

Unions NT Strategic Plan 2012/13

Final Draft

September 2012

Business & Community Developments Pty Ltd

Purpose statement

To improve the social and economic future of union members, workers, industry and the community in the NT including their:

- **workplace safety,**
- **fair pay, conditions and wellbeing**
- **influence government policy and programs to ensure future skill needs are meet.**

Unions NT

15 affiliated unions representing over 20,000 members in the NT

Advocating for interests of unions, industry and the community at a strategic, business and policy level

Advocate for all unions, assist/lead in the Coordination of local and national campaigns

Increase awareness of role of Unions and benefits of membership. Increase and diversify the income base of Unions NT

Develop skill level, union capabilities and training opportunities for unions members and workers

Improve workplace safety culture and outcomes of unions, their members throughout the NT

Improve the overall effectiveness in operation and governance of Unions NT

The immediate action plan:

Unions NT is at a important time in its development, it is now critical that it marshals the necessary resources to successfully fulfil this strategic Plan. The main tasks are:

1. Utilising a working Executive with each member having portfolio responsibility
 - Monitor the implementation and evaluation of the Strategic Plan
 - Prepare policy papers for the Council to consider
 - Stella Maris Centre tenancy and utilisation
 - Finance committee to develop budgets and monitor financial performance

2. Attracting ACTU support for ongoing
 - Participation in ACTU committees
 - Representation upon the ACTU Executive
 - Research, development and training
 - Assistance in developing a marketing and media campaign
 - Analysis of membership by union and industry
 - Development of a membership strategy, including attracting unions presently not affiliated with Unions NT
 - Development of policy/procedures / manuals
 - Development of induction training for Executive members and staff
 - Prepare applications for the funding of key policy and project staff
 - Facilitate the implementation of
 - Training Centre staff based at Unions NT

3. Ensure that all unions understand the advantages of becoming affiliated with Unions NT thus increasing affiliate numbers, organizational strength and increasing the Unions NT income base.

4. Develop Unions NT research, development and media capabilities to support affiliates and the organization as well as sourcing funds to develop these capabilities

5. Ensure the continuance of the current programs, which will require addressing the achievement of performance indicators and reporting needs of
 - Industry Development Officer
 - OH&S project
 - Healthy Worker project staff

6. Develop a building redevelopment and and office refurbishment and/or relocation plan with other tenants to:
 - exploit property ownership opportunities and options for sustainable development
 - diversify Unions NT's income base
 - improve the efficiency of working in the office
 - more effective utilisation of space
 - greater office rental area
 - improve the overall standard of the office facilities

Goals

1.	To promote Union membership and awareness of role of unions in the community
2.	To strengthen relationships and influence with key stakeholders through programs and common issues
3.	Build union capacity and capability by developing members skills to grow membership
3.	To establish training capacity to meet the future training needs of unions, members and workers in the NT
4.	To increase / broaden income base of Unions NT through building development, additional programs and enterprise development
5.	To improve operational governance, accountability and sustainability of Unions NT

