advocate on behalf of the employee.

If you have any enquires about this information, please contact the Department of Health's Employment Relations Unit on **Irre** or **Ir**  
**Irrelevant**

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Theresa Hodges  
Chief Human Resources Officer  
/ 1 / 2019

Prepared by: Andrew Stevens  
A/Manager  
Employment Relations  
Irrelevant  
November 2018

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
8 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

---

**From:** Anne Garrahy  
**Sent:** Tuesday, 8 January 2019 9:45 AM  
**To:** Kane Ryalls  
**Cc:** NursesandMidwivesEB10; ER Corro  
**Subject:** Draft CHRO memo re NPAQ  
**Attachments:** 2019\_0108 CHRO Memo re NPAQ.DOCX

Good morning Kane

Please see draft memo attached re NPAQ for your review when convenient.

Thank you and kind regards

**Anne Garrahy**

A/Director Employment Relations

Phone: Irrelevant

Mobile: Irrelevant

Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000

Email: Irrelevant

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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Government**



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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives  
**Copies to:** Executive Directors of Workforce  
 Executive Directors of Nursing and Midwifery  
**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
 Human Resources Branch  
 Corporate Services Division  
**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)  
**File Ref:** Ref Number

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) standing to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is an incorporated association established under the *Associations Incorporation Act 1981* (Qld) and is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). Accordingly, the NPAQ:

- Is not entitled to be a party to an award or certified agreement made between Queensland Health and employee organisations; and
- Is not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*; and
- Does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- Is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

Additionally, the *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is also not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak or advocate on behalf of the employee.

If you have any enquires about this information, please contact the Department of Health's Employment Relations Unit on Irrelevant or Irrelevant.

Theresa Hodges  
 Chief Human Resources Officer

/ 1 / 2019

Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
8 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

---

**From:** Anne Garrahy  
**Sent:** Tuesday, 8 January 2019 11:04 AM  
**To:** Irrelevant  
**Cc:** Kane Ryalls; NursesandMidwivesEB10  
**Subject:** Draft memo re NPAQ  
**Attachments:** 2019\_0108 Draft DoH CHRO Memo re NPAQ.DOCX

Greetings Ray and Brian

Happy New Year!

We have prepared a draft memo about the Nurses' Professional Association of Qld's standing to represent QH nursing employees in relation to employment matters.

Given the potentially sensitive nature of the matter, may I please request your review of the memo? Please feel welcome to provide comments as you'd like to.

Thank you and kind regards

**Anne Garrahy**

A/Director Employment Relations

Phone: Irrelevant  
Mobile: Irrelevant  
Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
Email: Irrelevant

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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Government**



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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives  
**Copies to:** Executive Directors of Workforce  
 Executive Directors of Nursing and Midwifery  
**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
 Human Resources Branch  
 Corporate Services Division  
**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)  
**File Ref:** Ref Number

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) standing to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is an incorporated association established under the *Associations Incorporation Act 1981* (Qld) and is not an employee organisation registered under the *Industrial Relations 2016* (the Act). Accordingly, the NPAQ:

- Is not entitled to be a party to an award or certified agreement made between Queensland Health and employee organisations; and
- Is not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*; and
- Does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- Is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

Additionally, the *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is also not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak or advocate on behalf of the employee.

If you have any enquires about this information, please contact the Department of Health's Employment Relations Unit on (07) Irrelevant or Irrelevant.

Theresa Hodges  
 Chief Human Resources Officer

/ 1 / 2019

Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
8 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019



**Anne Garrahy**

**From:** Ray Clarke [Irrelevant] >  
**Sent:** Wednesday, 16 January 2019 1:04 PM  
**To:** Anne Garrahy  
**Subject:** RE: Draft memo re NPAQ

Hello Anne. Just one small thing to check with you. Are you free for a quick chat today about this one?

r



**Ray Clarke**  
 A/Executive Director, Industrial Relations  
 Office of Industrial Relations

Lvl 11, 1 William St Brisbane QLD 4000

P: [Irrelevant] M: [Irrelevant] E: [Irrelevant]

---

**From:** Anne Garrahy [Irrelevant]  
**Sent:** Tuesday, 15 January 2019 11:00 AM  
**To:** Ray Clarke [Irrelevant]  
**Cc:** Kane Ryalls [Irrelevant]  
**Subject:** RE: Draft memo re NPAQ

Good morning Ray

A quick note to ask if you have any comments re the memo re NPAQ?

