

WA HEALTH INDUSTRIAL AGREEMENT 2022

SUMMARY OF CHANGES



Below is a summary of key changes achieved in the *WA Health System – Medical Practitioners – AMA Industrial Agreement 2022* (the Agreement). This Agreement has effect from 2 September 2022 and will expire two years from the date of registration, at which time a new agreement will be negotiated.

NB: Improvements applicable to all practitioners, including salary increases, can be found on page 3.

Doctor in Training (DiT) Specific	
Portability of Leave	<ul style="list-style-type: none"> Accrued annual leave, sick leave, and long service leave (LSL) is portable and preserved when moving between WA Health HSPs and when DiT progress to senior doctor classifications. No caps on leave recognition. No loss of previously accrued leave when placed on 'short-term exigency' contract, particularly relevant for newly fellowed doctors.
Recognition of non-WA Health accrued leave	<ul style="list-style-type: none"> Recognition/transfer of sick leave and long service leave, and recognition of service for the purpose of paid parental leave, following service with contracted state entities (including Joondalup Health Campus, Bunbury Health Campus, Peel, and SJOG Midland).
Guaranteed preservation of long service leave	<ul style="list-style-type: none"> For LSL, practitioners are able to break service to undertake training or employment relevant to professional skills for a period of up to 24 months, without loss of previous service. The previous requirement for employers to approve breaks in service for LSL retention has been removed.
Leave WA for 24 months, without losing your entitlements	<ul style="list-style-type: none"> Introduction of provisions specifically designed to allow leave for professional opportunities, including training outside of WA, and preserve previously accrued leave entitlements (including annual leave, sick leave, LSL & professional development leave) and service, to be reinstated to doctor, on return to WA Health within 24 months.
Additional improvements for Doctors in Training	<ul style="list-style-type: none"> Enhanced notice provisions for clinical rotations and their location, requiring employers provide 4 weeks' prior to the commencement of the year. Employer must now provide reasons for professional development leave refusal on request, allowing doctors to challenge unreasonable refusal or under certain prescribed circumstances, enable conversion to cash entitlement. DiT casual loading increases to 22 per cent on and from 1 July 2022, and to 25 per cent on and from 1 July 2023. Enhanced consideration of practitioner's family responsibilities when seconded to WACHS.

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Senior Practitioner Specific	
Part 3 – Senior Practitioners Contract of Service	<p>Pathway to permanent employment for senior practitioners:</p> <ul style="list-style-type: none"> • A working group (including an AMA (WA) representative) has convened to finalise a framework for permanency implementation, due within 12 months from Agreement registration. <p>Prior to permanency:</p> <ul style="list-style-type: none"> • Provisions prohibiting use of contract renewals as a form of performance management/discipline. • Automatic renewal of contracts if 12 months' notice is not provided – reasons for any non-renewal in notice and the System Manager (Director-General) must be notified. • Existing leave entitlements preserved when moving from a fixed-term contract to a short-term exigency contract. • Pre-accrued leave may now be accessed on short-term exigency contracts. Practitioners outside North of 26 South latitude, will continue to not accrue/receive paid leave on short-term exigency contracts, receiving a loading in lieu.
On Call/Recall Improvements	<p>“Call back” renamed to “recall”</p> <ul style="list-style-type: none"> • Meaning of “recall” expanded to provide payment at recall rates to Senior practitioners instructed or required to work beyond their ordinary shift and whereby they are working beyond their professional commitment, instructed, or required because of a clinical need for work of an emergent or unanticipated nature (not for a pre-determined length), and authorised by the HoD. Note: the three-hour minimum payment does not apply to this type of recall.
WACHS North of 26th Commuted On-call Allowance Increase	<p>Increase to WACHS North of 26 South latitude - Commuted On-call/Recall allowance:</p> <ul style="list-style-type: none"> • Hospital based practitioners: increased by 3.5 per cent to 39.5 per cent. • Non-Hospital based practitioners: increased by 0.7 per cent to 8.2 per cent.
Specialist Recognition: Clinical Forensic Medicine (CFM) Fellow	<p>Commitment that if the Health Council provides approval for specialty recognition of CFM, WA Health will:</p> <ul style="list-style-type: none"> • Recognise practitioners with a CFM fellowship as Consultants from date the Health Council provides specialist recognition; and • Backpay Sexual Assault Resource Centre (SARC) practitioners with CFM fellowship commencing from the date of the College's application for specialty recognition.
Specialist Recognition: General Practitioners (GP)	<ul style="list-style-type: none"> • WA Health did not accept the AMA (WA)'s claim for specialist recognition for GPs, however, provided a commitment to review this arrangement during the term of the 2022 Agreement, the existing classification and remuneration structure for GPs (including those with fellowships) and consider the potential for an expanded classification and remuneration structure in alignment with other senior practitioners, including consultants, with the objective of enhancing GP career progression. <p><i>Note: the AMA (WA) continues to pursue specialist recognition of fellowed GPs based on 2016 Agreement definitions, formally.</i></p>

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All Practitioners

Salary & Term	<ul style="list-style-type: none"> • Term of two (2) years commencing on and from registration on 2 September 2022. Agreement negotiations will recommence in 2024. <p>Salary increases as per WA Government public sector wage policy*:</p> <ul style="list-style-type: none"> • \$3,000 one-off cost of living payment in 2022. • \$1,000 per annum on and from 1 July 2022 (applied to all current employees once the agreement is registered). • 3 per cent per annum, or \$60 per week (whichever is greater) on and from 1 July 2023.
Bereavement Leave	<ul style="list-style-type: none"> • Entitlement increased from two (2) to three (3) days. • Scope of access expanded to also include former spouse or defacto partner, foster child, foster parent, and parent-in-law or former parent-in-law of the practitioner.
Parental Leave	<ul style="list-style-type: none"> • Ability to substitute one week's unpaid partner leave (concurrent leave) taken at time of birth or adoption with one week of accrued paid sick leave. • New clause providing superannuation payments on up to 12 weeks of unpaid parental leave. • Paid parental leave at Arrangement A salary rates.
Cultural Leave	<ul style="list-style-type: none"> • Inclusion of 5 days paid cultural and ceremonial leave for Aboriginal and Torres Strait Islanders.
Family and Domestic Violence Leave	<ul style="list-style-type: none"> • Inclusion of 10 days paid family and domestic violence leave.
Sick Leave – war-caused illness	<ul style="list-style-type: none"> • Inclusion of special paid sick leave for war caused illness (as per Government Circular No. 9 of 2018).

**Note: When the WA Government's public sector wages policy changed on 11 February 2022 (from flat \$1,000 increases to 2.75 per cent per annum), doctors in WA were specifically excluded from coverage due to already being in negotiation for a new industrial agreement. The previous \$1,000 wage policy was meant to apply to for the entire two-year term of the Agreement. However, negotiation secured the introduction of a percentage salary increase a year earlier, from July 2023. Due to the Government revising the public sector wages policy twice more on 31 July 2022 and 20 September 2022, the latest and current Government wages policy applies in 2023 (3 per cent per annum or \$60 per week, whichever is greater) and a one-off cost of living payment of \$3,000 has been applied in 2022.*

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