Goals and Strategies

Goal 1 To promote Union membership and awareness of role of unions in the community	Resources	Timing	Performance Indicator
<p>Strategies</p> <ul style="list-style-type: none"> ❖ To develop and implement a Image / branding – media campaign <ul style="list-style-type: none"> ○ Gain ACTU support to develop media campaign ○ Increase public recognition of Unions NT and its role ○ Increase stakeholder recognition of Unions NT ○ Promote union membership and build union capability across industry and in workplaces ❖ To work with ACTU in completing an analysis of Union membership by industry / sector and work with affiliates to develop membership strategies <ul style="list-style-type: none"> ○ Discussion with SDA, AWU and NT Police Association ❖ Membership – Target: key campaigns eg public sector, police, nurses, teachers, retail, building and construction, transport and logistics as well as indigenous workers <ul style="list-style-type: none"> ○ across all sectors ○ increase membership numbers (real growth) ○ target activist development and membership growth through training / OH&S ○ Secure updated OHS and workers compensation legislation ○ through regional unions activities in T/CK, Alice, other ○ increase presence of unions in communities across NT ❖ YRAW – continue campaign in line with ACTU plan to increase number of activists (each union) by 2013 ❖ Legislation 	<p>ACTU/UNT Media Unions NT and affiliates</p> <p>ACTU/UNT</p> <p>President, Secretary and ACTU Officers</p> <p>Affiliates Unions NT</p> <p>Training Advisory Councils, Future Skills and union friendly training providers</p> <p>ACTU / YRAW Affiliates and Unions NT</p>	<p>2012 and ongoing</p> <p>2012 and ongoing</p> <p>2012 and ongoing</p> <p>2012 and ongoing</p> <p>2012 and ongoing</p> <p>2012 and ongoing</p> <p>2012 and ongoing</p> <p>2012 and ongoing</p>	<p>Media evidence</p> <p>Report / strategy</p> <p>Increased membership</p> <p>As members TWU affiliated</p> <p>Campaigns and Membership numbers</p> <p>Increased HSRs Increased union trained participants OHS at Certificate IV and Diploma levels Public sector job cuts campaign</p> <p>New OHS and Workers Compensation legislation, guidance materials, strategic plans and updated National OHS Strategy</p>

Goal 2 To strengthen relationships and influence with key stakeholders through programs and common issues	Resources	Timing	Performance Indicator
<p>Strategies</p> <ul style="list-style-type: none"> ❖ Using a rolling agenda in discussions with NTG and committee representation <ul style="list-style-type: none"> ○ Reporting for IDO, OH&S and other programs ❖ Establish bipartisan support for asbestos removal from Schools, NTG tenancies, the commercial sector and the community ❖ Monitor the use of 457 and Regional Migration Agreements and their impact on local employment opportunities – continue campaign – lobbying, public policy, ACTU policy ❖ Harmonisation and social inclusion (COAG) – commence discussion with government and community organisations in a coordinated manner to have involvement in agenda ❖ Build relationship with ACTU <ul style="list-style-type: none"> ○ Adopt membership and commit to the action plan ○ Marketing and branding plan ❖ East Timor – continue to work with APHEDA with ongoing plan to build union power in ET workplaces 	<p>DEET NT WorkSafe</p> <p>Unions NT, MLAs Industry and community</p> <p>ACTU/UNT</p> <p>ACTU Affiliates</p> <p>ACTU</p> <p>NTG, APHEDA and ACTU</p>	<p>Dec 12</p> <p>March 2013</p> <p>Dec 12</p> <p>Dec 12</p> <p>Oct 12</p> <p>ongoing</p>	<p>Reports New funding</p> <p>Report</p> <p>Asbestos support groups established for parliament and victims</p> <p>Level of ACTU support \$ ACTU Executive participation Appointment of Organiser/Trainer based in Unions NT office</p> <p>Funds for positions at KSTL maintained</p>

Goal 3 To establish training capacity to meet the future training needs of members and workers in the NT	Resources	Timing	Performance Indicator
<p>Strategies</p> <ul style="list-style-type: none"> ❖ To develop an alliance with a RTO by in training members in key areas <ul style="list-style-type: none"> ○ OHS / HSR ○ Safety Card ○ OHS awareness ❖ Training – leadership for selected members / activists ❖ Using training as an organising opportunity – non-members to training to members to activists – ongoing 	<p>Alliance with Future Skills</p> <p>ACTU/UNT</p> <p>UNT ACTU</p>	<p>2012 and ongoing</p> <p>2012</p> <p>ongoing</p>	<p>Alliance formed Over 200 training places provided for members during 2012</p> <p>ACTU Organiser/Trainer based at UNT</p> <p>Training completed</p>

