



# RED UNION NEWS

ISSUE 1 | OCTOBER 2022



# ONE CHOICE IS NO CHOICE

YOU HAVE THE RIGHT TO CHOOSE

[REDUNION.COM.AU](http://REDUNION.COM.AU)



# REFER & SAVE

**LOVE YOUR UNION AND WANT TO SAVE MONEY ON YOUR MEMBERSHIP? YOU CAN, IN 3 EASY STEPS**

**1. FIND YOUR REFERRAL CODE**

(YOU CAN FIND IT ON EMAILS FROM US, OR SIMPLY GET IN TOUCH AND WE'LL TELL YOU)

**2. YOUR FRIEND ADDS YOUR CODE WHEN THEY SIGN UP TO ANY RED UNION**

**3. SUCCESS! YOU BOTH RECEIVE A \$25 CREDIT.**

**YOU ARE NOW IN THE RUNNING FOR OUR TOP REFERRAL LEADER BOARD.**



**PUTTING MEMBERS INTERESTS FIRST**

# FROM THE DIRECTOR

*Welcome to the first edition of Red Union News.*

Let's dive right in. The Red Union Support Hub was set up almost a decade ago to help lower the barrier for frontline workers to set up unions.

Many workers wanted to set up alternative unions because they didn't like their old unions, for whatever personal, professional, political or financial reasons. That's their right.

You wouldn't believe it but when new unions were formed and constitutionally prohibited from supporting political parties, making them truly independent - fees can be levied at half the price.

It's no wonder that these red unions have experienced the fastest rate of growth out of any union in the Country. During the pandemic alone, membership swelled from 7,000 to 17,000 while beginning to take root nationally.

This extraordinary growth has certainly ruffled some feathers.

Politicians get their noses out of joint. Former monopoly trade unions launch borderline vexatious litigation. What happens next you won't believe.

Decades old industrial protections, introduced by Gough Whitlam, flagged to be thrown in the bin by none other than the Palaszczuk Labor Government. Why? You ask.

Perhaps the answer can be found by following the money.

Make no mistake, this project is stepping on toes, challenging the status quo and making some bureaucrats very uneasy. Good!

Where has the status quo got us? Misaligned and captured institutions. Wage increases that very rarely outstrip CPI and workplace cultures that are rampant with bullying.

Something has to give. If you always do what you've always done, you'll always get what you've always got. I challenge you to make the change, because the system sure needs a change and voting with your feet to join a red union gets us one step closer.

*Yours,  
Jack McGuire*



“

**WHERE HAS THE STATUS QUO GOT US?**

*Misaligned and captured institutions. Wage increases that very rarely outstrip CPI and workplace cultures that are rampant with bullying.*



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# MEET THE TEAM



RED UNION SUPPORT HUB



## JACK MCGUIRE RED UNION MANAGING DIRECTOR

Jack is the CEO of the Red Union Support Hub, the service provider behind the drive for more competitive, non-partisan trade unions in Australia. Jack started out in university, where a culture of politics had all but destroyed the campus culture. The group was elected 7 times consecutively and Jack served as both president of QUT Guild and board member of QUT. Jack subsequently set up an alternative to the radical National Union of Students.



## AENGHAS HOPKINSON-PEARSON NPAA SECRETARY

Aenghas' background is in Law and Justice and he is fully trained to be a practising solicitor. He has fought for nurses on the front line through many industrial fights, and as a case manager has helped nurses through many issues, including bullying, sexual harassment, underpayments, overpayments, discrimination, flexible work agreements, unfair dismissals, leave concerns, and many more workplace issues.



## MARGARET GILBERT NPAQ PRESIDENT

Margaret Gilbert is a Duty Nurse Manager at The Prince Charles Hospital and has been in this position since 2007. During her career, she has worked in Duty Nurse Manager, Nurse Unit Manager and Nursing Director roles in both the public and private sector. Margaret has fought for and continues to fight for NPAQ's right to represent you in the workplace, including in matters before the Industrial Relations Commission.



## KIRSTIN MCALLISTER NPAQ VICE PRESIDENT

Kirsten McAllister is a current Nurse Navigator/CNC working at the Townsville University Hospital, and has worked in many areas of nursing both acute and community. She is passionate about stamping out bullying and harassment in the workplace having experienced herself and regularly speaks to members, nurses, and midwives who share their own stories of workplace bullying in both private and public sectors.



## SCOTT STANFORD TPAA NATIONAL COORDINATOR

Scott has been working in education for over 20 years. Throughout his career Scott has always been a proactive advocate for Teacher and school staff conditions and rights, and has always been an active member of the staff association in the schools he has worked in – often being a mentor to the new staff when they come into the organisation.



## JENNY SPENCER NPAV STATE SECRETARY

Jenny trained as an RN in the hospital based system starting her nursing career in 1985. She has an experienced understanding of the pressures facing nurses in both hospitals and nursing homes, particularly recently. As an NPAV representative, she is eager to support nurses in the field, giving them a voice to bring about positive change for themselves and the patients they care for.



## DANIEL TORCASIO-RUGAAS TPAV STATE SECRETARY

Daniel has been working in Education for 19 years. Throughout his career he has always been a proactive advocate for Teacher and school staff conditions and rights, often taking the role of Branch Delegate, and has appeared on various media outlets to speak up for equality in Education. Daniel continues to advocate for fairness and equality with a goal for providing the best possible education setting for all.



## TRACY TULLY TPAQ STATE SECRETARY

Tracy's education career spanned 38 years holding Primary and High School Principal positions across Queensland. During this time, Tracy yearned for a modern teachers' union without the industrial age attitudes, that catered for employees versus employees without bias or politics. Tracy has taken up the baton from her predecessor Jack McGuire, continuing to fight for the rights of all QLD education employees.





### KARA THOMAS AMPS SECRETARY



Kara specialised in perioperative nursing early in her career, undertaking postgraduate specialty education and learning multiple specialties over nearly two decades. For Kara nursing is more than a job, it is a calling and a passion. To be able to serve the community during times of vulnerability and to see what is possible with evidence based best practice is a great privilege.



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### NATASHA BARTON WA STATE SECRETARY

Natasha is our WA Legal Liaison Manager and Senior Industrial Advocate. She has a Bachelor of Laws degree and has been admitted to practice as a lawyer in WA. Prior to joining the team at Red Union, she worked at the Department of Justice - Corrective Services, in WA.



### SARAH TUOHEY IWUA VIC STATE SECRETARY



Sarah worked as a Service Supervisor for 3 years at Woolworths before joining Red Union. Prior to that she ran a construction business for over 20 years, and has experience and knowledge about WHS. She is currently involved in Case Management and EB Negotiations for our members.

She is passionate about supporting members and helping them achieve their desired outcomes.



RED UNION SUPPORT HUB



### ANITA SCUTTS NSW STATE SECRETARY

Anita worked for an Australian food retailer based in Sydney for 8 years with their Customer Service, Buying and Executive Teams. She helped support the Executive team during a period where the company experienced significant growth, and looks forward to expanding the NSW branches of the Red Unions to provide NSW workers with a viable, apolitical, cheaper alternative to their current unions.



### BRENDON COOK SOPAA SECRETARY



Brendon worked as a Prison Officer for 8 years and in the Security and Related industries for 16 years before joining Red Union. His specialties are in investigating and solving complicated workplace issues, and is very passionate about fighting for a fairer and safer workplace for all industries.



### DARREN DICKSON PDAA SECRETARY

Darren is a professional driver turned industrial relations expert. When they came for him and his colleagues he took them straight before the Commission and won. As a battler and a brain, Darren led a group of drivers disatisfied with their old union and the status quo, eventually becoming part of the Red Unions.

#### Red Union News

Red Union News is published six times a year.

The statements and/or opinions expressed in this publication are not necessarily those of Red Union Support Hub or of its officers. The Association publishes all material herein from various sources on the understanding that it is both authentic and correct and cannot accept any responsibility for inaccuracies.

**Phone:** 1300 263 374

**Email:** hotline@npaq.com.au

**Website:** redunion.com.au

**Editors:** Eden Trezise & Jordan Fletcher

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# CASE RESOLUTIONS

*Read about our successful case resolutions for members*

Some details have been removed for confidentiality reasons.

## LONG SERVICE LEAVE RECOVERED

**Case Manager:** Sarah Tuohey  
**Issue:** IWUA member was refused their Long Service Leave after leaving her employer.

**Resolution:** \$6,000 of Long Service leave was recovered and awarded to member.

## UNDERPAYMENT CLAIM RESOLVED

**Case Manager:** Joel Bove  
**Issue:** Nurse was terminated and had been underpaid during her employment. Employer initially did not acknowledge this, so we threatened to escalate this as a wage-recovery claim.

**Resolution:** Employer acknowledged the underpayment, and paid out member.

## UNFAIR DISMISSAL SETTLEMENT

**Case Manager:** Natasha Barton  
**Issue:** An IWUA Member was terminated during COVID mandates, we filed an Unfair Dismissal claim on their behalf at Fair Work.

**Resolution:** We successfully negotiated an out of court settlement for \$29,000 for the member.

## DISCIPLINARY ACTION EVADED

**Case Manager:** Daniel Torcasio-Ruugas  
**Issue:** TPAV member had been threatened with potential disciplinary action.

**Resolution:** Held meetings regarding teaching standards, negotiated arrangements for upskilling by offering proactive suggestions to alter teaching method and approach.

## REDUNDANCY PREVENTED

**Case Manager:** Abi Cohen  
**Issue:** Employer failed to consult on significant issues including potential abolition of members role. We corresponded with employer, asserting their obligation to consult under their EB & HR procedures.

**Resolution:** Employer apologised and returned entitlements used due to stress, member was moved to a more suitable facility.

## DISCRIMINATORY POLICY REVOKED

**Case Manager:** Brendon Cook  
**Issue:** An employer was seeking to enact a new policy which discriminated against employees.

