Medical Officers
Enterprise Agreement Negotiations
Bulletin 16

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

Revised Proposal for a New Enterprise Agreement – Improved JMO conditions and mechanism to assess on-call arrangements

Recently representatives from the Office of the Commissioner for Public Employment, the Department of Health and the Australian Salaried Medical Officers' Federation (ASMOF) met to discuss how the parties could reach agreement on proposed terms for a new Medical Officers' (MO) enterprise agreement.

ASMOF gave feedback on the key matters concerning their members and as a result of these discussions and in a genuine attempt to reach agreement with the union, the following improvements are proposed:

- For Junior Medical Officers (JMOs) **up to a combined $6000 reimbursement** in addition to their annual automatic Professional Development Allowance (PDA):
    - $1000 increased to $3000 per annum PDA available on a reimbursement basis; and
    - up to $3000 reimbursement payment for higher education loan payment (HELP) debt after 2 years NTPS service; and
    - the automatic annual PDA payment will increase by 2.5% each year.
- For all Medical Officers - **entitlement to assess workloads and on-call duty**:
    - a new provision in the agreement setting out the parties' commitment to safe workload management that aligns with the Department's and employee / work group needs; and
    - a new provision in the agreement to give MOs a mechanism to request a review of a Medical Officer or a group of Medical Officers' restrictive duty workload. The review will involve the gathering of evidence and information over a period to ascertain if any modifications in remuneration or work practices are required. This entitlement will address the restrictive duty provision issues raised by ASMOF.

ASMOF have provided in-principle agreement to these improvements subject to the drafting of clauses of these new provisions.

This is a substantial breakthrough in bargaining resulting in better conditions especially for Junior Medical Officers and those Medical Officers working on-call arrangements.

Next Step

A revised offer will be formally submitted to ASMOF so that the parties can prepare for a ballot in January 2019.

Revised Offer to Contain All Other Key Improvements

- **4 year agreement with 2.5% annual wage increases**.
- **The first 2.5% wage increase will be calculated from 11 January 2018** and the **second 2.5% wage increase from 10 January 2019**, provided the agreement is approved by the Fair Work Commission. (Note: back payment of wage increases are payable to employees employed on the date the new agreement commences).
- **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. Clarify 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). These rates will increase annually thereafter.
- **Improved Return to Work Overtime Payments for Specialists** – 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, Katherine and Alice Springs** District Hospitals and **Tennant Creek** Hospital. Subject to specified requirements, a new allowance equal to 20% of RGT3 ordinary annual salary.
- ***New* '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.
- **Parties 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.
- **Paid Parental Leave (up to 14 weeks) for Medical Officers with <12 Months Service** who leave NTPS to undertake mandatory training within NT or interstate and then return to the NTPS.
- **Improved 'NTPS Common' provisions including**:
    - Parental leave provisions (surrogacy, paid partner leave and superannuation)
    - Domestic and Family Violence (DFV) Leave
    - Cultural and Ceremonial Leave (up to 5 days unpaid)

- Shiftworkers paid recreation leave loading where 1 day's recreation leave is taken.

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.

Wishing all a safe and happy Christmas and New Year.

Office of the Commissioner for Public Employment
19 December 2018