Regards

**Anne Garrahy**

A/Director Employment Relations

Phone: [Irrelevant]  
 Mobile: [Irrelevant]  
 Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
 Email: [Irrelevant]

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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**From:** Ray Clarke [Irrelevant]  
**Sent:** Wednesday, 9 January 2019 2:02 PM  
**To:** Anne Garrahy [Irrelevant]; Brian Feldman [Irrelevant]  
**Cc:** Kane Ryalls [Irrelevant]; NursesandMidwivesEB10 [Irrelevant]  
**Subject:** RE: Draft memo re NPAQ

G'day Anne. Nice to hear from you. Happy new year to you and the team too.

Brian's currently on loan to corrections but you're right, this one is still of great interest to a few people around here so I'll have a look over it shortly and will get in touch if we have any queries.

Thanks so much for sending it over.

Regards...Ray



**Ray Clarke**  
 A/Executive Director, Industrial Relations  
 Office of Industrial Relations

Lvl 11, 1 William St Brisbane QLD 4000

P: [Irrelevant] M: [Irrelevant] E: [Irrelevant]

**From:** Anne Garrahy [Irrelevant]  
**Sent:** Tuesday, 8 January 2019 11:04 AM  
**To:** Ray Clarke [Irrelevant]; Brian Feldman [Irrelevant]  
**Cc:** Kane Ryalls [Irrelevant]; NursesandMidwivesEB10 [Irrelevant]  
**Subject:** Draft memo re NPAQ

Greetings Ray and Brian

Happy New Year!

We have prepared a draft memo about the Nurses' Professional Association of Qld's standing to represent QH nursing employees in relation to employment matters.

Given the potentially sensitive nature of the matter, may I please request your review of the memo? Please feel welcome to provide comments as you'd like to.

Thank you and kind regards

**Anne Garrahy**  
 A/Director Employment Relations

Phone: [Irrelevant]

Mobile: Irrelevant

Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000

Email: Irrelevant

## Queensland Health

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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**Anne Garrahy**

---

**From:** Anne Garrahy  
**Sent:** Wednesday, 23 January 2019 6:21 PM  
**To:** ER Corro  
**Cc:** NursesandMidwivesEB10; Jessica Gardner  
**Subject:** CHRO memo to HHS re NPAQ  
**Attachments:** 2019\_0123 DoH CHRO Memo re NPAQ.DOCX

Good afternoon Liz

Please see attached memo. It's not urgent and can await Kane's return for review.

The content has been considered by OIR.

Thank you and kind regards

**Anne Garrahy**

A/Director Employment Relations

Phone: Irrelevant

Mobile: Irrelevant

Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000

Email: Irrelevant

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives  
**Copies to:** Executive Directors of Workforce  
 Executive Directors of Nursing and Midwifery  
**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
 Human Resources Branch  
 Corporate Services Division  
**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)  
**File Ref:** Ref Number

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) inability to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). It is an incorporated association established under the *Associations Incorporation Act 1981* (Qld). Because the NPAQ is not a registered employee organisation it:

- Is not entitled to be a party to an award or certified agreement made between Queensland Health and employee organisations; and
- Is not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*; and
- Does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- Is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

Additionally, the *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is also not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak or advocate on behalf of the employee.

Should the NPAQ serve a notice to commence action in the Queensland Industrial Relations Commission or other tribunal, please contact the Department of Health's Employment Relations Unit on Irrelevant or Irrelevant

Theresa Hodges  
**Chief Human Resources Officer**  
 / 1 / 2019

Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
22 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

**From:** ER Corro  
**Sent:** Wednesday, 30 January 2019 1:27 PM  
**To:** Anne Garrahy  
**Cc:** Jessica Gardner; NursesandMidwivesEB10  
**Subject:** FW: CHRO memo to HHS re NPAQ  
**Attachments:** 2019\_0123 DoH CHRO Memo re NPAQ.DOCX

Hi Anne, Kane approved this memo this morning and it has been progressed to Theresa.