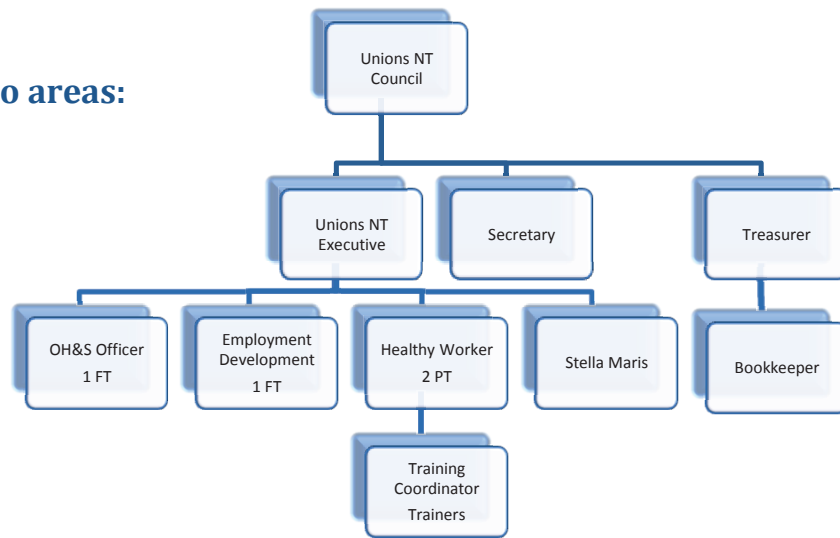
❖ Utilise ACTU resources to train existing staff / officials in a more effective and efficient manner	UNT	2012 and ongoing	No: new organisers and member
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Goal 4 To increase / broaden income base of Unions NT through additional programs and enterprise development	Resources	Timing	Performance Indicator
Strategies			
<ul style="list-style-type: none"> ❖ Develop building at 38 Woods St ❖ Secure Stella Maris ❖ Form Training Centre 	Executive Executive	2012 2012	Commenced Achieved Outstanding
<ul style="list-style-type: none"> ❖ Indigenous employment – apply for funding for an Indigenous employment officer 	DEWR, ACTU, FACSIA	2013	Employ + funded, 2 years Get funding Completed
<ul style="list-style-type: none"> ❖ Develop new application for OH+S, IDO 	Secretary	2012 and ongoing	Healthy Worker project funds secured
<ul style="list-style-type: none"> ❖ Other grants, research – develop grant applications from a range of sources 	NTG ACTU	2012 and ongoing	New OHS and IDO grants secured
<ul style="list-style-type: none"> ❖ Alliances – develop alliances for management of joint projects and share costs 	Form alliance groups, RTO's, Uni's, research groups, Donors Commonwealth	2012	Industry advice grant secured Grant \$\$, operating costs met
<ul style="list-style-type: none"> ❖ Develop grant proposals for research and development officer and Media Officer positions 			

Goal 5 To improve operational governance accountability and sustainability of Unions NT	Resources	Timing	Performance Indicator
Strategies			
<ul style="list-style-type: none"> ❖ To initiate a program of portfolio responsibility for executive members 	Executive	2012 and ongoing	Portfolio work undertaken and progressing
<ul style="list-style-type: none"> ❖ To improve IT use in operational – to utilise IT to improve productivity of Unions NT 	Entity 1, provider, ACTU, ME	2012 and ongoing	IT upgrades continuing
<ul style="list-style-type: none"> ❖ To provide opportunities for training / people / leadership 	NT executive, staff ACTU/Unions	Ongoing, monitored 2011 and ongoing 2012	Staff completed training
<ul style="list-style-type: none"> ❖ To improve the financial management, transparency and accountability of the organisation 	Executive		Redeveloped and relaunched website and facebook page
<ul style="list-style-type: none"> ❖ Web site 		Ongoing	

❖ Develop policies and procedures	Unions NT, affiliates and ACTU,	Ongoing	
❖ To ensure employees get access to professional development and career paths	ACTU Branding – Market, Media / training –	Ongoing	Training courses completed. Training Plan developed
❖ Increase level of professional outputs of Unions NT Executive	UNT Executive	ongoing	Manuals, policies, procedures, publications produced

Proposed Portfolio areas:



