

TIME TO VOTE - PROPOSED NEW AGREEMENT

MEDICAL OFFICERS ENTERPRISE AGREEMENT BULLETIN 12

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

Proposed Agreement and Explanatory Material

The purpose of this Bulletin is to distribute the proposed Medical Officers Northern Territory Public Sector 2018 – 2021 Enterprise Agreement for your consideration prior to casting your vote. The proposed agreement can be found at: [2018 – 2021 Enterprise Agreement](#).

Explanatory notes have also been prepared to assist Medical Officers to understand the differences between the current agreement and the proposed agreement and these are found at: [Explanatory Notes](#).

The ballot opens Thursday 15 November 2018.

Why vote 'YES'?

For improved and new conditions:

- secure 2.5% pay increase (salaries and existing allowances) backdated to 11 January 2018;
- the higher First Roster on-call (\$4/hr) and Clinical Advice by Telephone rates (\$157 per night; \$189 per day/night) backdated to 11 January 2018;
- new conditions and allowances which include:
 - the higher fixed hourly call back rates for calculating overtime for Specialists on First Roster;
 - \$1000/year additional Professional Development Allowance for junior Medical Officers;
 - \$42,000 (TEHS) and \$54,000 (CAHS) Attraction and Retention Allowance for working in Correctional Centres;
 - Fatigue Leave improvements (i.e. from 8 to 9 hour rest break after overtime);
 - an allowance (20% of RGT3) for Rural Generalist Trainees in regional/remote hospitals;
 - improved paid parental leave for partners who become primary caregivers and for Medical Officers in vocational training with less than 12 months service, and extending employer superannuation paid on the first 6 months of unpaid parental leave to the first 12 months;
 - cultural and ceremonial leave (up to 5 days unpaid); and
 - paid leave for Officer Bearers and Representatives.

If the ballot does not result in a 'yes' vote future offers will be subject to a 2.0% wage increase. Medical Officers should be aware that any future negotiations conducted will be subject to the NTPS Wages Policy which is 2.0% per annum for agreement outcomes from 14 December 2018.

Back payments and the commencement of new conditions will occur subject to the agreement being formally approved by the Fair Work Commission.

Links to other Relevant Documents

Documents referenced in the proposed Enterprise Agreement and Explanatory Notes:

- [Employment Instruction Number 3](#)

- [Public Sector Employment and Management By-laws](#)
- For AO6 and AO4 salary, see Schedule 11 of [NTPS 2017 – 2021 Enterprise Agreement \[AE42964\]](#)

For details of my proposals tabled during negotiations that are reflected in the proposed agreement see [Bulletin 10](#) and [Information Sheet 4](#).

Ballot opens Thursday 15 November 2018 – make your vote count

[Bulletin 11](#) contained information about the ballot process in which I encourage you to have your say by casting a formal vote. Your vote is confidential.

As mentioned in my previous Bulletin, Medical Officers will receive emails from the Northern Territory Electoral Commission (NTEC). The emails will be sent to your NT Government email or your nominated email address (e.g. private email) recorded in the Personal Integrated Payroll System (PIPS). Medical Officers should check their private and government emails on 14 November for NTEC's preliminary email about voting and again on the 15 November for NTEC's email containing your ballot form.

To change / update your contact details please contact Sue Whyte at the NTEC as soon as possible on netvote.NTEC@nt.gov.au or 8999 7623.

Assistance accessing or completing an electronic ballot via email is available for any employee who may require such assistance. Contact the NTEC at 8999 7623.

More Information

The proposed agreement and all of the information you need to understand it is at the webpage dedicated to enterprise agreement negotiations: <https://ocpe.nt.gov.au/nt-public-sector-employment/enterprise-agreement-negotiations/current-negotiations/medical-officers>

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

If you have questions in relation to the proposed agreement, please do not hesitate to contact: Helen McAuliffe of the Office of the Commissioner for Public Employment on 8999 4282 or Johanna Stieber of the Department of Health on 8922 7057.



Craig Allen
Commissioner for Public Employment

6 November 2018