**Resolution:** After general advice, members were successful in having the new policy revoked.

## SEPARATION PAY-OUT RECTIFIED

**Case Manager:** Tatum James  
**Issue:** Ex-employer did not provide member with the accurate separation pay-out. After our investigations payroll corrected the error in the amount and admitted that they were wrong.

**Resolution:** Member received the accurate separation pay-out of \$5,256.

## AHPRA APOLOGISES

**Case Manager:** Jackson Cooper  
**Issue:** An NPAQ member reached out to the support hub regarding an anonymous complaint levelled against them by AHPRA. It was determined that the complaints made were: not corroborated, without merit, and not supported by substantial evidence.

AHPRA in consultation with 'the Board' resolved to impose conditions on the member, as determined by a list of unsubstantial 'evidence' that included minutes taken during a phone call with the NPAQ member. These minutes were taken without confirming the member's consent or receipt of written notice of the complaint. Knowing this, NPAQ correctly identified this as being a breach of:

1. AHPRA's code of conduct,
2. Fair investigative practice; and,
3. Natural Justice.

NPAQ responded in writing, notifying that AHPRA should disregard 'the Board's' current review of the member's case due to their use of unmeritorious and corrupted evidence. Further, NPAQ requested that AHPRA immediately review their investigative practices, noting that NPAQ would not hesitate to bring this matter to the attention of appropriate parties if necessary.

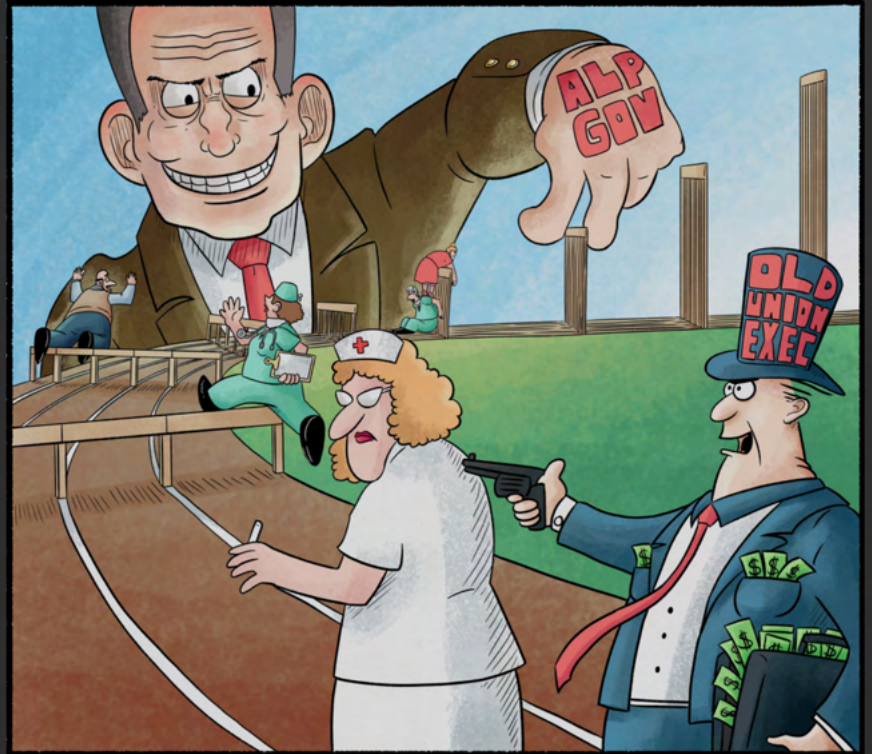
**Resolution:** A Senior AHPRA Manager contacted the NPAQ delegate for this matter, apologising for their permission of misconduct. Furthermore, AHPRA offered reparations for the offence, notably a full review of the case including submissions made to 'the Board'.



# ONE CHOICE = NO CHOICE

## "THE INNOCUOUSLY NAMED INDUSTRIAL RELATIONS AND OTHER LEGISLATION AMENDMENT BILL"

BRISBANE TIMES



## WHAT'S HAPPENING?

The QLD Labor government is trying to change the law to force workers into a corner and give them no option for which union represents them and their interests. Independent unions are being targeted by the State Government (the employer for the affected members & workers).

New legislation (the Industrial Relations and Other Legislation Amendment Bill 2022) is designed to crush independent unions, which are a non-political alternative and offer lower cost memberships, extremely popular with QLD nurses and teachers. The QLD Labor government is trying to force them back into paying up to double what they currently pay with independent unions.

Worse yet, in an attempt to defraud the public, the provisions seeking to crush independent unions are being smuggled in with provisions which strengthen protections against workplace sexual harassment. A despicable bait and switch which will deny thousands of workers representation by using sexual harassment victims as a means to the QLD Labor government's political ends. Joining the association of your choosing is a worker's right. We need your help.

## WHY IT'S HAPPENING

Simply, they think they can get away with it. The State Government is bullying hard-working Queenslanders and smaller independent unions for their own nefarious purposes. They want their monopoly back and are willing to legislate and force people to get their way. For them, it's all about the money, proof they've actually never cared about workers.

These actions significantly impact tens of thousands of Queensland workers. Queensland workers should be allowed the right to choose a union which represents their interests without any political affiliation. Protection should come without politics.

Did you know almost half of the fees people pay to government preferred unions go towards services that do not directly benefit their members? This can range from election polling, campaigning on behalf of government initiatives, or even donations to political events. Every non-ALP QLD Government worker will have to effectively contribute to the ALP in order to qualify for representation in any employment issue or dispute. That is corrupt.

The QLD Labor government + monopoly unions: a hand in your pocket and a knife in your back.

**FOR MORE  
INFORMATION VISIT:**



**SIGN THE PETITION:**





# LETTER FROM NPAQ SECRETARY

*Thank you for joining*

**N**PAQ is the largest union under the "Red Union banner" with 10,000+ members; a number that continues to grow.

Not only has the last year seen NPAQ grow by several thousand members, it has also seen it expand nationally. NPAQ now has sister branches in: NPAN (NSW), NPAV (Victoria), and NPAA (Australia). No doubt, we will continue to expand our services to other States.

## BUT WHY IS THIS IMPORTANT FOR YOU?

Expansion nationally will help give NPAQ a greater interstate support network and will give NPAQ greater bargaining power federally to achieve outcomes for nurses. 11,000+ nurses nationally is a big win for private hospital, general practice, aged care, and other private sector nurses.

Back to Queensland, the draft EB11 has been proposed. We know Queensland Health can do better, and encourage you to **Vote No!**

After a gruelling few years dealing with the pandemic, nurses have been offered a subpar deal, cooked up by Queensland Health and the QNMU that not only fails to provide pay that meets inflation, but also completely fails to address: ratio blowouts, bed and ward closures, regular code yellow & blacks, nurse burnout, staff shortages, skill mix issues, ramping issues, elective surgery backlogs, cultural issues and more. You should be angry with the offer you've been given, we certainly are.



NPAQ Secretary, Aenghas Hopkinson-Pearson talks to 9 News about the critical short staffing at Gold Coast University Hospital. Our nurses are burning out.

**WATCH  
NOW**



**NPAQ had a plan to address these issues, and aimed to increase YOUR pay by 20%, funded by slashing the bureaucrats at the top that don't see any patients.**

**No wonder they were too scared to bargain with us.**

Although, thankfully it looks as if the pandemic is coming to an end. Unfortunately, the mismanagement of Queensland Health has not. NPAQ continues to remain an important disinfectant for Queensland Health, by bringing issues to the forefront which otherwise would have remained quiet.

## NPAQ CONTINUES TO STAND FOR:

- Fixing deep cultural issues within health
- Stopping scope of practice erosion
- Increased pay rates that beat inflation
- Defending our members - even if the issue is unpopular
- Making your workplace safe & preventing nurse burnout
- Returning patient ratios and skill mixes to safe levels
- Return to safe staff levels
- Calling out unions and bureaucrats that sell out nurses
- Fixing ramping
- And more.

The State Government sees NPAQ as a threat and are currently trying to limit the ability of NPAQ to lodge certain matters on behalf of its members. Make no mistake, NPAQ takes pride in fighting the uncomfortable fight on behalf of its members, and no Government Bill, no matter how corrupt, will stop us from fighting in your corner.

We look forward to fighting for you in the future and thank you for continuing to trust us with your membership. Without members, NPAQ is nothing.

Don't forget, if you'd like to speak with me directly (and other Red Union representatives), please join us in our weekly zooms. We host a Queensland Zoom one week and a National Zoom, the next.

*Yours,  
Aenghas Hopkinson-Pearson*





**NPAA**  
Nurses' Professional  
Association of Australia



**NPWA**  
Nurses' Professional  
Association of Western Australia



**NPAQ**  
Nurses' Professional  
Association of Queensland



**NPASA**  
Nurses' Professional  
Association of South Australia



**NPAN**  
Nurses' Professional  
Association of New South Wales



**NPAV**  
Nurses' Professional  
Association of Victoria

# It's MY choice

*Protection, not politics. For nurses, midwives and  
paramedics*

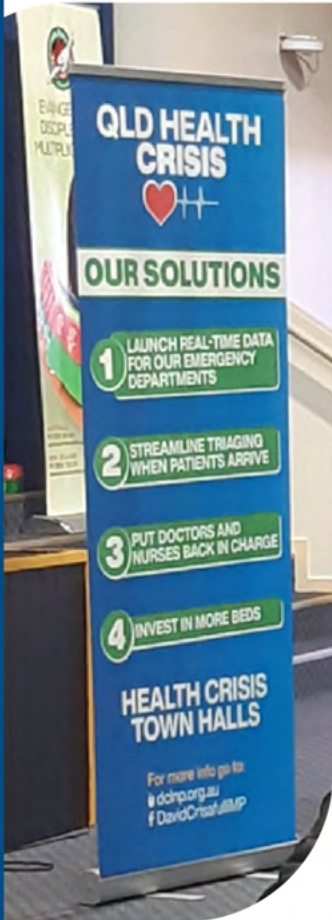


# NPAQ VISITS KINGARROY

3rd August 2022

It was great to catch up with members on our recent visit to Kingaroy and surrounding areas.