Portfolio	Role and activities	timing	Performance indicator
Secretary	Spokes person for Union NT <ul style="list-style-type: none"> Responsible for improved procedures and governance / ACTU Responsible for Agenda, minutes and record keeping Reviews correspondence / reports Maintains policy documents / manuals Convenes union/industry/government meetings 	By 2012	
Healthy Worker officers	<ul style="list-style-type: none"> Develop a project plan Assists affiliates to implement Healthy Worker projects in the building and construction industry Engages relevant stakeholders in implementing the plan Form strategic alliances to implement and promote the project Promote the project through industry and community events Report project activity and achievement through project steering group to funding body 	ongoing	

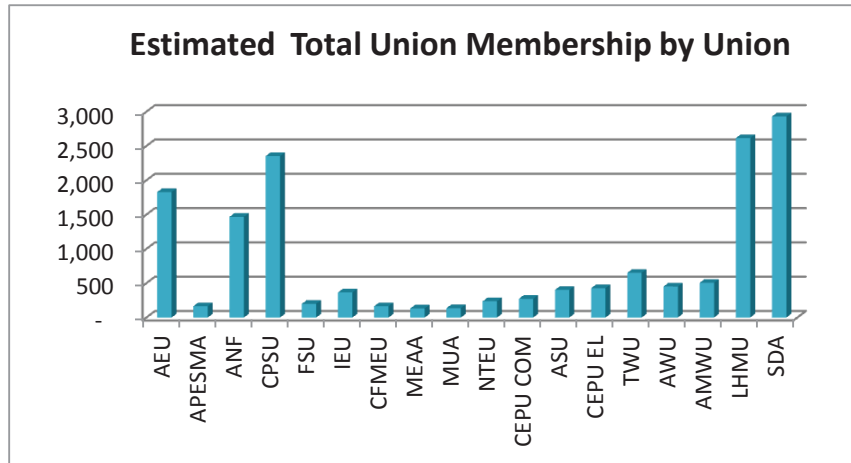
Portfolio	Role and activities	timing	Performance indicator
OH&S Officer	OH&S officer develops a plan <ul style="list-style-type: none"> • Provides support and advice to affiliates and members • Assists with implementation of plan • Identifies and facilitates policy develop, training places and funding, spread of HSRs across industry • Coordination of networking with HSRs • Advocates for new OHS and Workers Compensation legislation, guidance materials and information bulletins • Reports to executive and funding body on progress / issues 	<i>Continuous</i>	
Industry Development officer	Develops a plan <ul style="list-style-type: none"> • Provides support and advice to Secretary • Assists with implementation of plan • Reports to executive and funding bodies on progress / issues 	<i>Continuous</i>	
Training coordinator	Develops a plan for the training division in association with Training Coordinator <ul style="list-style-type: none"> • Recruits training coordinator • Prepare a plan for the centre • Agreements with Future Skills • Reports to Executive on progress / issues 	<i>ongoing</i>	
Treasurer	Provides a budget for Unions NT <ul style="list-style-type: none"> • oversight over income expenditure and the budget • Works with bookkeeper classification and format • Assists in preparing budgets and regular financial reports for projects and Executive • Provides regular profit and loss statements to project staff • Monitoring and reporting to Executive and Council • Oversees the audit and reporting requirements 	<i>Regularly Monthly Annually</i>	

Estimated Union membership NT 2013

This graph represents the estimated union memberships across the Territory in 2012. This strategic plan identifies bringing AWU, SDA and the NT Police Association under the Unions NT umbrella as a target for the 2013 year.

This would enable Unions NT to:

- Cover and represent all unions in the NT proving greater political and industrial strength and positioning
- Increase income from affiliation fees and improve servicing to union members



Profile of employment in the NT

The following table shows that there were about 87,187 employed position in the NT in 2006, and there were about 20,000 union members.

It is estimated that at least 55% to 60% of union membership are women, indicating about a 20% penetration of the female work force.

