



Queensland
Government

**Townsville Hospital
and Health Service**

Private and Confidential

Mr Phill Tsingos
President
Nurses Professional Association of Queensland inc.

Via email: president@npaq.com.au

Dear Mr Tsingos

I write in relation to concerns raised with me at the Health Services Consultative Forum about members of the Nurses Professional Association of Queensland (**NPAQ**) conducting meetings with employees of Townsville Hospital and Health Service (**Townsville HHS**) in work hours.

I would firstly like to emphasise that Townsville HHS supports an employee's right to freedom of association. However, it is expected that employees undertake activities associated with these associations in their own time. An exception to this is when an employee seeks to meet with a member of a registered industrial organisation (**RIO**) representative. The industrial instruments that cover employees of Queensland Health are made between the employer and the RIO that have industrial coverage of those employees. NPAQ is not a party to any industrial instrument that covers employees at Townsville HHS, nor are NPAQ representatives authorised industrial officers as per s38(a)(i) of the *Nurses and Midwives (Queensland Health) Award – State 2015*.

As such NPAQ does not have the right of entry afforded to RIO and is not covered by the *Union encouragement policy (F4)*.

If NPAQ wishes to conduct meetings with members during work time, you are required to seek approval from me prior to entry onto any THHS facilities.

Further, NPAQ is not permitted to access staff areas without the appropriate prior security clearance approved by me. Access to these areas without prior approval is trespass and any person without the correct authorisation will be required to immediately vacate the premises.

Should you seek further clarification of matters raised within this letter, please contact Mr Chris Smith, Senior Industrial Relations Officer, on 4433 2555, or via email Christopher.smith4@health.qld.gov.au.

Yours sincerely

Adj Professor Kieran Keyes
Health Service Chief Executive
Townsville Hospital and Health Service

19/12/2018