What a depth of expertise and dedication we have in the rural community. It was refreshing to also see Nurses who have worked in tertiary metropolitan hospitals migrating to the bush.



Nurses expressed that they are experiencing great psychological distress each shift they work due to the unsafe work environment. Every shift they work they are deeply concerned they are placing their registration on the line with suboptimal staffing levels which don't meet the minimal patient ratios as legislated by Queensland Health.

Staff are met with managing extreme aggressive behaviour in suboptimal work environments. They are often assaulted as there is no Security backup and have to rely on Wardsmen to assist.

This, coupled with no Police backup, leads to a dangerous environment. Nurses should be provided with a safe, secure work environment in which to practice as a basic workplace right;  
**NOT A WAR ZONE!**

The current work environment has become intolerable both physically and emotionally, resulting in Nurses decreasing their contracted hours to restore their energy for the next onslaught.

## WHY SHOULD NURSES BE PENALISED FINANCIALLY TO SURVIVE IN A BROKEN HEALTH CARE SYSTEM?

Staff who speak up about workplace issues are feeling demoralised. It is part of the role to be a patient advocate.

They feel bullied by management and are labelled as 'instigators' for reporting safety issues in the workplace.

Nursing care is the core business of a hospital twenty-four hours a day, seven days a week. It is high time that Nursing Professionals' opinions are heeded and Management operationalise and resource to enable front line clinicians to provide high quality healthcare services for the community.

It is high time that Nursing Professionals' opinions are heeded and Management operationalise and resource to enable front line clinicians to provide high quality healthcare services for the community.

Whilst in Kingaroy, we had the opportunity to attend a Community Town Hall meeting. People expressed concern for their personal safety and that of their children on visiting Kingaroy Hospital.

Unfortunately, these issues are not isolated issues. Our members throughout the State are reporting these issues to us, demonstrating that they are prevalent throughout their workplaces State, and likely, country wide.

NPAQ will be sending out a survey to our members Queensland wide so we can theme the issues you are experiencing in the workplace. We will use your solutions to develop a campaign to make inroads into establishing a workplace which is congruent with the Core Values espoused by Queensland Health.

## FUTURE VISITS

Why isn't the NPAQ in your hospital? Simple. The State Government is afraid of us. They have a comfortable relationship with the monopoly unions and don't want to change that. If you were a member of one of those unions how would you feel about Management and your union being best buddies? We stay in touch with our members through weekly and fortnightly zooms, and are always available if you have any issues or questions. We also have a strong presence in private hospitals, and arrange member meetings in a neutral space near public hospitals. Things are also changing; we're too big to ignore. So watch this space.

We pride ourselves on communication with our members,

Sincerely,

*Margaret Gilbert*

**NPAQ President**





# VOTE NO TO EB11






## Nurses Deserve Better

Queensland Health has attempted to prevent nurses from having their say on their working conditions unless they belong to a union approved by their employer (The State Government).

A proposed replacement agreement has been drafted, put forward and will soon be made available to Queensland Health nurses and midwives for ballot.

The ballot allows you to have your say on whether you accept or decline the proposed agreement. **We urge you to VOTE NO.**

The Government will be anxious regarding what we bring to the table. Here's what we were taking to the table with the latest Nurses and Midwives (Queensland Health and Department of Education and Training) Certified Agreement (EB11) 2022:

-  Increase to wages – 4% payable from 1 April 2022, 4% payable from 1 April 2023 and 3% payable from 1 April 2024.  
**WE SAID 20% FOR FRONTLINE NURSES - FUNDED BY DECENTRALISING AND REDIRECTING FUNDS FROM A BLOATED BUREAUCRACY**
-  Cost of living adjustment COLA one off lump sum payment equal to the difference between the CPI increase and the base wage (up to 3%) will be paid to all employees at the end of that year of the agreement  
**WE SAID IT SHOULD EQUAL INFLATION - THE PROPOSAL IS CAPPED AT 3%**
-  Silence on Patient Ratios  
**WE WANT PATIENT RATIOS TO BE ENFORCED WITH PROPER SKILL MIXES**
-  Back payment to 1 April 2022  
**WE WANT YOU BACK PAID COMPLETELY**
-  No mention of meal breaks  
**WE WANT MEAL BREAKS ENFORCED - OR COMPENSATED WHEN MISSED AND MORE!**

The unions that the QLD Health Executive have chosen to negotiate with have let you down. They've denied you your choice of representative which will affect your employment conditions and workplaces now and in the future.

**If you would like to impel Queensland Health back to the bargaining table, we encourage you to VOTE NO!**

For more information please visit [npaq.redunion.com.au/eb11](http://npaq.redunion.com.au/eb11)





# NURSES, DO YOU KNOW YOUR WORKPLACE RIGHTS?

*Take our quiz below to find out*

- 1. What should you do if you receive a warning from your supervisor?**
  - a) Ignore it
  - b) Threaten to sue your supervisor
  - c) Contact your Union
  - d) Post about it on social media
- 2. You have received a notice from AHPRA that there has been a complaint regarding your practice, how long should you wait before taking action?**
  - a) Wait until the very last day, just to make them sweat.
  - b) As long as you like, they'll just go away eventually.
  - c) Don't wait. Immediately contact your Union for assistance.
  - d) Don't respond.
- 3. Upon reviewing your payslip, you've noticed a discrepancy and believe you've been underpaid, should you:**
  - a) Request your previous payslips from your employer and inspect them for underpayment.
  - b) Notify your Union.
  - c) Don't sweat it, they'll make an overpayment soon and it will balance out.
  - d) Both a) and b)
- 4. You have been requested to attend a meeting with your manager and HR, what are four things you should bring with you to the meeting?**
  - a) Notepad and pen, your Union representative, and a bottle of water.
  - b) A concealed recording device, a pair of scissors, mask and surgical gloves.
  - c) Headphones, a snack, wine and a magazine.
  - d) Nothing
- 5. After an incident at work involving a co-worker who made a mistake you had to take care of should you:**
  - a) Tell your supervisor, so they can make a note of the incident and its resolution.
  - b) Post about it on social media to let people know how good of a person you are for fixing other people's mistakes.
  - c) Write an anonymous note about how disappointed you are and leave it in their bag.
  - d) Nothing

By *Joel Bove*

Senior Case Manager for NPAA



- 6. Which of these is an example of bullying:**
  - a) Not having your annual leave approved over Christmas break.
  - b) A supervisor tells you off in front of your co-workers.
  - c) No convenient parking spots left.
  - d) Hazing the new hire by hiding their lunch during their first week on the job.
- 7. You have been unfairly dismissed from your job, how long do you have to file an application in the QIRC?**
  - a) 7 Days.
  - b) 14 Days.
  - c) 21 Days.
  - d) 0 Days.
- 8. You are unsure about your rights and entitlements at work, who should you ask for advice?**
  - a) Your Union
  - b) Your co-workers
  - c) Your neighbour
  - d) Your horoscope
- 9. You are unsatisfied with the quality of tea and coffee in the breakroom, who should you raise your concerns with?**
  - a) Your manager
  - b) Your Union
  - c) The Honourable Yvette D'Ath, Minister for Health and Ambulance Services
  - d) Nobody
- 10. Which of the following contains the current minimum salary levels, classifications and allowances for nurses working in the public health system:**
  - a) Health Professionals and Support Services Award 2020 [MA000027]
  - b) Nurses and Midwives (Queensland Health) Award – State 2015
  - c) Nursing and Health Services (QLD) Award 2022
  - d) It's a trick question

## BONUS QUESTION:

- 11. You should never go into a meeting between you and supervisors/managers/HR without:**
  - a) Bullet proof vest and eye protection
  - b) Nothing, they're good people. No need to worry.
  - c) A clear meeting agenda, 48 hours notice and a support person/union supplied support person
  - d) 3 cups of coffee



# \$8,000 BACKPAY PAYDAY FOR QLD NURSE

## DETAILS HAVE BEEN REMOVED FOR CONFIDENTIALITY REASONS.

A small question regarding his payslip has led to a member being reimbursed thousands of dollars.

It was discovered that Healthscope, an operator of private hospitals across Australia, had been incorrectly interpreting the Enterprise Agreement and paying employees below the rates indicated in their Agreement.

The member initially contacted the payroll team, only to be told that his payments were correct and there was no issue. He then got in touch with NPAQ's Red Union Support Team who investigated the issue and communicated with the Healthscope Payroll Team.

Red Union Support Hub case manager, Eden Trezise, said "It was a complicated case. The language in the Agreement was by no means clear. However, when considering other provisions and the Award, on balance it seemed likely that our interpretation was correct".

After reviewing the issue internally, then reviewing the issue with their legal advisers, Healthscope acknowledged the underpayment and quickly took steps to reimburse the member.

Within the context of Australia's complicated industrial relations system, underpayments are a chronic issue. This is especially true in the healthcare sector. So, it pays to be vigilant, discuss with your colleagues and follow up anything that looks strange. In Queensland wage theft is a criminal offence, but you need to prove that the underpayment/non-payment was intentional. Often the Award or Enterprise Agreement will contain a clause stating that the payment dispute will need to be investigated or resolved within a certain timeframe.

This case was about how penalty rates should be paid if the employee was working on the casual loading rate.