For tracking purposes, the reference number is 19/1234

Thanks  
 Liz

---

**From:** Anne Garrahy  
**Sent:** Wednesday, 23 January 2019 6:21 PM  
**To:** ER Corro **Irrelevant**  
**Cc:** NursesandMidwivesEB10 **Irrelevant**; Jessica Gardner  
**Subject:** CHRO memo to HHS re NPAQ

Good afternoon Liz  
 Please see attached memo. It's not urgent and can await Kane's return for review.  
 The content has been considered by OIR.  
 Thank you and kind regards

**Anne Garrahy**

A/Director Employment Relations

Phone: **Irrelevant**  
 Mobile: **Irrelevant**  
 Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
 Email: **Irrelevant**

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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RTI RELEASE

# MEMORANDUM

<b>To:</b>	Hospital & Health Service Chief Executives		
<b>Copies to:</b>	Executive Directors of Workforce Executive Directors of Nursing and Midwifery		
<b>From:</b>	Chief Human Resources Officer Human Resources Branch Corporate Services Division	<b>Contact no:</b>	Irrelevant
<b>Subject:</b>	Nurses' Professional Association of Queensland Inc (NPAQ)		
	<b>File Ref:</b>	Ref Number	

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) inability to represent Queensland Health nursing employees in relation to employment matters.

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- Is not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*; and
- Does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- Is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

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Should the NPAQ serve a notice to commence action in the Queensland Industrial Relations Commission or other tribunal, please contact the Department of Health's Employment Relations Unit on (07) 3708 5135 or [employmentrelations@health.qld.gov.au](mailto:employmentrelations@health.qld.gov.au).

Theresa Hodges  
**Chief Human Resources Officer**  
 / 1 / 2019

Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
22 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

---

**From:** ER Corro  
**Sent:** Friday, 1 February 2019 3:56 PM  
**To:** Anne Garrahy; Jessica Gardner  
**Subject:** NPAQ CHRO Memo  
**Attachments:** Memorandum from CHRO.DOCX

Hi Anne, we have received the attached memo back with the following comments:

*"Friday, 1 February 2019 at 2:25:53 PM (GMT-10:00) Buchanan, Gregor:"*  
*Hi Liz, please return to author to address comments and changes within attached memo. Please also confirm whether Legal Unit has been asked to review to ensure accuracy.*

*"Wednesday, 30 January 2019 at 3:45:00 PM (GMT-10:00) Buchanan, Gregor:"*  
*printed for CHRO review and approval*

*"Wednesday, 30 January 2019 at 1:26:11 PM (GMT-10:00) Light, Elizabeth:"*  
*Memo approved by Kane Ryalls. Ready to progress for CHRO approval*

Can you please update accordingly.

Thanks  
 Liz

**Liz Light**

Executive Support Officer

Phone: Irrelevant

Address: Level 4, 33 Charlotte Street, Brisbane, 4000

Email: Irrelevant

**Queensland Health**

Corporate Services Division



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## Department of Health

Queensland  
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## MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
Human Resources Branch  
Corporate Services Division

**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)

**File Ref:** C-ECTF-19/1234

~~This memo provides information about~~ You may be aware of the Nurses' Professional Association of Queensland Incorporated's (NPAQ) ~~inability to represent Queensland Health nursing employees in relation to employment matters.~~

The NPAQ is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). It is an incorporated association established under the *Associations Incorporation Act 1981* (Qld). Because the NPAQ is not a registered employee organisation it:

- ~~It~~ is not entitled to be a party to an award or certified agreement made between Queensland Health and employee organisations; ~~and~~
- ~~It~~ is not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*; ~~and~~
- ~~It~~ does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- ~~It~~ is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

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The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, ~~you are reminded that the role of a~~ the support person is not entitled to speak or advocate on behalf of the employee.

Should the NPAQ serve a notice to commence action in the Queensland Industrial Relations Commission or other tribunal, please contact ~~<NAME>, <TITLE>, Human Resources Branch, the Department of Health's Employment Relations Unit on (07) Irrelevant or Irrelevant~~.

Commented [GB1]: Please soften this paragraph

Theresa Hodges  
**Chief Human Resources Officer**  
/ 1 / 2019



Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
22 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
30 January 2019

**Anne Garrahy**

---

**From:** Ray Clarke [Irrelevant]  
**Sent:** Friday, 1 March 2019 11:25 AM  
**To:** Jessica Gardner; Kane Ryalls; Anne Garrahy  
**Subject:** FW: DoH CHRO Memo re NPAQ  
**Attachments:** 2019\_0123 DoH CHRO Memo re NPAQ (003).DOCX

Hi folks. Hope you're all doing well over there.

