

Anne Garrahy

From: Anne Garrahy
Sent: Tuesday, 22 January 2019 11:00 AM
To: Vonnie Semple
Subject: Draft memo re NPAQ
Attachments: 2019_0122 Draft DoH CHRO Memo re NPAQ.DOCX

Good morning Vonnie

Please find draft memo attached.

Kind regards

Anne Garrahy

A/Director Employment Relations

Phone: Irrelevant

Mobile: Irrelevant

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

Email: anne.garrahy@health.qld.gov.au

Queensland Health

Employment Relations Unit, Human Resources Branch, Corporate Services Division



www.health.qld.gov.au



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.



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). Accordingly, the NPAQ:

- Is not entitled 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 (07) 3708 5135 or 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: Vonnie Semple <VSemple@qnmu.org.au>
Sent: Tuesday, 22 January 2019 3:44 PM
To: Anne Garrahy
Subject: RE: Draft memo re NPAQ
Attachments: 2019_0122 Draft DoH CHRO Memo re NPAQ.DOCX

Hi Anne,

Thanks for the opportunity to review. I have made one suggested tracked change – just for clarity.

Regards, Vonnie



Vonnie Semple
Industrial Officer
106 Victoria Street, West End QLD 4101
Irrelevant
Irrelevant
www.qnmu.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: Anne Garrahy <Anne.Garrahy@health.qld.gov.au>
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Copies to: Executive Directors of Workforce
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