

industrial UPDATE

for the benefit of our members



Issue No. 4 – **October 2013**

URGENT GENERAL MEETING- SALARIED DOCTORS **Thursday 24 October 6pm- FJ Clark Lecture Theatre QEII**

Industrial Negotiations- Paltry Offer made in settlement of AMA (WA) Doctors Salaries Claim

AMA (WA) Executive has called a General Meeting of salaried doctors to be held on 24 October 2013 at FJ Clark Lecture Theatre, QEII at 6pm to discuss actions to take in response to the offer made by the Government.

We strongly encourage members to attend this important meeting to express their views and assist the AMA (WA) who will be conducting further negotiations on your behalf.

A comprehensive claim for new agreements was served on the Minister for Health on 19 December 2012. The claim applied to doctors employed under the following agreements:

- Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2011
- Department of Health Medical Practitioners (Clinical Academics) AMA Industrial Agreement 2011
- Department of Health Medical Practitioners (WA Country Health Service) AMA Industrial Agreement 2011
- Department of Health Medical Practitioners (Drug and Alcohol Office) AMA Industrial Agreement 2011
- Department of Health Medical Practitioners(Director General) AMA Industrial Agreement 2011

The claims have been exhaustively discussed with the Department of Health's representatives since the first meeting held on 8 March 2013. The Department's lack of willingness to finalise claims and put a written offer to the AMA (WA) resulted in unnecessarily protracted negotiations beyond the expiry date of all Agreements (30 September 2013).



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for you
AMA
for your profession

The Association noticed a more positive attitude from the Department of Health following the AMA (WA)'s comprehensive submission to Treasury on interstate comparisons of doctors' salaries in response to simplistic comparisons that were prepared by the Department of Health and after correspondence and meetings with the Acting Director General of Health. Indications of a positive offer were made in late August. This verbal offer included meeting the AMA (WA)'s claim of a 12% pay increase over 3 years.

However, the traditional obstructive approach was again adopted from mid-September coinciding with the Government's loss of its AAA credit rating.

On 5 October, 5 days after the expiry of the above Agreements, the Department of Health made an offer that **barely** keeps up with inflation. It offered:

- A term of 3 years for replacement agreements from 1 October 2013 to 30 September 2016;
- a 2.5% salary increase from the first pay period on or after 1 October 2013;
- a 2.5% salary increase from the first pay period on or after 1 October 2014;
- a 2.5% salary increase from the first pay period on or after 1 October 2015;
- doubling of the current Head of Department Allowance including a formalised appointment process with defined duties and responsibilities;
- existing subsidiary agreements are preserved and "carried forward with agreed escalation of rates".

The Department's offer includes the potential to negotiate wage outcomes of up to 11%:

- 3.75% from the first pay period on or after 1 October 2013;
- A further 3.75% from the first pay period on or after 1 October 2014; and
- A further 3.5% from the first pay period on or after 1 October 2015.

The above 11% option offer is subject to negotiating "real efficiencies" arising from new agreements. The Government has put forward some proposals regarding such "efficiencies". However, the specific details on how the efficiencies will be achieved or measured to deliver the 11% are vague. The Association has genuine concerns that if the Department is unable to capture or measure any efficiency gained then how will this affect the "efficiency linked" increased flagged above.

The other significant concern with the current 7.5% offer is that this effectively represents a wage freeze over the next 3 years. In reality inflation is likely to supersede the offered 2.5%p.a. thus delivering all doctors employed under this Agreement a real reduction in pay without any improved conditions over the coming 3 years.

In considering this offer members should be aware of the following:

- WA Government has committed (pre-election) to a 14% offer over 3 years for Nurses
- Whilst annual wages in other states appear lower, the Association has provided a detailed submission to Treasury explaining the need, as much as possible, to compare like with like.



- Junior doctors in other states work 38 hours per week compared with 40 hours in WA for their defined annual salary
- Junior doctors in WA have significant higher professional development expenses given the majority of the exams, conferences, seminars are held in the Eastern States
- Senior Doctors in other States have higher amounts of combined leave entitlements therefore comparison on the basis of service weeks is more appropriate
- Cost of living expenses in Perth have been identified as the higher in Australia and 10th highest in the world.

To read more about the AMA's position please refer to the AMA (WA) website below:

<http://www.amawa.com.au/doctorin-training/industrial/ama-wa-2013-industrial-bargaining/>

The meeting on Thursday 24 October at 6.00pm will discuss the offer in more detail and develop strategies on where to from here including what industrial action doctors are prepared to implement. This is why it is vital that you attend to enable your opinion and thoughts to be shared.

Any enquiries should be directed to [Marcia Kuhne](#), [Clare Francis](#) or [Nicola Bazzoni](#) at the AMA (WA).

Membership

The AMA reiterates that it is only able to assist financial members of the Association at the time the alleged offences occurred. Like insurance companies membership provides you with advice and assistance for issues that arise during your membership. Therefore practitioners are strongly advised to join the AMA to ensure that the Association can assist with your future issues. The membership application form below can be completed and sent back to the AMA at 14 Stirling Highway, NEDLANDS WA 6009 or alternatively you can join on-line via www.amawa.com.au .

**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.



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