Can I please check if this memo has been distributed yet?

Thanks and regards...Ray



**Ray Clarke**  
 A/Executive Director, Industrial Relations  
 Office of Industrial Relations

Lvl 11, 1 William St Brisbane QLD 4000  
 P: [Irrelevant] M: [Irrelevant] E: [Irrelevant]

---

**From:** Jessica Gardner [Irrelevant]  
**Sent:** Wednesday, 30 January 2019 12:35 PM  
**To:** Ray Clarke [Irrelevant]  
**Subject:** DoH CHRO Memo re NPAQ

Hi Ray,

Please find attached the Department's Memo in relation to the NPAQ.

The Memo is currently with Kane to clear before it goes to Theresa. Hopefully it will be signed off and distributed if not this week then early next week.

Please let me know if you need anything further.

Kind regards,

Jess

\*\*\*\*\*

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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives  
**Copies to:** Executive Directors of Workforce  
 Executive Directors of Nursing and Midwifery  
**From:** Chief Human Resources Officer **Contact no:** Irrelevant  
 Human Resources Branch  
 Corporate Services Division  
**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)  
**File Ref:** Ref Number

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ) inability to represent Queensland Health nursing employees in relation to employment matters.

The NPAQ is not an employee organisation registered under the *Industrial Relations Act 2016* (the Act). It is an incorporated association established under the *Associations Incorporation Act 1981* (Qld). Because the NPAQ is not a registered employee organisation it:

- Is not entitled to be a party to an award or certified agreement made between Queensland Health and employee organisations; and
- Is not able to represent the industrial interests of employees who are covered by the *Nurses and Midwives (Queensland Health) Award – State 2015* and the *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018*; and
- Does not have standing to be a union party in any grievance/dispute resolution process set out in these industrial instruments; and
- Is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

Additionally, the *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is also not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

The NPAQ cannot represent or advocate on behalf of an employee in relation to an employment matter. If an employee nominates a NPAQ representative to attend a workplace meeting as a support person, the support person is not entitled to speak or advocate on behalf of the employee.

Should the NPAQ serve a notice to commence action in the Queensland Industrial Relations Commission or other tribunal, please contact the Department of Health's Employment Relations Unit on Irrelevant or Irrelevant.

Theresa Hodges  
**Chief Human Resources Officer**  
 / 1 / 2019

Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
22 January 2019

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
January 2019

**Anne Garrahy**

---

**From:** Anne Garrahy  
**Sent:** Friday, 1 March 2019 3:47 PM  
**To:** Ray Clarke  
**Cc:** Jessica Gardner; Kane Ryalls  
**Subject:** RE: DoH CHRO Memo re NPAQ

Good afternoon Ray  
 We've received advice this afternoon that CL are able to review the memo by 8 March.  
 Kind regards  
 Anne

---

**From:** Ray Clarke **Irrelevant**  
**Sent:** Friday, 1 March 2019 11:25 AM  
**To:** Jessica Gardner **Irrelevant**; Kane Ryalls **Irrelevant**; Anne Garrahy **Irrelevant**  
**Subject:** FW: DoH CHRO Memo re NPAQ

Hi folks. Hope you're all doing well over there.

Can I please check if this memo has been distributed yet?

Thanks and regards...Ray



**Ray Clarke**  
 A/Executive Director, Industrial Relations  
 Office of Industrial Relations

Lvl 11, 1 William St Brisbane QLD 4000

**P:** **Irrelevant** **M:** **Irrelevant** **E:** **Irrelevant**

---

**From:** Jessica Gardner **Irrelevant**  
**Sent:** Wednesday, 30 January 2019 12:35 PM  
**To:** Ray Clarke **Irrelevant**  
**Subject:** DoH CHRO Memo re NPAQ

Hi Ray,

Please find attached the Department's Memo in relation to the NPAQ.

The Memo is currently with Kane to clear before it goes to Theresa. Hopefully it will be signed off and distributed if not this week then early next week.

Please let me know if you need anything further.