In conjunction with casual loading, penalty rates can either operate to:

- Exclude the application of casual loading when penalty rates like overtime apply (substitution approach)
- Add the casual loading rate and penalty rates separately to the base hourly rate (cumulative approach)
- Apply the penalty rate on top of the casual loading hourly rate (compounding approach)

The approach taken should be clearly stated in your Enterprise Agreement or Award. If it is not, check your payslip - you may be being underpaid. Over time these underpayments can accumulate and represent a substantial amount. In this case the provisions relating to casual payments and penalty rates were vague at best, potentially leaving their interpretation open to debate. Crucially, the Award was absolutely clear that penalty rates were to be paid in addition to the casual loading rate, using the compounding approach. It was also persuasive that other provisions in the Agreement used to exclude certain payments outlined those exclusions in clear language. If the Agreement is clear in one clause regarding exclusions, but not in another, it will be difficult for an employer to justify why their interpretation is correct.

Generally, employees can only make legally enforceable claims for back pay within six years after the underpayment. So it is important to regularly check payslips and follow up things that don't seem right. If you have an underpayment claim that is several years old and it is successful - you may be entitled to receive the amount necessary to correct the underpayment, and also any interest on top of that amount.

**IF YOU ARE CONCERNED ABOUT  
UNDERPAYMENTS, OR ANY OTHER  
WORKPLACE INCIDENTS,  
CONTACT THE NPAQ'S  
RED UNION SUPPORT TEAM TODAY!**

 1300 CLASSROOM  
(1300 252 777)

 [HOTLINE@NPAQ.COM.AU](mailto:HOTLINE@NPAQ.COM.AU)

 [NPAQ.REDUNION.COM.AU](http://NPAQ.REDUNION.COM.AU)



# LETTER FROM TPAQ SECRETARY

## Welcome Members

Congratulations to all our new members who chose to join TPAQ!

There's a lot happening right now and I believe educators are getting a feeling that we are in the spotlight, as we should be.

Let's address something that's on everyone's lips - **Enterprise Bargaining.**

With over 50,000 state government employees, the Qld Teachers' Union only had 20,000 members vote and of that 20k, only 84% voted to accept the offer.

What does that tell us? A lot! It is a huge concern to educators across the state for many reasons, the most important reason being, that well **under half the total number of employees** voted or should I say, were given the **right to vote.**

This becomes a Discrimination and Human Rights issue.

The Queensland Department of Education made the decision to discriminate against their own employees deliberately failing to provide the opportunity to have the right to vote. Minister Grace Grace sanctioned this, leaving us with no doubt it will cost her dearly at the next elections. Voters will not forget her fall from grace and inability to uphold one of the most fundamental workers' rights – that of CHOICE.

Queensland and Victoria governments both signed off on the Discrimination Act and Human Rights Act, Queensland is now at risk of serious negligence by discriminating against the rights of employees to have choice to choose their own union/association.

## Department of Education Conflict of Interest Declarations COI

All government employees are being forced to sign two Conflict of Interest COI documents, the Declaration form and the Management Plan.

Our members have brought their alarming concerns to us of the blatant breach of privacy of these documents. So, what can you do about them?

Our legal advisors have recommended you respond in the following way:

"The default answer is NO unless you actually know that there is a conflict of interest. You'll know if there are some tangible benefits to you, your spouse or dependents."

Many of the questions you are asked to respond to, are direct privacy issues. If you feel they do not apply to you, then do not respond.

The department of education demonstrated their negligence and inability to accurately store employees personal and confidential information as per state and federal legislation during COVID.



We know this, because of the thousands of breach reports that are with the Office of Australian Information Commissioner OAIC now.

Here are some real historical examples that have occurred within the department of education.

- You are involved in a recruitment process and a member of your family or close friend wins the position.
- You are a member of a regional office and you have information of a school that will be built in a certain location in the future. You, your family members or friends purchase land in the area to resell to the department.
- You make false allegations against another employee causing them to suffer a penalty as a result.
- You create fake diaries containing false information with the purpose to make false allegations against another employee.
- You purchase items for personal use with school funds.



# Propaganda

In a recent QTU email, members were advised “an organisation purporting to be a union which has been emailing members with its views on the EB ballot. Some members have expressed concerns about the tone of some misinformation that has been shared with members. If you are a recipient of such an email, we advise you to delete the email and report the misuse of your email to your email administrator.”

Most would know that traditionally I do not respond to propaganda, it's a wartime edict. Reacting is not TPAQ's way. We stand in our own conviction that we are doing EXACTLY what our members pay us to do. We solve problems and if others don't like it, that is their choice – we respect choice.

We know other union representatives try to coerce our members to join them with false statements. If you are made to feel like you are manipulated or coerced by other union members who confront you, or stalk you in your private school offices/space or in your precious meal breaks, please know that it is not their right.

Write a letter to your principal and the Director General of QLD Education and advise them you do not want other unions to access your personal and confidential information on the school/department records.

This is perfectly acceptable practice, you just most likely haven't been made aware of it.

You can also get in touch with us directly anytime, and we'll help you put a stop to it.

**We look forward to your involvement and activism in support of our campaigns. Keep your eyes and ears open for dates and locations for our next meet up.**

## Veterans in schools programs- A Good News Story!



A few weeks ago, I spoke in the state and national media about the alarming issues of vaping in schools.

In my interviews, I referred to the opportunity to utilise our Veterans in schools with specific programs training students in: resilience, team work, communication, making right choices, discipline etc.

We have many proud ex-service men and women working in schools. Some of these Veterans have been speaking to me for some time about the great opportunities available to schools by employing Veterans.

The media led several sophisticated Veteran owned entities with the view to work with us in establishing relevant programs. I am looking for a small number of TRIAL SCHOOLS who are keen to discuss with me the opportunity to be selected to trial our Veteran in Schools Programs.

If you are interested, please send me an email at [tracy.tully@tpaq.com.au](mailto:tracy.tully@tpaq.com.au) with Veterans in Schools in the Heading.

Wishing you all the very best

Kind regards,

*Tracy Tully*

TPAQ Secretary

TPAQ Secretary, Tracy Tully on Sunrise speaking about tougher anti-vaping measures in schools including bag checks and pocket searches

WATCH NOW



Tracy Tully on 9 News speaking about QLD Teacher pay cuts



# THE DRIVE FOR 25

## How to pay Healthcare & Education Workers 25% more; without changing the budget

In 2010 the Queensland government's health operating budget was \$10 Billion. In 2022 it is \$23.6 Billion.

Has that dramatic increase in cash gone to support frontline workers; nurses, midwives, paramedics, doctors, teachers and support staff?

You and I both know it hasn't. Where does it all go?

When was the last time we had a year without scandals, crises, mismanagement and pure waste?

Par for the course in a system with too many bureaucrats and too few frontline nurses and teachers.

Healthcare is fundamentally a community enterprise, whose management has been centralised so far away from frontline staff and patients that it is almost counter-productive. Government, and specifically administration & bureaucracy, always grows at the expense of everything else.

Now, if you're the kind of person who would enjoy setting fire to piles of cash, just to inhale the toxic fumes of polymer-plastic, then this article probably isn't for you. Otherwise, if you have joined or expressed interest in joining the Red Unions to fight against corruption, compulsion and crookedness, welcome to the Thunderdome.

The mountains of new regulations have not created happier, healthier or more capable nurses or teachers. In most cases, nurses and teachers succeed in spite of them. As an organisation dedicated to support and protection of healthcare and education workers, we resent the implication that bureaucrats sitting in Ivory Towers can make smarter or better decisions than nurses or teachers working on the frontlines everyday.

Trust me. We've met them, they can't.

## So how do we get to 25?

Bureaucracy & administration should not be 33% of the workforce, it should never be above 8%, if that. The department has people on enormous salaries doing very little real, actual work.

That money is better spent on nurses and teachers.



What then happens is that professional bureaucrats have a full-time job convincing everyone that their section of the bureaucracy needs a bigger budget.

This will also likely cut down on the examples of outright incompetency and waste, like the \$238 million Wellcamp facility. That money is better spent on nurses and teachers.

There is 1 administrator for every 1 nurse in QLD health. This needs to change, albeit gradually. In France, where the bureaucracy was originally conceptualised, the figure is closer to 1 in 10. When administrative staff choose to leave or retire, they will not be replaced. Far from health services suffering with fewer administrative roles, services will improve.

Have you ever met a nurse who has not had issues with payroll? The job is stressful enough without being chased like a debtor for **something that is not their mistake to begin with.**

Technology exists to make this process simple, painless and accurate - and substantially cheaper as well. **Substantially cheaper.** Companies like Tanda, founded in Brisbane Australia, are helping organisations around the world pay people accurately and efficiently.

Why do government health departments cling to the worst systems? Because it's good for the bureaucracy, but bad for doctors, nurses, midwives, paramedics, teachers, support staff and other frontline workers.

“ IF ALL SOCIAL ORDER BECOMES DEPENDENT ON THE ADMINISTRATIVE STATE, WHEN THAT BECOMES TERMINALLY CORRUPT AND NON-FUNCTIONAL EVERYTHING GOES.

JAMES KALB ”



# AEU FAILS ON VICTORIAN EBA NEGOTIATION

This year it became clear that Teachers and school staff come in last on the list for the Victorian State Government.

Many teachers and support staff are furious at having "been sold out" by those agreeing with the new VGSA.

After a voting process whose transparency has been questioned, held by the AEU itself, rather than an impartial third party as is the norm, it was announced that the agreement had been voted in, notably by a historically minimal margin.

After breaking down the AEU and Victorian Government Schools Agreement 2022, the 3 key problems with the agreement are:

A 1.5 % pay increase for teachers. Inflation is currently at 3.5% and the reserve bank is predicting inflation to be 3.75% by the end of the year. It's completely unreasonable for teachers to essentially be earning less than the previous year due to inflation.

Only a 1.5 hour decrease in face-to-face teaching rolled out over a three year period - One hour decrease in 2023 and half an hour in 2024 - leaving Victoria to still be the highest face-to-face teaching in all of Australia. Not only this but they are threatening to take away the current 1 day a term Professional Practice Days and using the 1.5 hour decrease as a replacement.

Finally, Education Support staff are still not entitled to a paid break. Education Support such as those caring for a special needs student, are required to be on duty at lunch and are only getting an unpaid break.

