



WA HEALTH INDUSTRIAL AGREEMENT NEGOTIATIONS

Background

Negotiations for replacement of the Department of Health (Medical Practitioners) AMA Industrial Agreement 2011 and other public sector agreements is well underway. On 19th December 2012 the AMA (WA) served a log of claims on the Minister for Health for a new agreement to replace the Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2011 (2011 MHS Agreement). Development of the log of claims followed months of preparation including consultation with Members via surveys and liaison with your Intern Hospital Liaison Committee (IHLC) and Doctors in Training (DiT) Committee representatives.

The AMA urged commencement of negotiations with the Department of Health early in 2013. However, the Department did not agree to commence negotiations until March 2013. Fortnightly negotiations have continued since that time with a couple of meetings having been cancelled by the Department.

The new agreement, like the current, will cover all medical practitioners employed in public hospitals.

The 2011 MHS Agreement expires on 30 September 2013. The AMA is working towards a replacement agreement being negotiated and finalised by August 2013 to minimise any difficulties associated with implementation of the new agreement by HCN and the Employer.

Summary of the log of claims

In summary, the AMA is seeking a salary increase of 12% over 3 years with similar increases to all allowances such as on call, professional development and costs of private practice. Other key aspects of the claim in respect of senior practitioners include rolling Arrangement A Private Practice Allowance into the base rate of pay, increasing the Head of Department allowance to reflect substantial work value changes to HoD roles, increasing professional development leave to 3 weeks per annum, clarifying clinical versus non-clinical duties and removing the requirement that engagement for more than 5 sessions be approved by the Director General of Health.

Key aspects of the claim for DiTs include seeking contracts of service for the life of the training program for training registrars, introducing more finite hours of duty to establish safer working hours, rolling the Professional Development Allowance into the base for the purposes of calculating shift and weekend penalties, seeking 14 days' notice of rosters, introduction of dedicated teaching time free from service calls, increasing the rate for on-call, recognising training outside of government employment for the purposes of long service leave to name but a few. .

In addition, the AMA has made it clear to the Department that we will rely on an equivalent overall result for doctors as promised to public sector nurses who were assured of a 14% salary increase prior to the 2013 State Election.

Information about specific details of the AMA claim is available on our website <http://www.amawa.com.au/ama-wa-2013-industrial-bargaining/>

The Department has not yet provided a comprehensive response to the AMA's log of claims and the key issues mentioned above. Efforts towards pressing these claims will continue.

During negotiations the Department has advised the AMA that it is seeking:

- A simplified agreement that provides contemporary conditions. The AMA's approach to this position is that it will consider simplified terms only on the basis that terms and conditions are not reduced;
- Enforceable conditions. This is a reference to removing provisions that make a commitment to review certain conditions in the future. The AMA's approach is to reiterate that it will consider amendments to the Agreement only on the basis that terms and conditions are not reduced;
- A business rationale to the striking of rates of pay. This is a response to budgetary pressures and as a result the Department wants to make sure that the new agreement contains rates that are not out of kilter with rates applying in other Australian States. The AMA insists that WA doctors need to be well rewarded to attract and retain them in WA, the highest cost State in the nation, and to encourage excellence in health service delivery. The AMA has made clear that appropriate comparisons with other States and Territories is problematic due to significant differences in pay structures and the prevalence of individual arrangements in some states particularly at the Senior Practitioner level.

Other Public Sector Agreements

Alongside the negotiations for replacing the 2011 MHS Agreement are negotiations for other public sector agreements including:

- Department of Health Medical Practitioners (WA Country Health Services) AMA Industrial Agreement
- Department of Health Medical Practitioners (Director General) AMA Industrial Agreement
- Department of Health Medical Practitioners (Drug and Alcohol) AMA Industrial Agreement
- Department of Health Medical Practitioners (Clinical Academics) AMA Industrial Agreement

The AMA will be seeking similar rates payable from the same operative date as pay increases under the new MHS agreement.

Contact

The Association will keep members informed of progress as the process unfolds. If you would like to seek information or feedback about progress or make a comment please contact Marcia Kuhne, Gary Bucknall or Clare Francis at the Association.

Membership

Securing increases involves an enormous amount of effort which is financed solely by AMA members. The AMA secured the Professional Development Allowance now between \$4,929 and \$12,321 (as of 01/10/12) for DiTs and \$24,524 for Senior Practitioners to meet expenses such as AMA membership fees.

If you are not a member you can join by completing the Membership form below, once completed you can either email it to our membership department via membership@amawa.com.au or fax 9273 3073. As an alternative option you can join online at www.amawa.com.au.

The AMA reiterates that it is only able to assist financial members of the Association should you have an issue. Like insurance companies membership provides you with advice and assistance for issues that arise during your membership.

Support the Association that Supports You! Become a Member now!

MEMBERSHIP APPLICATION

Given Names _____ **Surname** _____

hereby applies to be elected a member of the Australian Medical Association and the Australian Medical Association (WA) Inc.

Signature _____ **Date** ___/___/___

Preferred Name _____ **Date of Birth** ___/___/___ **M** **F**

Correspondence **To Home** **To Practice**

Address _____

Tel _____ **Mobile** _____ **Email** _____

Practice Address _____

Tel _____ **Mobile** _____ **Email** _____

Type of Practice

Specialist Specialty/Specialties _____ Registrar Speciality _____

Sub Specialty/Specialties _____ Level: _____

General Practitioner Specialty/Specialties _____ RMO/ Intern _____

Other (please give details) _____ Level: _____

Mail to AMA PO Box 133 Nedlands WA 6909, or fax to (08) 9273 3073 or email membership@amawa.com.au or join online: www.amawa.com.au. We will send a tax invoice and further membership information upon receipt of your completed application form.

The AMA – advocating, protecting, and producing results!



Australian Medical Association, WA 14 Stirling Highway, Nedlands WA 6009
Telephone: 08 **9273 3000** Facsimile: 08 9273 3073
www.amawa.com.au Industrial.Negotiators@amawa.com.au