Kind regards,

Jess

\*\*\*\*\*

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**Anne Garrahy**

---

**From:** Jessica Gardner  
**Sent:** Wednesday, 13 March 2019 1:10 PM  
**To:** ER Corro; Anne Garrahy  
**Subject:** RE: NPAQ CHRO Memo

Hi Liz

We are awaiting some advice from Crown Law in relation to the NPAQ's standing so won't be able to send the Memo out until it's been reviewed in line with the legal advice. Unless we've received advice and I'm not aware of it...

Thanks Liz.

Kind regards,

Jess

---

**From:** ER Corro  
**Sent:** Wednesday, 13 March 2019 1:06 PM  
**To:** Anne Garrahy **Irrelevant**; Jessica Gardner **Irrelevant**  
**Subject:** FW: NPAQ CHRO Memo

Hi Anne, Silven just mentioned that he thought a letter/ memo to NPAQ was getting sent out today and either he or Barb may need to sign it.

Can you please advise if it has been updated and will be progressed today?

Please note the reference number is C-ECTF-19/1234

Thanks  
 Liz

---

**From:** ER Corro  
**Sent:** Friday, 1 February 2019 3:56 PM  
**To:** Anne Garrahy **Irrelevant**; Jessica Gardner **Irrelevant**  
**Subject:** NPAQ CHRO Memo

Hi Anne, we have received the attached memo back with the following comments:

*"Friday, 1 February 2019 at 2:25:53 PM (GMT-10:00) Buchanan, Gregor:"*

*Hi Liz, please return to author to address comments and changes within attached memo. Please also confirm whether Legal Unit has been asked to review to ensure accuracy.*

*"Wednesday, 30 January 2019 at 3:45:00 PM (GMT-10:00) Buchanan, Gregor:"*  
*printed for CHRO review and approval*

*"Wednesday, 30 January 2019 at 1:26:11 PM (GMT-10:00) Light, Elizabeth:"*  
*Memo approved by Kane Ryalls. Ready to progress for CHRO approval*

Can you please update accordingly.

Thanks  
Liz

## Liz Light

Executive Support Officer

Phone: Irrelevant

Address: Level 4, 33 Charlotte Street, Brisbane, 4000

Email: Irrelevant

**Queensland Health**

Corporate Services Division



[www.health.qld.gov.au](http://www.health.qld.gov.au)



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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** Chief Human Resources Officer      **Contact no:** Irrelevant  
Human Resources Branch  
Corporate Services Division

**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)

**File Ref:** C-ECTF-19/1234

This memo provides information about the Nurses' Professional Association of Queensland Incorporated's (NPAQ).

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- is not permitted to display any material in the workplace that may imply it is entitled to represent the industrial interests of employees.

Additionally, the *Queensland Government Commitment to Union Encouragement Policy* encourages union membership among State government employees. As the NPAQ is not a registered employee/industrial organisation it is not covered by the provisions of the union encouragement policy. Therefore, the NPAQ is not entitled to have access to employees in the workplace or to participate in workplace consultative forums.

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Should the NPAQ serve a notice to commence action in the Queensland Industrial Relations Commission or other tribunal, please contact Anne Garrahy, Acting Director, Employment Relations on Irrelevant or email or Irrelevant

Theresa Hodges  
Chief Human Resources Officer



/ 1 / 2019

RTI RELEASE

Prepared by: Andrew Stevens; Dan Rautio & Rob Musgrave  
A/Manager; Principal Advisor & A/Senior Advisor  
Employment Relations  
Irrelevant  
November 2018 & 8 January 2019

Submitted through: Anne Garrahy  
A/Director  
Employment Relations  
Irrelevant  
22 January 2019

Updated 5 Feb 19

Cleared by: Kane Ryalls  
A/Executive Director  
Employment Relations  
Irrelevant  
30 January 2019

**Silven Simmons**

**From:** CHRO  
**Sent:** Wednesday, 13 March 2019 4:53 PM  
**To:** DL-HHS-Generic-Emails-Accounts  
**Cc:** Barbara Phillips; Sally O'Kane; Jenny Thornton; Shareen McMillan; Lorelle Coombe; Leigh Goldsmith; Hayley Farry; Hannah Bloch; Rebecca Wells; Mark Whelan; Dave Waters; Barbara Davis; Rob Mander; Philippa Murray; Sam Galluccio; Taresa Rosten; Peter Heinz; Kim Veiwasenavanua; Denise Patterson; Judy Morton; Michelle Garner; Lorraine Mathison; David Tibby; Julie Rampton; Susan Foyle; Fiona Sewell; Suzanne Metcalf; Alanna Geary; Veronica Casey; Anita Bamford-Wade; Robyn Henderson; Andrea Nagle; Fiona Allsop  
**Subject:** Memorandum from the A/Chief Human Resources Officer - Nurses' Professional Association of Queensland Inc  
**Attachments:** Memorandum from CHRO.PDF

Good afternoon

Please find attached memorandum from the A/Chief Human Resources Officer regarding the Nurses' Professional Association of Queensland Inc.