At the same time the Minister for Education and other politicians gave themselves ridiculously excessive pay rises.

## *What are we fighting for?*

- A minimum of a 4% pay increase to coincide with the predicted inflation.
- A further reduction in face-to-face teaching to 18 hours/week to be equivalent to the other states in the country.
- Education Support to have a paid lunch break under Australian employment standards (currently unpaid, and based on consultation with principal)

We can only hope that a change in government this year, and a building a strong alternative to the AEU before the next negotiations will mean that we can in the near future bring some dignity and real advocacy back to teachers in Victoria.





# TEACHERS PUNISHED ONCE, TWICE, THREE TIMES

*Greedy & cruel move to punish teachers twice for the same "crime"*



**R**ecent communication from the Education Department shows an intent to punish teachers for a third time by docking their pay. While the QTU (Queensland Teachers' Union) has been notably silent on this issue, the TPAQ (Teachers' Professional Association of Queensland) launched into action arguing on all major mainstream media platforms the moral issues around punishing a person two and sometimes three times for the same 'offence'.

Our frontline professionals were unquestioningly the heavy lifters of the pandemic. While bureaucrats and white collar workers had the luxury of working from home during, then, unknown COVID conditions.

No vaccines, no PPE and in some instances not even hand sanitiser or soap in the bathrooms.

Of course the mainstream media and politicians expected teachers

to turn up to work and keep working in these conditions. This, while they shut down parliament and media headquarters to protect themselves, because after all, we may be all in this together – but some animals are more equal than others.

Without complaint, teachers underwent the mammoth task of rewriting an entirely new 'remote' curriculum. All while, I might add, remote curriculum content already existed, had been used for decades and was considered good enough for our bush kids – school of the air.

This of course was not provided to teachers despite request from TPAQ, for reasons known only to the Government.

Despite TPAQ pleas, the department was afraid that by sharing that content, they would lose their intellectual property.

Fast forward to the invention and provisional approval of the new jabs. Political and societal norms were turned on their head over new mRNA vaccines. Health Minister, Greg Hunt referred to the rollout as the world's largest phase three clinical trial. Many teachers chose to take part in the trial for the greater good and promises of immunity (woops), prevention of hospitalisations and death (woops) and even stopping the spread (woops).

Of course with benefit of hindsight and data these benefits didn't eventuate. Some teachers chose instead to wait until they had more data, some were rightly sceptical of Government and bureaucrats and also chose to wait.

Those that chose to wait were vilified for 'selfishness'. They were treated appallingly by some of their more radical colleagues, polities and unions culminating in being stood down without pay since 23 January 2022.



That's a docking of 6 months worth of pay or tens of thousands of dollars. **First punishment.**

Some were evicted from their regional, state-owned rental houses – and still forced to pay rent to the department. **Second punishment.**

Now this; the icing on the cake. Just as these teachers return to a frosty staff room (many teachers have been led to believe the stood down teachers had 6 months off paid – I wonder where this rumour started?), thousands of teachers face being dropped down a pay band for many weeks for failing to comply with a diktat from the omnipotent and supremely benevolent Education Department. Teachers again face the prospect of losing hundreds of dollars. How many times must they be punished? Are they right to fear that further punishment could be down the line?

In Australia, you cannot be punished twice for the same 'crime'. The Queensland State Government is attempting a third.

When questioned, Grace Grace said: "They're lucky they weren't sacked."

I'm sure by this stage some are wishing they had been sacked rather than endure this nightmare. This of course from a Minister that was elected on the back of being right behind the worker. Codswallop!

Grace Grace would do well to remember the Human Rights Act that her government brought in in 2019. Although to be fair to her, the entire Government seems to have forgotten this Act since the start of the pandemic when they brought it in.

Section 34 of the Human Rights Act 2019 (QLD) states that: A person must not be tried or punished more than once for an offence in relations to which the person has already been finally convicted or acquitted in accordance with the law.

The TPAQ team are currently exploring options to rebuff the Government by filing actions in the Human Rights Commission.

Further, teachers may apply to the QIRC for a public service appeal, fairness review. Although, the Commission have already shown a penchant for vindictiveness towards those they perceive as "anti-vaxers".

TPAQ members can rest assured that their union will leave no member behind and will fight in every last avenue until justice prevails for members – like a good union should. Why would a teacher remain in the QTU while the TPAQ has quite clearly been active on many fronts during, and post pandemic defeats me.

What more do these committed TPAQ officials need to do?



By *Jack McGuire*  
Red Union Managing Director



**"THEY'RE LUCKY  
THEY WEREN'T  
SACKED."**

**GRACE GRACE, MP  
MINISTER FOR  
EDUCATION**



Originally published on [Goodsauce.news](https://goodsauce.news) 30/08/2022

**SKY NEWS  
SEGMENT:**



**SIGN THE  
PETITION:**





# ENTIRELY BIASED AGREEMENTS

## THE QTU AND QLD GOVERNMENT FAIL AT MATHS.

There are over 60,000 teachers employed in government schools in Queensland, less than 17,000 teachers voted on an agreement that binds every. Single. State school teacher.

When TPAQ teachers analysed the Agreement they found one that barely keeps up with inflation and does little to improve working conditions.

Inherent problems regarding the fairness of terms for teachers and support teachers only being represented by one union. This EB10 should significantly improve work conditions for teachers in Queensland as well as provide a reasonable agreement in regards to pay. Currently, it has FAILED to meet both of these criteria.

With an Agreement like this, Do YOU want the QTU to be the only union representing you?

## WHAT DID THE QTU SETTLE ON?

The QTU settled on the first round of negotiations. A pay increase of 4% for teachers as of 1 July 2022, 4% payable from 1st July 2023 and only 3% payable as of the 1st July 2024.

Cost of Living Adjustment (COLA) of one off lump sum payment equal to the difference between the CPI increase and the base wage (up to 3%) will be paid to all employees at the end of that year of the agreement.

Resourcing for Primary schools with 1,100 enrolments to apply for reclassification based on school complexities and circumstances.

Workplace health and Safety - a commitment to reviewing Local Relief Teaching (LRT) and Distant Relief Teaching (DRT) and reviewing the roles of school leaders, both in 3 years time.

A commitment to develop a flexible work/health and wellbeing guide for fatigue management e.g. school camps, concerts, overseas trips (this was promised 3 years ago).

## WHAT WOULD TPAQ HAVE FOUGHT FOR?

We would have fought for a 7.5% increase in pay. Long term, teachers deserve more than this as they have already fallen behind other similar professions and inflation is expected to reach upwards of 7%.

COLA lump sum payment of 5%.

Better resourcing for primary schools with 900 enrolments to apply for reclassification based on school complexities and circumstances.

A review of the Workplace Health and Safety - a commitment to reviewing LRT and DRT, as well as reviewing the roles of school leaders, both needs to happen now.

A commitment to develop a flexible work/health and wellbeing guide for fatigue management e.g. school camps, concerts, overseas trips. This was promised 3 years ago, we believe the best solution is to bank overtime hours for all teachers into long service leave.





# By Teachers For Teachers

**TPAA**  
Teachers Professional  
Association of Australia

**TPAQ**  
Teachers Professional  
Association of Queensland

**TPAV**  
Teachers Professional  
Association of Victoria

**TPAN**  
Teachers' Professional  
Association of New South Wales

**TPASA**  
Teachers' Professional  
Association of South Australia

**TPAWA**  
Teachers' Professional  
Association of Western Australia



# LETTER FROM AMPS ASSISTANT SECRETARY

## Welcome Members

*"If we are forbidden by the government to adhere to our codes and make our patients our primary concern, then this is the end of medicine and the death of science."* - The Australian Medical Professionals Society (AMPS) "The end of medicine", published in The Spectator July 2022

Thank you for choosing the AMPS for your workplace representation!

We are a new industrial association of employees whose principal purpose is to protect and promote the interests of members in matters concerning their employment.

We exist to create an environment of support that enables you to be the best practitioner you can be.

AMPS is here to advocate for policy reform that will benefit your patients and public health. We are here to fight for better pay and conditions as cost of living pressures increase. We are here to support you through any AHPRA notification and investigation and provide you with quality Professional Indemnity insurance. We are excited to announce that we are actively pursuing an Australia-first, never-been-done offering for our Doctor members to provide affordable (read: much cheaper, without sacrificing any coverage) PI insurance.

Our mission is to fight for practitioner's rights at work and beyond, without the politics, or exorbitant fees.

So practitioners across the country can advocate for their patient's best interests using scientific evidence for the health and safety of the public. With your support we can reclaim medicine and healthcare to ensure our patients and their individualised care remain our primary concern.

## AMPS Supports

- The primacy of the doctor/patient relationship with Government bureaucrats being removed from the surgery room.
- Making it easier for doctors to speak out publicly. Doctors are gagged by AHPRA.
- Removal of AHPRA from monitoring doctors on social media and voicing their medical opinions.
- Resisting Government Coercion.
- The ability to speak out about refugee health without fear of de-registration.
- Resisting Government mandates.
- Resisting Government agencies running roughshod over doctors in what they can prescribe and recommend.

Trust in medicine, our healthcare institutions and regulatory agencies has been shattered in recent years.

The AMPS is here to partner with concerned practitioners to restore public trust by fighting for open scientific discourse, transparent data analysis and accountable public policy.

Growing AMPS is essential to expanding our influence and the future of healthcare. A mass movement of dedicated health professionals demanding medical free speech to advocate for the health and safety of the public, cannot be ignored.

Your personal referral code provides a \$25 credit to your account for every successful referral – and theirs!

That makes the membership fee even lower!

Thank you for entrusting us to support you. Our ultimate aim is to provide you with the best possible service so you can provide the best possible care to your patients and community.

Your ideas on how we can develop and improve our services are vital for our Association, so please do contact us with any feedback or questions. It is past time to reclaim medicine and evidence based science.

Together I believe we can.

