

Closure of Swan District Hospital

Successful negotiations with WA Health

Further to the November Swan Information Bulletin (Issue #6), the Australian Medical Association (WA) has successfully negotiated with WA Health in relation to 'Special Transition Entitlements' for Senior Medical Practitioners whose employment at Swan District Hospital or Kalamunda District Community Hospital ceases due to the transfer of services to SJOG Midland Public Hospital (SJOGMPH).

On separation the practitioner will be entitled to the following payments:

- **Annual Leave & Long Service Leave**
All accrued entitlements will be paid at the Practitioner's final base salary rate. Long Service Leave will be paid out on both fully accrued leave and on a pro-rata basis for any part qualifying period of service.
- **Separation Payment**
Practitioners will be entitled to 5.2166 weeks' pay, at final base salary rate, for each year of continuous service, up to a maximum of 26.0833 weeks' pay. This payment will be paid on a proportional basis, calculated on the average contracted hours or sessions paid over the whole of the practitioners' continuous service. The payment is in lieu of a transition payment payable to permanent employees.
- **Private Practice 'Arrangement A' Practitioners**
Those practitioners who exercise their right of private practice under Arrangement A, will be paid their Private Practice Income Allowance and Professional Development Allowance under the same terms as would have applied had their Annual Leave, Long Service Leave, or pro rata Long Service Leave been taken as opposed to being paid out.

Any of the above 'Special Transition Entitlements' will be reduced should any payment be made under the Public Sector Management (Redeployment and Redundancy) Regulations 1994, by the amount of any such payment.

Ongoing discussion with SJOG

The AMA will continue to discuss a number of outstanding issues with SJOG. One of the key remaining issues is to seek an assurance that, for the purposes of Professional Development Leave, previous continuous service with WA Health is recognised. Other issues related to VMPs also remain outstanding.

Under current federal legislation, the *Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2013*, a 'Copied State Instrument', will continue to cover salaried medical practitioners transferring to SJOGMPH as a result of the closure of SDH. The AMA is seeking to negotiate a new agreement with SJOG, in order to secure conditions for practitioners' on an ongoing basis at the new Midland Health Campus. SJOG is in principle prepared to enter into negotiations.

The AMA will be arranging a meeting with affected members in early 2015, to discuss a new agreement.

In the meantime, should members wish to discuss any of the issues outlined in this bulletin, please contact [Marcia Kuhne](#), [Josephine Auerbach](#) or [Simon Bibby](#) at the AMA.