

A Professional Association... instead of a Union

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| Association focus | Nurses recognised as professionals and is reflected in workplace conditions, standards and the well-being of patients and residents. | Industrial and party political issues prioritised over member professional concerns and legal protection. |
| Professional Indemnity (PI) Insurance | All members are covered for PI Insurance necessary for nurses registration and career protection. | All members are covered for PI Insurance. |
| Legal backup | If you are sued by a third party or your employer you will have our legal team by your side.  | Most issues handled by union HR people, not qualified lawyers. |
| Legal costs for member services | No charge when member issue service is work related. | QNU members may be charged extra for qualified lawyers. |
| Continuing professional development | Meeting registration compliance needs for CPD with Nurses for Nurses on-line Network an optional extra at \$8 per month | On-line CPD add-on is an additional \$374.99 per annum (\$31.25 per month). |
| Membership fees <small>*(See website for detailed cost comparison) www.npaq.com.au/fees</small> | \$32 per month full-time \$22 per month part time \$5 per month students Charge reflects cost of providing the service not what a nurse earns. | \$54.20 per month for full time registered nurse and complex structure* charging higher earners more for the same service. |
| Tax deductible | Yes. | Yes. |
| Member fees used for party political objectives | None. | Yes. See QNU financials QNU 2014 Financials https://www.qnu.org.au/__data/assets/pdf_file/0007/531574/Signed-Audited-Accounts-30June14-QNU.pdf |
| Financial disclosure | All expenditures audited by registered company auditor to the highest Queensland compliance standard and disclosed to members. | Standard auditor, no requirement for Registered Company Auditor. |
| Political | Not party political in any way. Strict constitutional restrictions. | Overt support for party political causes. |

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| Negotiations with employers | NPAQ will represent members in negotiations and base the priority on the nurses needs and professional outcomes. | QNU can also represent members with political motives prioritised before the needs of nurse members. |
| Branch structure | NPAQ is built from the branches up. Local branches set and run policy according to branch and regional needs. The State Executive only deal with State issues. | The QNU operates from the State level down to the branches. |
| Branch Finances | A percentage of fees as set out in the Constitution are guaranteed to each branch for expenditure by that branch for professional purposes. | Branches can only get funding at the discretion of the State Executive. |
| Officer voting system | Delegate based internal collegiate voting system at State level. Terms limited so Executive regularly refreshed. | Member based external voting system, terms unlimited so Executive rarely changes. |
| Payment to officers | Only the State President, Vice President and State Treasurer may receive an honorarium. All other elected positions are voluntary. You can't be elected to a paid permanent job. | QNU 2013/14 financial statements show \$8,325,695 in non administrative salaries. This demonstrates you can be elected to a paid permanent job. |
| Term of office of paid office bearers | Executive have a term of 2 years only in each position. | Executive have a term of 4 years and can continue to be re-elected. Challenges to elected positions are very difficult. |
| Policy issues | Nurses themselves determine the policies of the association. With no party political interests or funding NPAQ can negotiate with either flavour of government, equally effectively. | The QNU State Executive and Council determine all union policy, not the members. The QNU clearly favours one side of government over the other. |
| Access to workplace | NPAQ is a professional association, which will be invited or will politely ask permission to see and represent members. | QNU has a guaranteed right at law to access workplace. |
| Who can join? | Only nurses can be voting members. Other staff may join only as affiliates. | Allows other staff with conflicting interests to join as voting delegates. |

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