**Medical Officers Enterprise Agreement Negotiations Bulletin 9**

This bulletin only applies to employees covered by the Medical Officers Northern Territory Public Sector 2014 – 2017 Enterprise Agreement*

**Proposals for a New Enterprise Agreement**

Negotiations for your new agreement have taken some time due to extensive and genuine consideration by the parties of issues and claims raised by ASMOF on behalf of their members.

One of the fundamental themes running through the bargaining has been the acknowledgement of the hard work and dedication performed by Medical Officers in the NT public sector ('NTPS'). While it is recognised that there will be, from time to time, recruitment challenges for particular specialities, the proposed new agreement is designed to benefit and reward all Medical Officers by retaining key conditions and introducing improvements that could be supported for the life of the agreement.

Appropriate work practices are just as important as salary and remuneration. It was agreed by the parties to review the way Medical Officers’ hours of work are rostered as this has a significant effect on Medical Officers’ lives, especially junior doctors. Adequate rest breaks are also an important issue, therefore, it is proposed to increase the fatigue leave (rest break after overtime) from an 8 to a 9 hour rest break including travelling time, and to raise awareness of this entitlement for Medical Officers who are working extensively in addition to their ordinary hours.

During bargaining a number of other issues were discussed in relation to the use of locums, additional staffing levels, and hours of work. These operational matters are for the Department of Health ('the Department) to consider as they are policy matters.

The proposals form part of a package of improved employment conditions for Medical Officers.

**Key Improvements**

Full details of the proposals for a new agreement are outlined in the attached [Information Sheet 1](www.ocpe.nt.gov.au).

- **4 year agreement with 2.5% annual wage increases.**
- **The first 2.5% salary increase will be back paid from 12 January 2018,** provided the parties reach in-principle agreement on all matters by 1 October 2018.
- **Rostering Review** - review current rostering practices to ensure efficient, clear and consistent application of rostering practices that support the wellbeing of Medical Officers while the operational needs of the Health Services are met.
- **Fatigue Leave Improvements** - increase minimum rest break after overtime and before the next scheduled ordinary shift from 8 hours to 9 hours including reasonable travelling time. Improve the application of the fatigue leave provisions where return to work and/or phone calls related to restriction duty/OT disrupt the ‘rest break’ within the 16 hours immediately before the Medical Officer’s next scheduled ordinary shift.
- **Improved First Roster and Clinical Advice by Telephone On-Call Rates** - increase the First Roster on-call hourly rate ($1.90/hr to $4.00/hr) and the rates for Clinical Advice by Telephone (night rate $123 to $157; day/night rate $139 to $189).
- **Improved Overtime Payments for Return to Work for Specialists on First Roster** – increase the Specialist's ordinary hourly base salary rate before overtime payments are calculated to result in higher overtime payments for each overtime hour worked.
- **New Allowance for Working in Correctional Centres** ($42,000 p.a. in TEHS and $54,000 p.a. in CAHS) paid fortnightly to Medical Officers while working in the prisons.

• Interns – Longer Term Contracts of Employment of up to 3 years to allow for completion of the first post-graduate year. This is an improvement on the current 1 year contract arrangements.

• Office Bearers and Representative Paid Leave for a period approved by the CEO to enable Medical Officers who are Office Bearers for Medical Colleges and their constituent Faculties, Medical Boards, Medical Industrial Organisations, or who represent the NTPS, and where there is an identified benefit to the Department.

• New Allowance - Rural Generalist Trainees (RGTs) in Gove and Katherine District Hospitals. Subject to specified requirements, a new allowance equal to 20% of RGT3 ordinary annual salary.

• Additional ‘Category C’ option under Specialist Private Practice Allowance - A Medical Officer who elects the new Category C will receive the allowance on a fortnightly basis at the rate of 30% of ordinary annual salary per annum plus 50% of revenue (private practice billings) to a maximum $100,000 per annum.

• Commitment to Develop Non-Direct Clinical Contact Time Guide - These guidelines may refer to recommended non-direct clinical contact allotted times that are consistent with industry practice and a statement of principles.

• Additional Professional Development Allowance ($500) - available to all Medical Officers on a reimbursement basis each year where annual allowance has been exhausted.

• Paid Parental Leave (up to 14 weeks) for Medical Officers with <12 Months Service who leave NTPS to undertake mandatory training in another jurisdiction and then return to the NTPS.

• Improved ‘NTPS Common’ provisions including:
  o Parental leave provisions (surrogacy, paid partner leave and superannuation)
  o Domestic and Family Violence (DFV) Leave
  o Cultural and Ceremonial Leave (up to 5 days unpaid)
  o Shiftworkers paid recreation leave loading where 1 day’s recreation leave taken.

• Maintenance of key terms and conditions including:
  o 6 weeks Recreation Leave (7 weeks for shiftworkers)
  o 14 or 18 weeks paid Parental Leave and up to 3 years parental leave.
  o Allowances
  o Work life balance initiatives

Feedback – Have Your Say

Should you wish to provide your feedback on the proposals or make a suggestion you can provide your feedback directly at www.enterpriseagreements.nt.gov.au/general_feedback. All feedback will be treated confidentially. Feedback is sought by 13 September 2018.

Next Step – Your Vote

Once feedback on the offer has been received from both ASMOF and individual Medical Officers, the parties will meet to consider the timing of a ballot for a new enterprise agreement. If in-principle agreement is not reached by 1 October 2018, it is important that employees are aware that a new wages policy of 2.0% p.a. comes into effect from that time.

More Information

Bulletins and Information Sheets related to bargaining will be posted on the OCPE website (www.ocpe.nt.gov.au) under the following link: Medical Officers Current Negotiations.

Information on bargaining in general can be obtained at www.fairwork.gov.au or you can contact the Fair Work Commission Infoline on 1300 799 675.

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