Should you have any questions concerning the above or require any additional information, please contact Anne Garrahy, Acting Director, Employment Relations on **Irrelevant** or email **Irrelevant**

Kind regards

**Michelle Rowe**

A/Correspondence Officer

Phone: **Irrelevant**

Address: Level 5, 33 Charlotte Street, Brisbane, 4000

Email: **Irrelevant**

**Queensland Health**

Human Resources Branch  
 Corporate Services Division



[www.health.qld.gov.au](http://www.health.qld.gov.au)



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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** A/Chief Human Resources Officer **Contact no:** Irrelevant  
Human Resources Branch  
Corporate Services Division

**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)

**File Ref:** C-ECTF-19/1234

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Should the NPAQ serve a notice to commence action in the Queensland Industrial Relations Commission or other tribunal, please contact Anne Garrahy, Acting Director, Employment Relations on **Irrelevant** or email or **Irrelevant**



Silven Simmons

**A/Chief Human Resources Officer**

13 / 3 / 2019

**Anne Garrahy**

---

**From:** Anne Garrahy  
**Sent:** Wednesday, 13 March 2019 5:01 PM  
**To:** Vonnie Semple  
**Cc:** Jessica Gardner; NursesandMidwivesEB10  
**Subject:** Memo re NPAQ  
**Attachments:** Memorandum from CHRO.PDF

Good afternoon Vonnie  
Please find memo attached for your information.  
Kind regards

**Anne Garrahy**

A/Director Employment Relations

Phone: Irrelevant  
Mobile: Irrelevant  
Address: Level 4, 33 Charlotte Street, Brisbane, QLD 4000  
Email: Irrelevant

**Queensland Health**

Employment Relations Unit, Human Resources Branch, Corporate Services Division



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**From:** Alanna Geary [Irrelevant]  
**Sent:** Wednesday, 13 March 2019 7:14 PM  
**To:** Kerri McLeod [Irrelevant]; Megan Lowe [Irrelevant]; DON-  
Caboolture [Irrelevant] DON\_TPCH [Irrelevant]; Sally Taranec  
[Irrelevant]; Julie Lahey [Irrelevant]; Lisa Fawcett  
[Irrelevant]; Katrina Southam [Irrelevant]; RBWH DONM  
[Irrelevant] Robyn Fox [Irrelevant] Ben Ballard  
[Irrelevant]; Dale Dally-Watkins [Irrelevant]

**Cc:** Josie Selke [Irrelevant]; Louise Cross [Irrelevant]  
**Subject:** FW: Memorandum from the A/Chief Human Resources Officer - Nurses' Professional Association of Queensland Inc

Colleagues,  
 Please see attached. Please take required action if necessary.

Regards  
 Alanna

**From:** CHRO

**Sent:** Wednesday, 13 March 2019 4:53 PM

**To:** DL-HHS-Generic-Emails-Accounts [Irrelevant]

**Cc:** Barbara Phillips [Irrelevant]; Sally O'Kane [Irrelevant]; Jenny Thornton [Irrelevant]; Shareen McMillan [Irrelevant]; Lorelle Coombe [Irrelevant]; Leigh Goldsmith [Irrelevant]; Hayley Farry [Irrelevant]; Hannah Bloch [Irrelevant]; Rebecca Wells [Irrelevant]; Mark Whelan [Irrelevant]; Dave Waters [Irrelevant]; Barbara Davis [Irrelevant]; Rob Mander [Irrelevant]; Philippa Murray [Irrelevant]; > Sam Galluccio [Irrelevant]; Taresa Rosten [Irrelevant]; Peter Heinz [Irrelevant]; Kim Veiwasenavanua [Irrelevant]; Denise Patterson [Irrelevant]; Judy Morton [Irrelevant]; Michelle Garner [Irrelevant]; Lorraine Mathison [Irrelevant]; David Tibby [Irrelevant]; Julie Rampton [Irrelevant]; Susan Foyle [Irrelevant]; Fiona Sewell [Irrelevant]; Suzanne Metcalf [Irrelevant]; Alanna Geary [Irrelevant]; Veronica Casey [Irrelevant]; Anita Bamford-Wade [Irrelevant]; Robyn Henderson [Irrelevant]; Andrea Nagle [Irrelevant]; Fiona Allsop [Irrelevant]

