



NORTHERN TERRITORY PROFESSIONALS

Newsletter of COMMUNITY & PUBLIC SECTOR UNION
professionals in the Northern Territory public service



Issue no. 2, June 2016

This is the second edition of the NTPS Professionals Newsletter. We hope to receive contributions from members working within the NTPS in the future, this edition also contains articles from other Websites. To contribute articles or letters to this Newsletter, please see below. Thanks to Gavin Dally of the Museum and Art Gallery for providing the interesting articles on NT Fauna and the Cyclone Tracey exhibition.

New App Uncovers Secrets of NT Fauna



Territorians and visitors to the Territory can now identify hundreds of local animals at the touch of a button thanks to a new app for mobile phones and tablet devices.

The 'Field Guide to NT Fauna' is a free app developed by scientists at the Museum and Art Gallery of the Northern Territory in partnership with Museum Victoria.

It offers detailed animal descriptions with photos, maps and sounds at the touch of a button which will provide visitors and inquisitive locals with an immediate reference tool that can be used anywhere, anytime.

The new app contains descriptions of nearly 600 species, from animals found in tropical rivers and reefs to Central Australia, and covers everything from colourful birds, iconic fish and mammals, dangerous snakes and crocs, through to butterflies, tiny termites and wasps. The new app is

available for both Apple and Android devices and can be downloaded from the App Store by using the search term: NT Fauna.

Adapted from an article first published at <http://chiefminister.nt.gov.au/news/new-app-uncovers-secrets-nt-fauna>

Update (published at <http://www.magnt.net.au/#!/field-guide-app/c24fg>)

In 2014 the app won a Northern Territory Chief Minister's Award for Excellence in the Public Sector in the 'Enhancing Culture and Lifestyle' category.

At an awards ceremony in Darwin, the app was recognised as an innovative and collaborative project, which continues to bring information and enjoyment to thousands of Territorians and their visitors.

Cyclone Tracy exhibition wins NT Chief Minister's Award

The exhibition *Cyclone Tracy: 40 years on*, which opened in November 2014, saw the installation of an eight-metre historic railway tower that had been bent and twisted by Tracy, a relic with an incredible story that shows the sheer power of the cyclone.

An interactive touch-screen and touch-table were also developed and installed, the first internally-developed, interactive digital technology permanently on display at the MAGNT. It uses cutting-edge technology that enables visitors to curate their own experience of the exhibition. The content includes four key components: the evacuation and death lists, including 35,000 evacuee names, which had never before been electronically searchable; an animated meteorological lath of the cyclone mapping Tracy's surprise arrival; 'then-and-now' photographs, taken exactly 40 years apart around Darwin by a local photographer, painstakingly recreated and overlaid so the visitor can create a morph between old and new.

The project was the winner of the 'Enriching our Society or Enhancing our Culture and Lifestyle' category in the 2015 Chief Minister's Awards for Excellence in the Public Sector which recognises outstanding performance and achievements.

The interactive component of the redevelopment was recently recognised by the audio-visual industry at a national level for its innovation, technical sophistication and user-friendliness when it was named a finalist at the 2015 Australian Audio Visual Industry Awards for Best Application of AV in Exhibition/Display.



The Cyclone Tracy exhibition is one of the few remaining places where locals and visitors can gain an insight into this traumatic experience, of its scale and impact.

At Tracy's 40th anniversary, more than 20 years had passed since the exhibition's initial development. It needed refreshment, reinterpretation and new angles so that one of Darwin's darkest stories continued to command attention and that the MAGNT would remain the central point in telling it.

The 40-year commemoration provided the ideal opportunity to do this. With funding from the Department of Arts and Museums, and the support of the Department of Infrastructure, the MAGNT delivered an innovative and revitalised exhibition.

First published at <http://www.magnt.net.au/#!cyclone-tracy-award/c1bmn>

Devout Irreverence” – A summary of the Library

Innovations Forum @ SLQ Part 1



In late March 2015, the State Library of QLD hosted its Library Innovations Forum – an annual forum for exploring the latest innovations, ideas and trends for the Library and Information Services (LIS) sector.

Three expert speakers delivered their ideas, visions and passion, inspiring us with their thought leadership, and showing us that exciting and dynamic things can be done today, with what we have, delivering a future that is relevant, fit-for-purpose to the community it serves, and more than anything, is inspiring as it is engaging!

Due to the volume of information, the first speaker session will be outlined here in this article while the second and third speaker sessions will be outlined in subsequent newsletters.

The first speaker was **Annie Talve** from [Project Sisu](#) – a consultancy specialising in library arts research, strategy and leadership development.