Sincerely,

*Kara Thomas*

**AMPS Assistant Secretary**





# AN ASSOCIATION THAT PUTS MEDICAL PROFESSIONALS FIRST

*That's our pledge*

- ✓ **AHPRA, REGISTRATION AND  
CAREER PROTECTION**
- ✓ **SAVE 70% ON FEES COMPARED  
TO THE AMA**





# THE END OF MEDICINE

*Freedom of speech for the medical profession is under threat in Australia*

**N**o one wants to believe that they have been misled by people in positions of trust.

This is especially true when politicians, health bureaucrats, and regulatory bodies have forced compliance to medical mandates rather than leaving risk as a matter of personal choice. There is growing evidence from around the world that information has been withheld from public view and that doctors have been pressured out of questioning policy and data related to the pandemic.

In 1633, the authorities tried and condemned Galileo Galilei to house arrest, until his death in 1642, for publishing evidence that the planets revolved around the sun. They tried to silence open scientific debate. Ultimately, it didn't work but did create a lot of suffering and misery for a few brave scientists in the meantime.

This kind of behaviour by powerful bodies is not confined to the past.

The newly formed Australian Medical Professionals Society (AMPS), operating as an alternative to the Australian Medical Association (AMA), is standing up for medical transparency, to protect our patients, and ensure open scientific debate.

Our AMPS members are refusing to be silent, even under threats to our registrations. We are fighting for law reform to provide our patients with evidence-based care rather than uncritical politically driven health practice.

Does the Australian public know that the government regulator, AHPRA, has warned health professionals, including doctors and nurses, not to publicly question government public health directives, including those related to COVID – effectively gagging them?

Many have been disciplined or suspended for challenging the public health messaging even if they believed that they had scientific evidence to support their professional view.

Never before have government bodies demanded compliance with domestic law that we believe breaches our codes and oaths to 'first, do no harm' and 'I will not use my medical knowledge to violate human rights and civil liberties, even under threat'.



**This is done by threatening their registration.**

Is it widely known among practitioners and the public that the government changed laws to give manufacturers 6 years to provide comprehensive clinical data on safety and efficacy for provisionally approved COVID treatments?

The comparative lack of vital long-term data (present for other vaccines and medical treatments) is lacking in COVID vaccines – making it difficult to justify statements such as proven safe and effective. 'Assumed to the best of our knowledge' would be more accurate.



This problem is highlighted by changing promises related to COVID vaccines, which began as 'you won't get sick and it will stop transmission' but now manufacturers and medical bodies have had to admit, due to overwhelming physical evidence in patients, that COVID vaccines do not stop transmission and many people still get sick and die.

These revelations call into question the validity of extraordinary measures placed on people for over two years. new accepted standard of good medical practice. Our patients, not politicians, are who we serve, no matter the personal cost.

This problem is highlighted by changing promises related to COVID vaccines, which began as 'you won't get sick and it will stop transmission' but now manufacturers and medical bodies have had to admit, due to overwhelming physical evidence in patients, that COVID vaccines do not stop transmission and many people still get sick and die. These revelations call into question the validity of extraordinary measures placed on people for over two years.



In Australia, we have a serious problem. Government excesses of power created through emergency legislation have been allowed to violate our freedoms and liberties. They were justified by largely unscientific and refutable claims. Fear was wrongly employed by political leaders, who also took steps to keep health advice secret from the public by the re-classifying of National Cabinet after Freedom of Information requests were approved by the court.

Public Health Laws gave Chief Health Officers (CHO) unprecedented powers to do almost anything

they thought was reasonable during a pandemic – which can be declared on opinion, not evidence – without having to justify their decisions. They are no better than the authorities in Galileo's time.

Queensland Doctors are taking the QLD CHO to court to gain access to the scientific evidence used to justify mandates that contradict historical experience and scientific consensus. Public confidence should never be coerced through government-mandated compliance to political directives.

We believe our code of conduct requirements demand we exercise our right to political communication to respectfully debate scientific evidence, risk/benefit analysis of therapeutics, and provide informed consent. But to do so we risk losing everything.

If we are forbidden by the government to adhere to our codes and make our patients our primary concern, then this is the end of medicine and the death of science.

AMPS cannot allow such government intrusion to stand. We are fighting back against new laws recommended by the Queensland government that allow public naming and shaming of doctors under investigation.

AMPS has been calling for a Royal Commission into the government response to Covid, while advocating strongly for law reform needed now to allow practitioners to advocate for their patients as their primary concern. Click here for more information. We cannot stay silent while adherence to public health messaging becomes the new accepted standard of good medical practice. Our patients, not politicians, are who we serve, no matter the personal cost.

*Originally published in  
The Spectator Australia 03/08/2022*











AMPS held its first 'Reclaim Medicine Conference' with acclaimed International and National speakers analysing Australia's Pandemic response and lighting a path forward to Reclaim Medicine. Speakers included Dr Julie Ponesse, Dr Naomi Wolf & Amy Kelly, Dr Philip Altman, Dr. Pierre Kory, Dr Paul Marik, Professor Gigi Foster, Mr Peter Fam, Mr Julian Gillespie, Professor Ian Brighthope, and Professor Robyn Cosford.

Watch the first conference in Australia pushing back against medical censorship and addressing these issues publicly.

*Watch the conference*





# HEALTH DECLARATION REFORM

## *Fighting for Legislative Reform and Government Restraint*

The Australian Medical Professionals Society (AMPS) is fighting hard against government and regulatory overreach to restore the sanctity of the doctor/patient relationship, informed consent and evidence based best practice.

AMPS will not stand by while adherence to public health messaging becomes the new 'accepted professional standard of best practice'.

We are calling for legislative reform and government restraint.

- We must not accept any undermining of Informed Consent
- The sacredness of the Doctor-Patient relationship must be upheld where no agency or purported authority should be able to interfere
- Transparent risk-benefit therapeutic analysis and open scientific discourse must never be compromised

Our Oaths and Codes of Conduct to Do No Harm must remain inviolable.

### WATCH THE SUMMIT

To highlight the seriousness of AMPS concerns about the proposed amendments we held a medico-legal summit at Queensland Parliament House with a panel of eminent experts and a retired Barrister to outline the dangerous potential consequences of this legislation.

The summit can be viewed:  
[amps.redunion.com.au/  
medico-legal-summit](https://amps.redunion.com.au/medico-legal-summit)



### SIGN THE DECLARATION

In light of the failings we have witnessed AMPS are demanding legislative amendments to the Health Practitioner Regulation National Law and Therapeutic Goods Act.

For more information and to support the declaration and urgent demands please visit  
[amps.redunion.com.au/  
healthreformdeclaration](https://amps.redunion.com.au/healthreformdeclaration)



### READ OUR SUBMISSION

AMPS has also made a submission to the Queensland Health and Environment Committee in response to proposed amendments to the Health Practitioner Regulation and National Law and Other Legislation Amendment Bill 2022.

Our submission can be viewed  
[amps.redunion.com.au/  
policy-advocacy](https://amps.redunion.com.au/policy-advocacy)



We are advocating strongly for legislative reform and seeking government restraint to protect our ability to advocate for the best interests of our patients using evidence-based best practice to ensure the best possible outcomes for our patients and the public.

Sincerely,

*Kara Thomas*

AMPS Assistant Secretary





# ***BACKUP THAT'S READY & ALWAYS ON TIME***

- **24HR CRITICAL INCIDENT HOTLINE**
- **COMPREHENSIVE LEGAL ADVICE & REPRESENTATION**
- **ZERO POLITICS - 100% DEDICATED TO MEMBERS' INTERESTS**
- **HALF THE PRICE OF ALTERNATIVE UNIONS**

***WE WILL FIGHT FOR YOU IF YOU'RE A MEMBER,  
WE HAVE YOUR BACK, ALWAYS.***

**FULL TIME  
MEMBERSHIP**

**\$442**

**ANNUALLY**



**SOPAA**   
Sworn Officers Professional  
Association of Australia



# LETTER FROM SOPAA SECRETARY



## *Welcome Members*

Corruption is the reason SOPAA Division exists, we are the last line of defence for calling out things for what they are within Government and Private Sector workplaces, regardless of the occupation, we support multiple law enforcement sectors including Police, Prisons, Fire and Rescue, Security, and Detention Centre Detainee Officers.

Thank you for choosing SOPAA for your workplace representation.

We are a new industrial association of employees whose principal purpose is to protect and promote the interests of members in matters concerning their employment. We exist to create an environment of support that enables you to be the best represented Employee you can be.

SOPAA is here to help and advocate for their members in all industries. We are here to fight for better pay and conditions as workplace tensions rise resulting in hostile work environments increasing the importance of better workplace conditions to ensure a safer work environment. We are here to support and educate about the rights and Legislation supporting Employees in the workplace.

Our mission is to ensure your rights at work and beyond, without the politics, or exorbitant fees. Employees across the country can use our services to help fight for rights within their workplaces to enact change from within.

## *SOPAA Supports*

- Health and Safety of employees and working conditions.
- Risk versus reward pay and entitlements.
- Fairer Legal representation and support.
- Improved contracts and EBA agreements.
- Holding Employers accountable.
- Challenging unreasonable changes to Workplace Policies and procedures.

Your ideas on how we can develop and improve our services are vital for our Association, so please contact us with any feedback or questions.

We have seen the destruction of our workplace rights and now is the time to reclaim this back by stepping up and doing your part. Monopoly unions and State Governments are now on notice - don't cross SOPAA members.



# RAMPING ISSUES IN WA PRISONS

## *Mismanagement, cronyism leads to riots in WA Prisons*

In spite of counsel and protest from frontline prison officers, the State has seen steep declines in standards and staffing, leading to violent riots and dangerous conditions. Prior to the recent outbreak of constant riots, serious concerns about the proposed plans to house Juvenile prisoners within the same walls as paedophiles and hardened criminals at WA's Maximum Security Casuarina Prison had been raised to Western Australian Prison Officers Union (WAPOU).

