

## DOCTORS IN TRAINING

On 19 December 2012 the Association lodged a log of claims on the Minister for Health on behalf of medical practitioners employed in the public sector.

Negotiations between the Association and the Department of Health (DOH) have been ongoing since March 2013. The negotiations have been difficult given the state of the economy, the loss of WA's AAA credit rating and the recent bargaining outcomes for medical practitioners in the Eastern states. Despite these difficulties the Association has now reached a formal agreement with the DOH.

This fact sheet provides an overview of changes applying to Doctors in Training (DiTs) (ie: Interns through to Senior Registrars) employed throughout the public sector.

For Registrars and Senior Registrars who may soon be employed within the system as Senior Practitioners, reference should also be made to the details within the Senior Practitioners factsheet.

### 1. Salaries

The Association has been able to secure an increase of 11% over three years (i.e. 3.75%, 3.75% and 3.5% payable from 1 October '13,

1 October '14 and 1 October '15 respectively).

### 2. Professional Development Allowance

The Professional Development Allowance has been escalated in line with salary increases.

### 3. Long Service Leave

The Association was able to negotiate a provision which ensures that DiTs will not break their service for the purposes of accrual of long service leave (LSL) when they secure employment in the private sector as part of a training program. There are two pathways i.e. you can with the agreement of the Employer work in a privately operated public hospital to further your skills OR you can work in a private hospital for the purposes of progressing through a College Training Program and if you return to work with WA Health within 24 months then your previously accrued LSL entitlements are maintained.

### 4. Part Time Employment

Interns shall be employed on a full time basis however at the request of the intern the Employer may approve employment on a part time basis.

### 5. Hours and Rostering

The Association was able, after much negotiation and argument with the Employer, to reach agreement on the following issues:

- The term 'all duty' has been clarified so it is explicit that it refers to both rostered duty and any periods of call back for the purposes of the 8 hour break between shift. If a practitioner is required to resume rostered duty before having eight consecutive hours free from all duty (including call back) the subsequent hours shall attract a 50% loading.

- The term 'where practicable' has been removed to ensure that all practitioners must have at least two consecutive days off in each 28 day roster cycle free from all duty including on call.

- The new Agreement includes a provision which makes it clear that split shifts are not to be rostered or worked.

### 6. Resident Medical Officers

The definition of a Resident Medical Officer (RMO) has been clarified such that a RMO is a practitioner in their 2nd or subsequent years of relevant experience following graduation and who is not performing the duties of a Registrar.

### 7. Annual Leave

The DOH has agreed to include a provision for additional purchased leave. These entitlements are already contained in the Nurses Agreement and the Health Services Union Agreement.

# Industrial Agreement 2013

## 8. On Call and Call Back

The on-call hourly rate has been escalated in line with salary increases.

## 9. Professional Responsibilities

After the loss of WA's triple A credit rating, the DOH made it clear to the Association that 'efficiencies' would need to be included in the 2013 Agreements in order to recoup some costs associated with the increased entitlements the new 2013 Agreements provide.

The 2013 Agreements contains several 'efficiencies' which the Association believes, given the current economic climate, are fair and do not place additional responsibilities on practitioners. More detail about efficiencies will be available in a separate information booklet the AMA will publish early in the New Year following registration of the Industrial Agreement.

## 10. Professional Development Leave

The ways that Professional Development Leave can be utilised have been expanded to include clinical significant research associated with obtaining or maintaining higher medical qualifications.

## 11. Contract of Service

The contract completion payment provisions for Supervised Medical Officers have been improved to provide for payment on a

proportionate basis calculated on completed months of service up to a maximum of 5 years.

## Next Steps

The agreed changes will be reflected in revised industrial agreements. The new 2013 Agreements will be lodged with the WA Industrial Relations Commission and the aim of the parties is to have them registered by the Commission as a matter of priority. Once the 2013 Agreements have been formally registered, the DOH will instruct HCN to pay all practitioners in accordance with the new Agreements and process all back pay of salary increases to the first full pay period on or after 1 October 2013.

The AMA will publish more detail about the new 2013 Agreements in the form of a booklet as soon as the Agreements are registered by the WA Industrial Relations Commission.

Practitioners will be able to view a copy of the Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2013, and all other public sector agreements on the AMA website after they have been registered.

## Are you an AMA (WA) Member?

Non members are not eligible to receive AMA benefits and services. This includes the invaluable service of one-on-one assistance when a member encounters problems in the workplace. At some time

in their career, most WA medical practitioners face a workplace dispute or problem of some sort. Only AMA members have the security of knowing they can access the Association's expert staff and extensive resources to deal with such a problem.

As the Association does not provide assistance to non members, it is in your interests to join before a problem arises. Visit [www.amawa.com.au](http://www.amawa.com.au) and join now.