

CAMPAIGN 2009 – FOR SALARIED DOCTORS

Junior Doctor Claim Summary

C2009 AIMS:

- Improving your wages & conditions.
- Attracting & retaining salaried Doctors so Tasmania has the best public health care.
- Investing in teaching & training to deliver high quality & efficient patient outcomes.

How Does AMA Tasmania know what to claim?

- We engaged in 5 months of member consultation in Hospitals around the State.
- We conduct meetings with Doctors ongoing.
- We have a consultative team (of junior and senior doctors) advising our negotiating team (a professional industrial negotiator & a Senior Clinician).

1. SALARIES

- 1.1 Pay scale “nexus” calculation in current 2006 Agreement to be applied into the future.
- 1.2 30 June 2009 as the first Nexus calculation then 31 March thereafter.
- 1.3 Nexus data points to recognise new mainland automatic increments (Eg. Victorian Specialist automatic increment pay point is now year 9 and includes automatic ‘all purpose’ and ‘in lieu of private practice’ allowances).
- 1.4 Rationalisation of classification structure definitions to guarantee that a junior doctor’s years of service & duties deliver the highest (rather than lowest) remunerations & conditions.

2. PROFESSIONAL DEVELOPMENT

- 2.1. \$3,000 pa paid as an automatic fortnightly allowance.

2.2. Agreement compliance to ensure 10 days professional development leave can be accumulated then accessed as 20 days over two years.

3. LOCUM COVER

3.1 Incumbent to be replaced by a qualified locum when any leave entitlement prevents incumbent availability OnCall.

3.2. When, after reasonable attempts, a Locum is shown to be unavailable, the Doctor providing the additional cover is to be paid at locum rates for the time provided.

4. CONTRACT COMPLETION BONUS

4.1. Automatic bonus payment of 2 weeks pay for completing a 1 year contract. Automatic bonus payment of 4 weeks pay for completing a 2 year contract.

5. PAID MEAL BREAKS/SNACK PROVISION

5.1 Agreement compliance to ensure that where a doctor is unable to be relieved of all duty, the meal break time is not deducted from the time worked and is to be credited for payment.

5.2 Within easy access inside each hospital, provision of hot & cold drinks, bread, butter, cheese, spreads and biscuits. Where such supplies are not provided a meal allowance shall be paid.

6. CALLS WITHOUT CALLBACK

6.1. Payment of 15 minutes at the doctor's hourly callback rate for each received hospital initiated call not resulting in a callback.

7. HIGHER DUTIES ALLOWANCE

7.1. Agreement compliance to ensure a Doctor required to undertake duties that attract a higher rate or an additional allowance shall be paid at that higher level for all time worked at the higher level.

8. REASONABLE NOTICE OF ROSTER

- 8.1. Where a hospital fails to provide at least 4 weeks notice of a roster (excluding emergencies), the doctors affected will be paid an enforcement penalty of double time for all hours worked where notice has not been given.

9. RECOGNITION OF INTERSTATE SERVICE

- 9.1 Long Service Leave accrued in an Australian public health system to be credited in Tasmania.

10. LEAVE LOADING

- 10.1. 17.5% annual leave loading on a Doctors ordinary weekly pay.

11. LATE THEATRE PENALTIES

- 11.1 When theatres continue beyond 7pm, all time worked to be paid at call back rates.

12. MATERNITY/PARTNER LEAVE

- 12.1 14 weeks paid maternity leave.
- 12.2 1 week paid partner leave to be available at the time of the birth of a child.

13. SAVINGS

- 13.1 All entitlements received by a doctor prior to the implementation of the proposed agreement, of a better standard to the provisions of the new agreement, will continue.