**Subject:** Memorandum from the A/Chief Human Resources Officer - Nurses' Professional Association of Queensland Inc

Good afternoon

Please find attached memorandum from the A/Chief Human Resources Officer regarding the Nurses' Professional Association of Queensland Inc.

Should you have any questions concerning the above or require any additional information, please contact Anne Garrahy, Acting Director, Employment Relations on [Irrelevant] or email [Irrelevant]

Kind regards

**Michelle Rowe**

A/Correspondence Officer

Phone: [Irrelevant]

Address: Level 5, 33 Charlotte Street, Brisbane, 4000

Email: [Irrelevant]

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Human Resources Branch  
 Corporate Services Division





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# MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** A/Chief Human Resources Officer **Contact no:** Irrelevant  
Human Resources Branch  
Corporate Services Division

**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)

**File Ref:** C-ECTF-19/1234

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Silven Simmons

**A/Chief Human Resources Officer**

13 / 3 / 2019

**Peta Pringle**

---

**From:** Silven Simmons [Irrelevant]  
**Sent:** Monday, 18 March 2019 5:23 PM  
**To:** Theresa Hodges  
**Subject:** FW: Memorandum from the A/Chief Human Resources Officer - Nurses' Professional Association of Queensland Inc  
**Attachments:** Memorandum from CHRO.PDF

**Silven Simmons**

Senior Director

Phone: [Irrelevant]  
Phone: [Irrelevant]  
Address: 33 Charlotte Street, Brisbane, 4000  
Email: [Irrelevant]

**Queensland Health**

People, Safety and Performance Unit, Human Resources Branch

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## Department of Health

Queensland  
Government

## MEMORANDUM

**To:** Hospital & Health Service Chief Executives

**Copies to:** Executive Directors of Workforce  
Executive Directors of Nursing and Midwifery

**From:** A/Chief Human Resources Officer **Contact no:** Irrelevant  
Human Resources Branch  
Corporate Services Division

**Subject:** Nurses' Professional Association of Queensland Inc (NPAQ)

**File Ref:** C-ECTF-19/1234

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Silven Simmons

**A/Chief Human Resources Officer**

13 / 3 / 2019



**From:** Kim Ramsdale Irrelevant  
**Sent:** Wednesday, 20 March 2019 3:11 PM  
**To:** Alanna Geary Irrelevant  
**Cc:** Lynette Coppock Irrelevant; Sally Taranec Irrelevant; Cherie  
Franks Irrelevant; Julie Lahey Irrelevant; Lisa Fawcett  
Irrelevant; Katrina Southam Irrelevant; Josie Selke  
Irrelevant; Andy Carter Irrelevant; Kerri McLeod  
Irrelevant; Sandy Jamieson Irrelevant  
**Subject:** RE: DOH memo re NPAQ

Thank you Alanna,

I will let the delegates know.

Cheers,



**Kim Ramsdale**

Organiser - Public

106 Victoria Street, West End QLD 4101

Irrelevant (direct)

07 3840 1444 (reception)

[www.qnmua.org.au](http://www.qnmua.org.au)

*The QNMU recognises and respects the Aboriginal and Torres Strait Islander peoples of the lands upon which we undertake our work to promote and defend the interests and values of members. We acknowledge the traditional owners and custodians who have cared for this country for thousands of years.*

---

**From:** Alanna Geary Irrelevant

**Sent:** Wednesday, 20 March 2019 2:59 PM

**To:** Kim Ramsdale Irrelevant >

**Cc:** Lynette Coppock Irrelevant ; Sally Taranec Irrelevant ;  
 Cherie Franks Irrelevant ; Julie Lahey Irrelevant ; Lisa  
 Fawcett Irrelevant ; Katrina Southam Irrelevant ;  
 Josie Selke Irrelevant ; Andy Carter Irrelevant ; Kerri  
 McLeod Irrelevant Sandy Jamieson Irrelevant >

**Subject:** RE: DOH memo re NPAQ

Hi Kim,

I did send the memorandum to all of the DON's late last week. I haven't particularly asked the DON's about the branch delegates posting the memo on notice boards but I certainly do not have any opposition to them doing so as this is a departmental memorandum.