We are not aware of any indications from WAPOU, other than that they went along with the precautions taken by the Department of Justice. Despite strenuous and numerous member objections. The resulting violence and danger confronting frontline prison officers in WA is representative of a larger problem. A culture of collusion and 'professional courtesy' among those supposed to be in charge.

The Western Australian Prison system has seen a major change in recent years, leading many frontline workers to question why a Labor government does not equal a better workplace.

It has become very apparent that Trade Union alignment with the Labor Government doesn't promote workplace rights and improvements. In fact, the opposite is true; we have seen diminishing workplace conditions and rights.

Entrenched Trade Unions have lost their bite and have become too familiar and comfortable with State Governments. Too busy playing politics, union officials have forgotten about members.

It's simple. Loyalty should always be to the member regardless of what the issue or request for representation is at hand.

Such as the recent disputes raised by members over the Casuarina Prison plans.

The fallout as a result of this has become very apparent over the last couple of weeks, with constant riots and disruptive behaviours taking its toll on Youth Custodial Employee's and seconded Prison Officers filling in the short staffing gaps in a system on the verge of collapse.

The Sworn Officers' Professional Association of Australia (SOPAA), has attempted to communicate with the Department of Justice to get a seat at the table to address such issues. Australia is a signatory to the ILO conventions, meaning that any group of workers should have the right to organise and form a union together. Due to a "conveniently belong" rule designed to perpetuate the Trade Union system in some Australian States, entrenched Trade Unions have for years been able to prevent healthy competition. A direct result of the monopoly situation that exists in Australia between registered unions and their close working relationship with the Labor government. Essentially, a refusal by the State government to work with an alternative organisation that directly represents workers interests and workplace rights.

How is this a fair system when workers are frustrated in their attempts to seek their own representation and entrenched Trade Unions have no competition? Especially considering the results we have been getting.

Things need to change, and soon, so there are alternative options for state government employees.

**By**

*Brendon Cook*

**SOPAA Secretary**





# LETTER FROM IWUA SECRETARY

## *Welcome Members*

Thank you for choosing IWUA for your workplace representation! We are a new industrial association of employees whose principal purpose is to protect and promote the interests of members in matters concerning their employment. We exist to create an environment of support that enables you to be protected at work the way you deserve.

IWUA is here to advocate for members and to reform the way traditional unions have acted in the workplace. We are here to fight for better pay and conditions as cost of living pressures increase. We are here to support you through any workplace issues, investigations and provide you with quality members-first support.

Our mission is to fight for workers rights at work and beyond, without the politics, or exorbitant fees. So workers across the country can have their best interests heard and protected.

## *IWUA Supports*

- All Australian general workers. The retail, construction, aviation, office sectors, just to name a few.
- Making it easier for workers to speak to employers in regards to workplace issues.
- Removal of politics from your employment.
- Resisting Government overreach.
- The ability to speak out about OH&S issues in the workplace.
- Resisting Government mandates.
- Stopping workplace bullying
- EBA negotiations
- Dispute resolution assistance
- Professional industrial advice

Growing the IWUA is essential to expanding our influence, securing the future of our workplace rights and a common-sense healthy employment culture in Australia.

Your personal referral code provides a \$25 credit to your account for every successful referral – and theirs! That makes your membership fees even lower! Remember, your referral code works for colleagues and friends in any Red Union - that includes nurses and other health professionals, teachers, police and firefighters.

Thank you for entrusting us to support you. Our ultimate aim is to provide you with the best possible service so you can focus on work without all of the stress. Your ideas on how we can develop and improve our services are vital for our Association, so please do contact us with any feedback or questions. Together we are better!

*Sarah Tuohy*

**IWUA VIC Secretary**







## BE PART OF A UNION THAT MAKES A DIFFERENCE

- ✓ Over 17,000 members across our associations
- ✓ Protection without politics
- ✓ Over 1,500 active cases, and 2,700 matters resolved since 2020
- ✓ Putting Workers' interests first

**IWUA**   
Independent Workers'  
UNION OF AUSTRALIA

(07) 3497 5071  
[IWUA.REDUNION.COM.AU](http://IWUA.REDUNION.COM.AU)





# WOOLWORTHS

*A company that doesn't care about people*

**W**oolworths undertaken mass firings of staff in recent months. Do they care?

Despite months of negotiations between the IWUA, our valued members and the Woolworths Group, and demands that Woolworths cease its discriminatory, unscientific and heartless policies, the company upheld an outdated COVID 19 policy that led to the termination of thousands of healthy, fit, honest and reliable employees, some with over 30 years experience.

The Woolworths group chose a narrow minded, unethical path to terminate these employees. This was acknowledged in an email by the CEO to staff, stating that any mandate of vaccinations would go against their own discrimination code of conduct.

The response from the Woolworths Group when issues with this policy were raised was that they approved of the information received from the companies' Chief Medical Officer (CMO) even after the Dr himself stated this information was in need of updating.

Unfortunately The Woolworths Group is not the only company that chose to trample on workers' rights and instead focus on profit over safety. There are many out there and their stories are not being told.

Unions and Industrial Advocates have a place in workplaces, they are there to protect the workers rights and interests, to stop employer overreach and make sure when you leave to go to work daily, you come home, safe, and with a fair day's pay.

Unfortunately, one of the major issues for employees is the lack of support or concern from Trade Unions that have monopolies. They have no incentive to actually work for their members.

Entrenched Trade Unions have lost sight of what they are actually paid to do and have become too familiar and comfortable with State Governments. They are too busy playing politics, planning lucrative future careers and concerned with company profits to remember it is the members they serve.

It's simple. Loyalty should always be to the member regardless of what the issue or request for representation is at hand.

The Independent Workers Union of Australia (IWUA), has attempted to communicate with many companies like the Woolworths Group, Coles, BHP and Rio Tinto to name a few, to address workplace issues and their responses have not been encouraging. However, we have chalked up quite a few wins that we are very proud of.

This is what the outdated system has allowed by playing politics in the past and putting members last.

How can workers rights be first and foremost if the employers get to pick the workers representation and where these Government Trade Unions have no competition? IWUA is members first always, NO POLITICS EVER!

We are making waves in the union movement and that's a sign we are on the right track. If a trade union does not want us around and are fearful we will take their members, it's because they are not looking after them and are spending members money on political issues instead. It's about time someone held them accountable.

By

*Sarah Tuohy*

**IWUA VIC Secretary**







# RUN BY DRIVERS FOR DRIVERS

## A CHOICE IN REPRESENTATION

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- PROTECTION WITHOUT POLITICS
- COMPREHENSIVE LEGAL ADVICE & REPRESENTATION
- ZERO POLITICS - 100% DEDICATED TO MEMBER'S INTERESTS
- HALF THE PRICE OF ALTERNATIVE UNIONS



WE WILL FIGHT FOR YOU  
IF YOU'RE A MEMBER, WE HAVE YOUR BACK  
ALWAYS.

(07) 3497 5052  
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# REVIEWS & TESTIMONIALS

*Legacy unions are always attacking us.*

*Now we know why.*

\*\*\*due to defamation threats we have redacted the names of any other unions. Each review is verified and available online.

FOUND A COMMENT MADE BY A MALE FROM [REDACTED] TO BE QUITE ABUSIVE. WHEN I TOLD HIM I AM NOT A MEMBER OF THE UNION, HE PROCEEDED TO TELL ME THAT I AM HAVING OTHERS PAY FOR MY PAY INCREASE. HE HAS NO IDEA OF MY FINANCIAL SITUATION OR ANY OTHER REASON THAT MAY PREVENT ME FROM JOINING THE UNION. I FOUND HIS COMMENT TO BE ABUSIVE & INSENSITIVE

- SAM M



## Professional Drivers Association of Australia



Darren was very supportive and provided me with appropriate advice to navigate my employment contract from a non-adversity approach. This enabled me to approach my employer while staying safe from possible repercussions as it was managed in a delicate manner. Without Darren's support and advice I wouldn't have been able to manage the matter or achieve an outcome that was in my favour

- Anna



## Nurses Professional Association of Australia

I have unfortunately had to deal with two issues of aggression at work, firstly from a family member of a geriatric patient and then an aggressive EN who compiled a very lengthy scathing complaint about me. I appreciate the time that Tracy Tully spent with me across both complaints. Through Tracy, I was given Kirsten McAllister's details, who I have since met - just in time to help with the scathing EN. Most recently I have spoken to Kathleen who helped polish off my response. Thanks all. I feel like a stronger nurse because of you!

- Annette B



[REDACTED]  
[REDACTED]  
I WAS ONLY USING [REDACTED] FOR PROFESSIONAL INDEMNITY. ASIDE FROM THAT, COMPLETELY USELESS. THEY DO WELL IN CERTAIN ORGANIZATIONS, I HEAR IN HOSPITALS, BUT THE ONE I WORK IN, THEY HAVE NOT HELPED THE NURSES. WE HAVEN'T HAD AN UPDATED EBA IN YEARS! [REDACTED] DIDN'T FIGHT HARD FOR US. THE GUYS REPRESENTING US IS A JOKE. ALL RNS AND ENS IN MY FACILITY WANTED A NEW EBA BUT THE REP ONLY SAID HE COULDN'T DO ANYTHING BECAUSE MY WORK DOESN'T WANT TO NEGOTIATE. SO WHAT'S THE USE OF THE UNION THEN? OUR EN GETS PAID LESS THAN AN AIN, HOW FAIR IS THAT?! OUR AINS UNION GOT THEM A NEW EBA 2 YEARS AGO AND IN NEGOTIATIONS ALREADY FOR A NEW ONE AND [REDACTED] SAY THEY DON'T NEGOTIATE? I SAY [REDACTED] IS JUST PLAIN WEAK. I'M NOT RENEWING MY MEMBERSHIP ANYMORE. WASTE OF MONEY. THEY DON'T LOOK AFTER THEIR MEMBERS

- JOSE T

*A Union which puts Members First*

DUE TO DEFAMATION THREATS WE HAVE REDACTED THE NAMES OF ANY OTHER UNIONS



I RETIRED FROM 33 YEARS SERVICE WITH VICTORIA POLICE AND MEMBERSHIP OF THE [REDACTED] UPON RETIRING. I PROVIDED MY PERSONAL CONTACT INFORMATION TO THE [REDACTED] NINE MONTHS LATER I HAVE NOT RECEIVED ANY EMAIL, CORRESPONDENCE OR INFORMATION FROM THE [REDACTED] I CONTACTED THEM MONTHS AGO TO FIND OUT THEY HAD RECORDED MY CONTACT INFORMATION INCORRECTLY. APPARENTLY THEY CORRECTED IT. I STILL HAVEN'T RECEIVED ANY CONTACT EVEN AFTER LEAVING PHONE MESSAGES WITH RECEPTION. FEELING ABANDONED IS AN UNDERSTATEMENT.