Annie introduced innovation in a LIS context, by discussing the importance of creating innovation ecosystems that can foster a dynamic relationship between knowledge, enterprise and ideas. Annie expressed innovation through a number of different frames, and said that we can find innovation everywhere – the people and organisations doing new things, big and small, but not appearing as case studies in the latest text books or business journals.

She used the example of unconventional, shock-designer, John Paul Gaultier, who used the dichotomy “Devout Irreverence” to describe his creative process. In this context, devout is a commitment to and respect of the past, tradition, and history; and irreverence, what is needed to create the new, an antidote to tradition, history, and convention. He is a master at using narrative through his work, and representing the old in the form of the new.

Who do you think of when you think of innovation?

Annie discussed LIS futures as being in the vanguard of new forms of participatory creativity and enterprise. Moving forward, libraries are becoming more and more enterprise and learning centres, where the community can:

- Connect with information
- Connect with mentors
- Access knowledge
- Incubate ideas
- Have inspired conversations.

The above can and are being delivered through initiatives such as young entrepreneurs clubs, maker spaces, networking opportunities and business or business support. She discussed the dis-ease that often occurs between organisations that elevate innovation as a goal, but whose values and behaviours continuously reinforce old hierarchies and thinking. Innovation can take many forms, but it is continuously evolving, a transition, adaptation, collaboration, a vibrant multifunction that depends on access to knowledge, trial and error, and openness to the world around us.

Libraries are vital nodes in creative communities

Talve and Gray (2014) wrote that the work libraries do in this sphere can be viewed through six cultural lenses:

1. **Libraries as public spaces of cultural meaning and significance:** Creating focal points for local identity, security and sustainability; local, regional and urban place-making and precinct building;
2. **The culture of library spaces:** Experimenting and innovating with library space; optimising space in a material, psychological and creative sense;
3. **Libraries incubating creativity:** Facilitating the production of creative content; supporting, disseminating and showcasing multi-faceted creative endeavour;
4. **Libraries as cultural connectors:** Linking up; sharing resources; seeding community-driven cultural activities; undertaking various forms of outreach;
5. **Libraries supporting Australia’s complex cultural mosaic:** Interweaving different cultural groups; celebrating and nurturing diversity; stimulating cross-cultural conversation and understanding;
6. **Libraries nurturing the culture of the written and spoken word:** Reading, literacy, storytelling, writing, critiquing and discussing ideas in written and spoken form.

To read more about this concept, the paper “Creative Communities: The Cultural Benefits of Victoria’s Public Libraries” can be viewed [here](#).

Annie discussed the importance of public things in a period of history where they are being demeaned. Giving language to new ideas and framing the value of public things in a way that justifies investment (the importance of articulating *value*), is an important innovation exercise in itself. Often as a public owned enterprise, we take public things for granted. We need to continuously be reminded of their value. New value and relevance can be created from interpreting collections and engaging with communities in new ways.

Can you think of any way that you can interpret and present your collection in a new way?

In their paper “A new model for the public library in the knowledge and experience society” (2012), Jochumsen, Rasmussen and Skot-Hansen identified the following lenses through which this work can be done:

- Experience
- Involvement
- Empowerment
- Innovation

The paper elaborates on these goals, and also identifies a vision for the library of the future that consists of four overlapping ‘spaces’:

- The inspiration space
- The learning space
- The meeting space
- The performance space.

These spaces are possibilities that can be fulfilled in both the physical library and in cyberspace. Read more about this concept [here](#).

Innovation should be a conscious strategy, decision and operating paradigm

Annie discussed the following strategies to improve innovation in simple, low cost ways:

1. **Fresh eyes:** use the fresh eyes of new people vs. indoctrinating them through their induction. Utilise their fresh thinking and ideas. Invite library patrons to map their library experience and use this for insights into how things can be changed. Some ideas of previous ‘mapping’ exercises included: WIFI cold-spots, electric campfires, and using space for performance artists.
2. **Use transitions as a way of reframing the old ways into new ideas:** New buildings, new spaces, cut-downs, redundancies etc. Turn them into positive opportunities for change, development and innovation. Annie suggested that these events stir up complex feelings, which can be unsettling. But they also unfreeze things and can generate the space and energy for innovative thinking.

3. **Language:** 95% of thinking is unconscious. Naming helps give language and meaning to unconscious ideas. E.g. a library recently changed the name "Volunteer" to "Sidekick".
4. **Moments of "M" – Magic and Misery:** Plot the moments of magic and misery. Flip and reframe moments of misery into moments of magic. Use liberating language – shift dead language to something alive and accessible.
5. **Right here, right now!** Start with what you have, where you are right now.

