Time Is Running Out To Get Your Vote In

***Ballot closes 10 a.m. this Thursday***
Vote ‘Yes’ for improved conditions for all Medical Officers
A successful ballot is required to secure the improvements

ASMOF, Department of Health and OCPE have signed up to:

**Increased Salaries – 2.5% p.a.**
- 2.5% annual pay increases (salaries and existing allowances)
- 2.5% backdated on salary from January 2018
- 2.5% annual increases to Professional Development Allowance for all Medical Officers

**Safe Work Practices**
- New Reasonable Workloads Management to address workload issues
- New Restrictive Duty Review to assess if alternative approaches are required
- Rostering review working party (Department and ASMOF)
- Fatigue Leave improvements (9 hour rest break after overtime)

**Junior Medical Officers Improved Professional Development Payments:**
- Extra $3000/year reimbursement payment in addition to Professional Development Allowance
- $3000 HELP debt reimbursement after 2 years service (was 3 years)

**Increased On-Call Rates:**
- New higher First Roster on-call allowance ($4/hr) backdated from January 2018
- Higher Clinical Advice by Telephone rates ($157 per night; $189 per day/night) backdated to January 2018
- Higher fixed hourly call back rates for calculating overtime for Specialists on First Roster

**New Leave and Improved Parental Leave:**
- Paid parental leave for partners who become primary caregivers
- New paid parental leave for those in vocational training with <12 months service
- Employer superannuation paid for 1st 12 months unpaid parental leave (was 6 months)
- New cultural and ceremonial leave (up to 5 days unpaid)
- New paid leave for Officer Bearers and Representatives

**New Allowances:**
- New Rural Generalist Trainee allowance (approx. $25K) in regional hospitals
- New correctional centres allowance ($42K in Darwin and $54K in Alice Springs)
- New Category C (30% of ordinary salary plus 50% of revenue, caps apply) option for Specialist Private Practice Allowance
Information on all improvements:

Information Sheet 5 – All Key Improvements
Frequently Asked Questions – Restrictive Duty Improvements
Information Sheet 6 – Restrictive Duty – Current vs Proposed

Access to proposed enterprise agreement and explanatory material

Ballot closes 10am Thursday 14 February 2019 – make your vote count
Bulletin 17 contained information about the ballot process. Your vote is confidential.

More Information
If you have questions in relation to the proposed agreement, please do not hesitate to contact: Danny Coombes of the Department of Health on 8922 7193 or Helen McAuliffe of the Office of the Commissioner for Public Employment on 8999 4282.

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.

Craig Allen
Commissioner for Public Employment

12 February 2019