I would suggest that they should speak to their DON or Nursing Director as to facility/directorate preference of where best to post it. I have copied the DON's into this email so that they are aware and will also ask that the memo be distributed widely to all nursing and midwifery staff through their normal communication channels.

Kindest regards

Alanna

---

**From:** Kim Ramsdale Irrelevant

**Sent:** Tuesday, 19 March 2019 4:44 PM

**To:** Alanna Geary Irrelevant

**Cc:** Lynette Coppock Irrelevant

**Subject:** DOH memo re NPAQ

Hi Alanna,

I just want to run something by you. We have received the memo from DOH regarding NPAQ.

I am presuming you will have sent it to the DON group? Are you comfortable for the branch delegates to post the memo on the unit notice boards?

Cheers,





**Kim Ramsdale**

Organiser - Public

106 Victoria Street, West End QLD 4101

Irrelevant (direct)

07 3840 1444 (reception)

[www.qnmu.org.au](http://www.qnmu.org.au)

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**Silven Simmons**

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**From:** Silven Simmons  
**Sent:** Wednesday, 13 March 2019 1:26 PM  
**To:** ER Corro  
**Subject:** Re: NPAQ CHRO Memo

I should be getting it from DDGs office with the crown law advice.

Get [Outlook for iOS](#)

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**From:** ER Corro **Irrelevant**  
**Sent:** Wednesday, March 13, 2019 1:23 pm  
**To:** Silven Simmons  
**Subject:** FW: NPAQ CHRO Memo

FYI Silven, I don't think this memo will be getting sent today unless it is one outside of what ER was working on?

I've attached the previous draft that was originally submitted to Theresa in January and has since been delayed while we await legal advice.

Thanks  
 Liz

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**From:** Jessica Gardner  
**Sent:** Wednesday, 13 March 2019 1:10 PM  
**To:** ER Corro **Irrelevant** Anne Garrahy **Irrelevant**  
**Subject:** RE: NPAQ CHRO Memo

Hi Liz

We are awaiting some advice from Crown Law in relation to the NPAQ's standing so won't be able to send the Memo out until it's been reviewed in line with the legal advice. Unless we've received advice and I'm not aware of it...

Thanks Liz.

Kind regards,

Jess

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**From:** ER Corro  
**Sent:** Wednesday, 13 March 2019 1:06 PM  
**To:** Anne Garrahy **Irrelevant** Jessica Gardner **Irrelevant**  
**Subject:** FW: NPAQ CHRO Memo

Hi Anne, Silven just mentioned that he thought a letter/ memo to NPAQ was getting sent out today and either he or Barb may need to sign it.

Can you please advise if it has been updated and will be progressed today?

Please note the reference number is C-ECTF-19/1234

Thanks  
Liz

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**From:** ER Corro  
**Sent:** Friday, 1 February 2019 3:56 PM  
**To:** Anne Garrahy **Irrelevant**; Jessica Gardner **Irrelevant** >  
**Subject:** NPAQ CHRO Memo

Hi Anne, we have received the attached memo back with the following comments:

*"Friday, 1 February 2019 at 2:25:53 PM (GMT-10:00) Buchanan, Gregor:"*  
*Hi Liz, please return to author to address comments and changes within attached memo. Please also confirm whether Legal Unit has been asked to review to ensure accuracy.*

*"Wednesday, 30 January 2019 at 3:45:00 PM (GMT-10:00) Buchanan, Gregor:"*  
*printed for CHRO review and approval*

*"Wednesday, 30 January 2019 at 1:26:11 PM (GMT-10:00) Light, Elizabeth:"*  
*Memo approved by Kane Ryalls. Ready to progress for CHRO approval*

Can you please update accordingly.

Thanks  
Liz

## Liz Light

Executive Support Officer

Phone: **Irrelevant**

Address: Level 4, 33 Charlotte Street, Brisbane, 4000

Email: **Irrelevant**

**Queensland Health**  
 Corporate Services Division



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