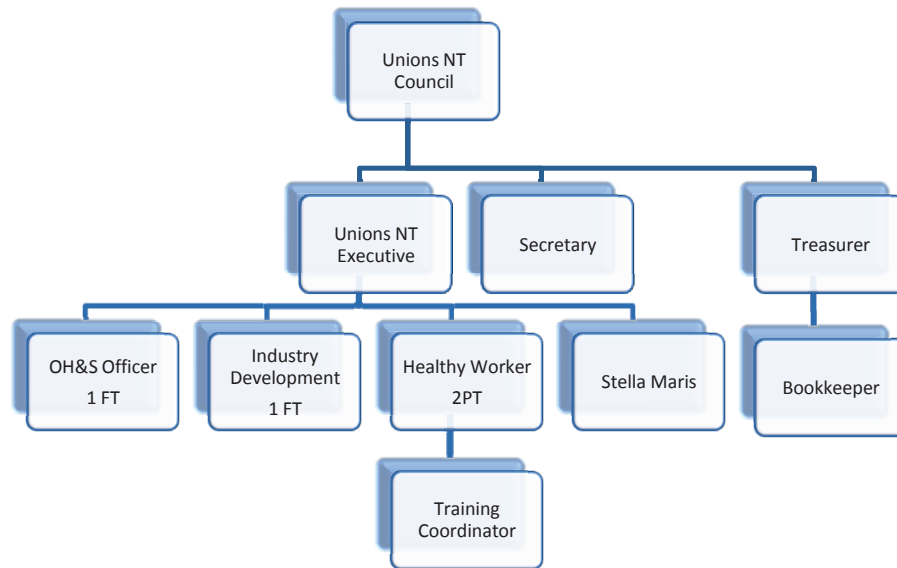
Cat. No. 2068.0 - 2006 Census Tables
 2006 Census of Population and Housing
 Northern Territory (State)
GOVERNMENT/NON-GOVERNMENT EMPLOYER INDICATOR BY SEX
 Count of employed persons aged 15 years and over
 Based on place of usual residence

	Males	Females	Persons
Commonwealth Government	5,446	2,899	8,345
State/Territory Government	5,248	8,463	13,711
Local Government	2,475	1,540	4,015
Private Sector	33,273	26,108	59,381
Not stated	959	767	1,726
Total	47,401	39,777	87,178

[© Commonwealth of Australia 2007](#)

	Males	Females	Total
Estimated % Union members	45%	55%	
Estimated number by Sex	6,750	8,250	15,000
Estimated % of Employment	14.2%	20.7%	16.7%

Each person on the Executive would have a portfolio and be the contact / liaison point for that area as well as the Secretary and Treasurers position.



Stella Marris Development

Unions NT has secured a 10 year lease for the Stella Maris building and properties from the NT Government in August 2012. It is the intention of Unions NT to relocate from its 38 Woods St site to Stella Maris and to develop office, training and other functions on a staged basis

Unions NT Executive proposes the multi use and development of the Stella Maris site in the wharf precinct. A probable joint venture between a number of organisations / businesses to ensure the multi use and effective use of the site is likely.

Likely joint venture partners are:

- Unions NT as the lead agency / venture partner and possibly the holder of the lease from NT government.
- Maritime Union Australia interested in offering services to seamen and have contributed funds in previous years.
- A commercial / business operator (eg cafe, restaurant/bar/exhibition space) and expression of interest would be prepared once the steering group outline the preferred site usage and venture partners.
- Mission to Seamen is interested in being involved, as they have facilities in 26 ports around Australia, some of the busiest in Port Headland, Dampier and Broome. Ten of these centres have staff and most are operated in a joint venture arrangements, often utilising buildings, transport and accommodation, thirteen are staffed by volunteers.

Mission to Seamen (Anglican) often works with Stella Maris (Catholic) in the running of these centres. The Anglican office in Darwin also has facilities nearby in the Civic Precinct that could provide administrative support and access to the site. Mission to Seamen may be able to provide experience, funds and in-kind support to the project.

The following page sets out the possible arrangements for the joint venture.

Depending of the financial contributions from each of the joint venture partners as to how much could be returned to Unions NT. In the short term at least given the condition of the site and buildings it is anticipated most funds would go towards further development of the site and buildings.

It seems likely that grants could be obtained for much of the work if the focus of the site was to provide services to seamen, union members, and community organisations.

