

SENIOR MEDICAL PRACTITIONERS

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 salaried Senior Practitioners employed throughout the public sector.

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. Allowances

The Professional Development Allowance, Private Practice Allowance and Private Practice Cost Allowance (Sessional practitioners) have been escalated in line with

salary increases.

3. Professional Development Leave

Senior Practitioners will receive an additional 1 week Professional Development Leave increasing the entitlement to 3 weeks in total.

4. Head of Department Allowance

The Association managed to secure agreement on doubling the Head of Department Allowance as well as amending the way in which the Allowance is calculated. It will now be calculated based on head count rather than full-time equivalent staff. Furthermore, Doctors in Training who are performance managed by the Head of Department are now expressly included for the purposes of determining the allowance level.

5. 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.

6. Annual Leave

The DOH has agreed with the AMA to include a provision for additional purchased leave matching current conditions in the NursIndustriales Agreement and Health Services Union Agreement.

7. Radiologists

The Radiologist piece rate has been escalated in line with salary increases.

An additional provision has been added for the term of the 2013 Agreements only to enable agreement to be reached between radiologists and the DOH regarding the value of the baseline earnings pools to take into account the movement of activity given the commissioning of Fiona Stanley Hospital and the re-commissioning of Fremantle Hospital and Royal Perth Hospital.

8. On Call and Call Back

The on-call hourly rate and call-back rates have been escalated in line with salary increases.

9. Contract of Service

The contract completion payment provisions have been improved to provide for payment on a proportionate basis calculated on completed months of service up to a maximum of 5 years.



Industrial Agreement 2013

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 and join now.