

A Professional Association ... instead of a Union

	NPAQ	Union
Association Focus	For Nurses to be recognised as professionals which is reflected in workplace conditions, standards, scopes of practice and the well-being of patients and residents.	Industrial and party political issues prioritised over members professional concerns and legal protection.
Professional Indemnity (PI) Insurance	Financial members are covered for up to \$10 million, or \$60 million in the aggregate with no excess. Coverage extends throughout Australia and the world excluding Canada and the United States. Policy does not yet cover midwives during the birthing process. Watch this space.	Financial members are covered for up to \$10 million, or \$70 million in the aggregate with no excess. Not certain how the QNMU cover midwives during the birthing process, as the full policy is not available to members.
Legal Support	Membership includes support from experienced legal and industrial relations specialists for work-related matters.	Members get access to experienced lawyers for work-related matters such as wage claims, unfair dismissal and workers compensation.
Non-Work Related Legal Advice	Free initial legal consultation and discounted legal fees for all non-work-related matters including wills and family law	Access to discounted legal advice for all non-work-related matters including wills and family law. The first consultation is free.
Negotiating Wages and Conditions	NPAQ has exactly the same representation rights in the non-government sector as the unions and are fighting for equivalent rights in the public sector. Representation and negotiations are based on prioritising members' needs and professional outcomes. A consultative approach involves the members in the process. It would be unlikely a strike would be called, however not impossible.	The QNMU is an industrially registered organisation. The existing negotiation system has the ultimate sanction that members can go on strike if they do not get what they want – which can be forced by the union even if the matter doesn't directly affect them. QNMU represents members, often with political motives prioritised before the needs of nurse members.
Membership Fees <small>*See websites for complete fee schedule</small>	No annual increase \$32 per month full-time* Our fee structure is not based on how much you earn, but rather how much it costs to provide the support.	Fees increase annually \$58 per month full-time* Fee structure is complex and based on your classification and income.
Hotline Support	The Member Support team are a phone call or email away for help, advice or even a sounding board. Coming from a mix of nursing, legal and management backgrounds, brings with it a wealth of knowledge and skill for prompt resolutions and fair outcomes	Nurses and midwives staff QNMU Connect for help and advice.
Continuing Professional Development	CPD is available as an add-on module for just \$8 per month (\$87 per annum) with the Nurses for Nurses Network.	A CPD portal offers members a range of resources – some free of charge. Members can access ANMF online for \$7.70 per topic.
Training and Education	NPAQ will partner with professional educators to deliver diverse and relevant training throughout QLD	A training program is offered to members across Queensland
Communication & Publications	News in a Heartbeat is a monthly e-newsletter. Posts are made to Facebook, Instagram and Twitter on most days. Updates with relevant information to members (often based on their workplace) is emailed as necessary.	Quarterly magazine, InScope and new editions of Health and Safety and Nurses and the Law books are published annually.
Branch Structure	Operated from the branches up with a \$ percentage of fees going to each branch. This is spent locally to support nurses. Individual executive roles change every 2 years with a maximum of 4 years, keeping it fresh.	QNMU operate from the branches up. Local branches elect the leadership team. Branches can only get funding at the discretion of the State Executive. Executives have a term of 4 years and can continue to be re-elected.
Exclusive Benefits	NPAQ's business is looking after members' professional interests. To grow our membership through existing members, our referral system offers one month's membership to both members when a new member joins	Union Shopper, Tribeca Travel, ME Bank, and TUH Health Fund provide members with discounted products and services
Tax Deductible	Membership fees are tax deductible.	Membership fees are tax deductible.
Financial Disclosure	Financials audited by a registered company auditor to the highest compliance standards. No member fees are used for political party objectives or support.	Standard auditor and no requirements for a registered company auditor. Funds are used for political party support.