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Opening of SJOG Midland Public Hospital

SJOG Midland Public Hospital officially opened to the public on 24 November 2015. The opening has followed a sustained effort by practitioners and DiTs at Swan District Hospital to ensure that both the transition period and opening of the new hospital were implemented smoothly, with as little impact as possible on patient care. This has often been in the context of uncertainty over their future conditions of employment and job security at SJOG Midland Public Hospital (MPH).

Throughout the past 2 years the AMA has continued to advocate on behalf of Swan District Hospital medical practitioners and successfully represented medical practitioners working at MPH in securing:

- appropriate cashing out and transition payments on terminating employment with WA Health;
- ensuring SJOG fulfils its legal obligations in recognising the *Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2013* (the 2013 MHS Agreement) as a Copied State Instrument which will continue to cover transferring employees until the 2013 MHS Agreement notionally expires on 1 October 2016;
- conditions of employment at MPH for non-transferring employees which are overall equivalent to the conditions under the 2013 MHS Agreement;
- new contracts at MPH for similar hours as worked under the WA Health contracts; and
- arrangements to provide for Doctors in Training to be seconded from WA Health when working at MPH, therefore ensuring they continue to accrue entitlements and retain continuity of service.

Transferring Practitioners

HSS has assured the AMA that the transition payments due to transferring practitioners will be paid on 3 December 2015. Transferring practitioners 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 proportionate 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 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.

Doctors in Training being engaged as Casual Practitioners

The AMA is aware that a small group of DiTs is being directly employed by SJOG as casual practitioners. Whilst such employment arrangements may suit individual practitioners we continue to encourage all DiTs to contact [Leah Pantelis](#) should they have any enquires about their engagement with SJOG. A Memorandum of Understanding between Sir Charles Gairdner Hospital and SJOG has been signed which regulates the secondment of all Doctors in Training at MPH. The AMA will continue to advocate that all DiTs are seconded from WA Health to MPH in order to protect their continuous service with WA Health.

New Enterprise Agreement

In accordance with the provisions of the *Fair Work Act 2009*, any transferring Practitioner will be employed pursuant to the terms and conditions of the transferring industrial instrument (the Copied State Agreement), being the *Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2013*. The AMA is engaging in ongoing discussions with SJOG in relation to a new Enterprise Agreement which is intended to apply at MPH following the expiry of the Copied State Agreement, on 1 October 2016. The AMA will inform members of developments.

The AMA urges any practitioner not certain about their contractual status or entitlements to contact [Josephine Auerbach](#) or [Marcia Kuhne](#) at the AMA.

The AMA encourages any DiT currently working at SDH who has not received any information about their current or future employment at MPH or within WA Health to contact [Leah Pantelis](#) or [Marcia Kuhne](#) at the AMA.