- CRAIG

## Teachers' Professional Association of Queensland

I had some issues related to class observation procedures and I contacted TPAQ. They were extremely fast at getting in touch with me and Tracy, the union representative I was assigned, was really very helpful and competent. She also called me to discuss the issues and we decided the best strategy to tackle the issue. We exchanged emails and she got back to me with useful information. I am extremely grateful for her fast, competent and supportive assistance. Great service, and very committed staff. Thank you, Tracy

- Ornella R



## Independent Workers Union Australia

To Whom It May Concern, I would like to thank you for helping me out back in May with a spot of bother at work - especially Kathleen Campbell (one of your independent consultants) who was fantastic. She was so supportive and provided me with all the information I needed to resolve the issue. While it was very stressful I felt like she was so knowledgeable that it was a relief to have her with me at my meeting.

- Georgia



USELESS AND ARROGANT, AS OTHERS HAVE STATED. IT'S ONE THING TO FEEL ABANDONED BY YOUR EMPLOYER DURING A DIFFICULT TIME, BUT I DID NOT EXPECT TO FEEL THIS WAY FROM AN ORGANISATION WHOM I PAID TO PROVIDE ASSISTANCE. I WAS LIED TO AND TOLD THINGS WHICH WERE DISCUSSED IN TELEPHONE CONVERSATIONS NEVER OCCURRED. DISGUSTING SERVICE.

- LAURA B

QUESTIONABLE PRACTICES... THEY REQUIRE MEMBERS WISHING TO LEAVE TO WRITE TO THEM BY 'MAIL' TO CANCEL MEMBERSHIPS. IF A MEMBER SIMPLY STOPS PAYING, THE UNION WAITS 3 YEARS THEN COMMENCES LEGAL PROCEEDINGS TO RETRIEVE UNPAID FEES - EVEN IF A MEMBER HASN'T USED THEIR SERVICES. MY TIP - FIGHT IT ALL THE WAY - THEY WON'T EVER TAKE YOU TO COURT AS IT WILL BE QUICKLY THROWN OUT. BETTER STILL, DON'T SIGN UP WITH THEM TO BEGIN WITH.

- SYD

## Teachers' Professional Association of Queensland

Thank you for your support, looking at my case, listening and advising me. Since I informed my Principal about you, she doesn't bully me anymore and I can finally work in a more peaceful environment.

- Cecile D





# PUZZLES

## Crossword

### Across:

4. A legal document that outlines the wages and conditions of employment for employees that are covered by it, within a particular industry or occupation.

7. Money paid by an employer on behalf of an employee into a fund to provide for the employee's retirement.

9. Pressuring someone to do or not do something through intimidation, force or threats.

11. A method of unpaid on-the-job training with a company.

12. The failure to comply with an obligation within the Fair Work Act, awards or registered agreements.

14. A record of pay that employers must provide to employees within one working day of paying them.

15. The time worked outside of ordinary hours

### Down:

1. Contractors or employees who perform their work at home or at a place that wouldn't normally be thought of as a business premise.

2. When an employee is terminated because the employer no longer requires that job to be done by anyone, except in cases of ordinary and customary turnover of staff.

3. An employee who works fixed hours of work that are outside or partly outside of normal working hours (eg. 9am – 5pm).

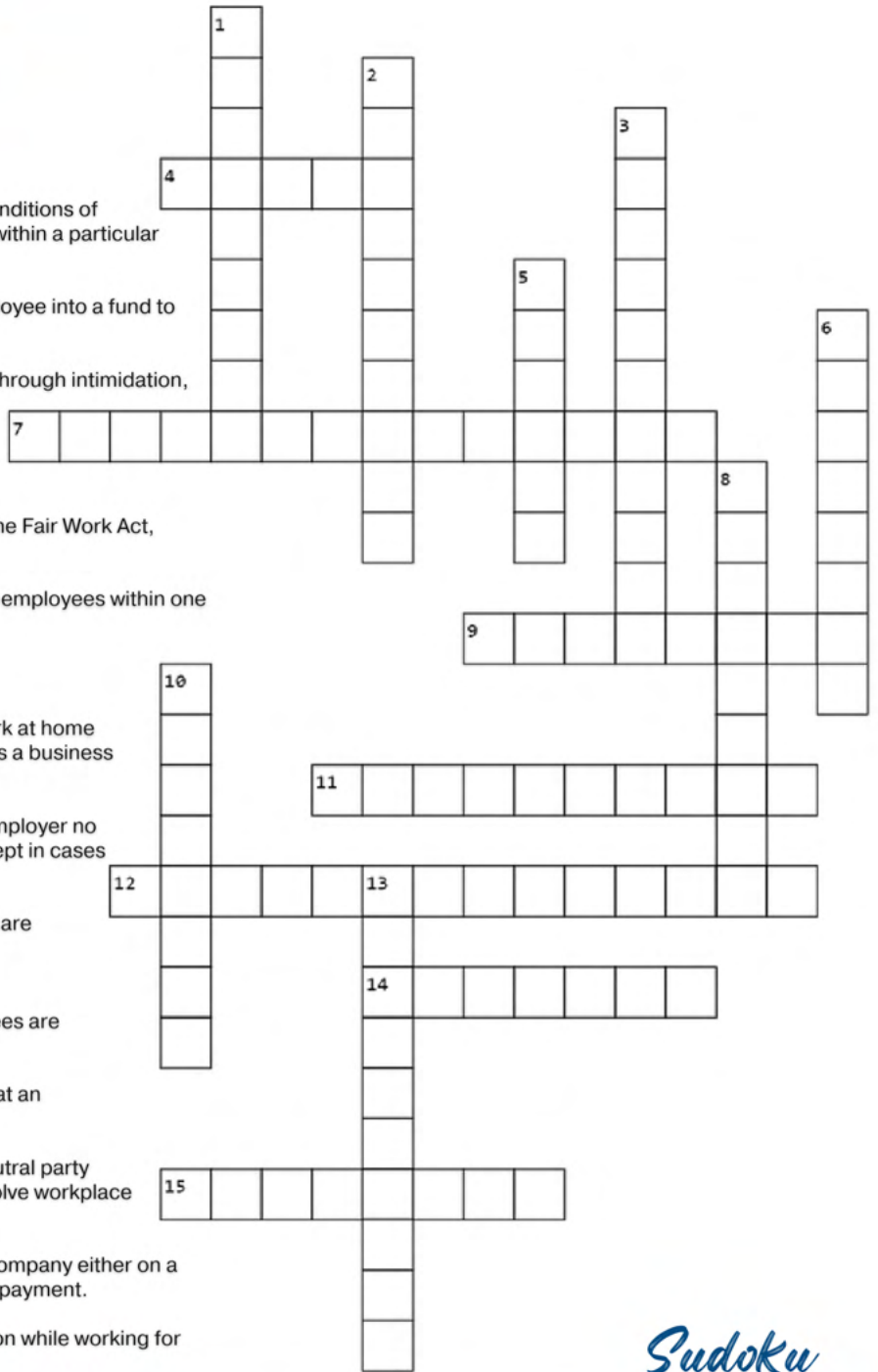
5. A timetable showing the days and times employees are expected to attend work.

6. Unreasonable and repeated behaviour directed at an individual or group of people.

8. A voluntary and confidential process where a neutral party helps participants negotiate with each other to resolve workplace complaints.

10. A person that's hired to provide a service to a company either on a full-time, part-time or casual basis in exchange for payment.

13. An employee who learns their trade or profession while working for an employer under a special training contract.



## Sudoku

	5		2	9				
6			5					9
	9		3	6	1	7		
1			6		9		4	8
2	6	4	8	3		5		1
	8	9		1		2		
			7		6	1		2
			6	1	8	3		7
								4
	1					6		

10th Annual

**Victorian  
Healthcare Week**



Come and see us at Victorian  
Healthcare week:  
7 - 8 December -  
Melbourne Convention & Expo Centre



## Answers:

8	1	7	9	4	2	6	5	3	
5	2	6	1	8	3	9	7	4	
9	4	3	7	5	6	1	8	2	
3	8	9	4	1	5	2	2	6	7
2	6	4	8	3	7	5	9	1	
1	7	5	6	2	9	3	4	8	
4	9	8	3	6	1	7	7	2	5
6	3	2	5	7	4	8	1	9	
7	5	1	2	9	8	4	3	6	

**Crossword Answers:** 1 - Outworker, 2 - Redundancy, 3 - Shiftworker, 4 - Award, 5 - Roster, 6 - Bullying, 7 - Superannuation, 8 - Mediation, 9 - Coercion, 10 - Employee, 11 - Internship, 12 - Contravention, 13 - Apprenticeship, 14 - Payscale, 15 - Overtime





**NEXT ISSUE:**  
**NPA SHIFT WORK CAMPAIGN**  
**DECEMBER 2022**

*Do you have a story or an issue  
that you would like to share?*

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