Finally, Annie identified the importance of collaboration with, and focus on the community. Innovation must be done as a collaboration. Change isn't easy, but staying the same is not an option. As Annie closed on, "It's messy, it's awesome, and it's about devout irreverence".

By Natalia Huber

First published at <http://www.itsa.edu.au/>

PROFESSIONAL DEVELOPMENT ALLOWANCE: IS IT WORKING?

From time to time the union has heard concerns about the payment of Professional Development Allowance. The allowance is an entitlement of all professionals. It is contained in your Enterprise Bargaining Agreement. The relevant clause of the EBA is set out below.

A number of NT Government Departments and Agencies have consistently paid the allowance or provided equivalent professional development.

The difficulty for the union has been in identifying which workplaces have a good record and which workplaces need to improve their performance.

There is now a greater imperative to provide proper professional development. A number of professions: such as law and psychology require a certain level of professional development before a person can continue their professional registration. As I understand it, this is also true of a number of allied health professionals. I also understand the number of professions requiring a particular level of professional development is increasing.

Whether your profession has a mandated level of professional development or not, it goes without saying that it is in the interests of both the employee and the employer to have a highly skilled workforce. The nature of professional work is changing all the time. It is of the utmost importance that professionals regularly update their skill levels. When it comes to many professions the Northern Territory is still a relatively isolated place in which to access professional development.

The union would like to get your feedback on how professional development is working in your department or agency.

Do you have ready access to professional development?

Have your legitimate requests for proper professional development been consistently rejected by your department or agency?

Also if you have had a positive experience in accessing professional development please let the union know. We would like to be able contrast those workplaces who are dealing with this appropriately with those that are not.

Appendix:

The relevant clause of the EBA provides:

58.3 Professional Development Allowance

- (a) The CEO may, subject to this clause, approve the reimbursement or payment of financial assistance to an Employee who has been employed in the Professional stream to offset professional development costs.
- (b) Payment of the allowance is subject to the following qualifying periods, amounts and conditions:
 - (i) the annual Professional Development Allowance entitlement year is 1 January to 31 December, and continuous service is determined as at 1 January each year;
 - A. 1 year up to 5 years continuous service in the Professional stream – as at 1 January 2013 - up to \$537 per annum; or
 - B. 5 years or more continuous service in the Professional stream- as at 1 January 2013 - up to \$1181 per annum.
 - (ii) The allowance amounts outlined in paragraphs (b)(i)A and (b)(i)B will be adjusted annually in accordance with the annual September to September Darwin Consumer Price Index with effect from 1 January each year.
 - (iii) An Employee can only make one (1) claim per Professional Development Allowance entitlement year up to his or her maximum annual Professional Development Allowance entitlement.
 - (iv) Reimbursement can be made at anytime during the year where the Employee has reached his or her maximum Professional Development Allowance entitlement on production of sufficient evidence to substantiate the employee's professional development costs.
 - (v) Reimbursement will be in the form of a lump sum.
 - (vi) The allowance will not count as salary for any purpose.
 - (vii) The allowance will apply to part time Employees on a pro rata basis based upon their contracted hours of employment.
 - (viii) An advance payment of the allowance may be approved at the Employee's request in circumstances where the Employee is required to meet substantial costs in advance for an approved professional development activity, eg an interstate conference.
 - (ix) As part of the performance planning and review process, an Employee and his or her manager may agree to forward plan a professional development activity that may incorporate more than one year's allowance, eg an overseas conference.
 - (x) The production of sufficient evidence by the Employee substantiating professional development costs and

activity/activities incurred, or to be incurred by him or her, and providing evidence that the Employee attended the activity/activities.

(c) The allowance is payable for the following professional development activities:

- (i) fees for professional courses, tuition, conferences or similar;
- (ii) fees for professional bodies where eligibility for membership is essential for professional registration and/or practice in the Public Sector;
- (iii) subscriptions to technical / business publications;
- (iv) the purchase of technical books; and
- (v) air travel to conferences (up to 50% of the allowance).

(d) The Professional Development Allowance is not paid as a substitute for Agency developmental programs.

Editorial policy

Articles and letters should be sent to 'The Regional Secretary, CPSU Professional Editor, GPO Box 458 Darwin NT 0800 or emailed to kay.densley@cpsu.org. Letters should be no more than 200 words in length. Articles should be a maximum length of 500 words. All submissions should be signed and those wishing to remain anonymous should indicate their name is not for publication. Articles and letters to the editor in this newsletter do not necessarily represent the views of the Union. Contributors should refrain from using inflammatory language or making a personal attack on any individual or organisation.