



LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2024-2025

Ms Nicole Lawder MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),
Miss Laura Nuttall MLA

ANSWER TO QUESTION ON NOTICE

Asked By: **Ms Leanne Castley MLA**

Addressed to: Minister for Health

Reference: Health – EBA

Hearing Date: 25/07/2024

In relation to: Canberra Health Services and EBA for junior doctors

EBA for Junior Doctors and Salaries Medical Officers

In relation to current EBA negotiations, what are junior doctors and salaried medical offers asking for?

What has the ACT Government offered?

What are the applicable rates and conditions in other jurisdictions of which the ACT is aware?

MINISTER STEPHEN-SMITH: The answer to the Member's question is as follows:

The Australian Salaried Medical Officers Federation (ASMOF) and the Australian Medical Association (AMA) have each submitted claims following the no-vote of the proposed Medical and Practitioners Enterprise Agreement. The claims have been provided on a Without Prejudice and include requests for:

1. An immediate resumption of negotiations with ACT Government decision makers directly involved.
2. An undertaking that the ACT Government will not resile from currently agreed terms including the backdating of all agreed matters.
3. The immediate administrative implementation of 'Core' matters.
4. Significant increases to pay, allowances and other entitlements in addition to those already offered.

The offer made through the proposed MPEA has the same key components that have been included in other enterprise agreements that have been voted up across the ACT Public Service (ACTPS), including:

- A combination of flat increase pay rises and percentage pay rises;
- A cost of living supplement – available to all employees, including casual employees;
- A health and wellbeing payment;

- Increase in superannuation contributions to superannuation guarantee funds;
- Personal leave now includes special circumstances which capture broader health and wellbeing conditions that necessitate time off work, including menstruation and menopause symptoms with an increase in these circumstances from four days to 10 days;
- Birth leave entitlement has increased from 18 weeks to 24 weeks;
- 18 weeks of paid primary care giver leave is available to eligible employees regardless of the birth leave taken by their partner as long as it is accessed non-concurrently.

The MPEA offer was also tailored to the unique circumstances of medical practitioners, including:


- The removal of the restriction that previously required an employee with a maximum pay of a senior resident medical officer 1 to work five days in a position to be eligible for higher duties allowance. The allowance in this agreement becomes payable when they perform higher duties for more than 1 day.
- Percentage increases in allowances payable under the agreement.
- Provisions allowing for the trialling of new systems of recording and remunerating on-call and recall arrangements for senior medical practitioners are included in the agreement.
- Simplified onerous hours and recall provisions.
- The medical education expense to be changed from a reimbursement provision to an allowance.
- Accrued day off provisions amended to allow for accrued days off to be taken as half days.
- Payment for senior medical practitioner shift workers amended to include provision for a 25 per cent shift penalty rate to be provided for hours worked between midnight and 8am from midnight Sunday to midnight Friday.

Payrates and other conditions for Medical Practitioners are contained in the relevant industrial instruments as follows:

Junior Medical Officer	Staff specialist
NT 2020-2025 Agreement: https://ocpe.nt.gov.au/_data/assets/pdf_file/0003/1260075/medical-officers-ntps-2022-2025-enterprise-agreement.PDF	Under same agreement as Junior Medical Officers in the NT 2020-2025 Agreement
QLD MO Agreement 2023: https://www.qirc.qld.gov.au/sites/default/files/2023-06/2023_cb53.pdf	Under same agreement as Junior Medical Officers in the QLD MO Agreement 2023
WA Medical Practitioners Agreement 2022: https://www.health.wa.gov.au/~media/Corp/Documents/Health-for/Industrial-relations/Awards-and-agreements/Doctors/Medical-practitioners-AMA-industrial-agreement-2022.pdf	Under same agreement as Junior Medical Officers in the WA Medical Practitioners Agreement 2022

<p>Vic Doctors in Training 2022-2026: https://www.westernhealth.org.au/Careers/Documents/Awards/Medical%20Officers%20-%20Doctors/Doctors%20in%20Training%20VPHS%20-%20AMA%20-%20Single%20Interest%20Employers%20Agreement%202022%20-%202026.pdf</p>	<p>Vic Specialist Enterprise Agreement 2022-2026: https://www.westernhealth.org.au/Careers/Documents/Awards/Medical%20Officers%20-%20Doctors/Medical-Specialists-VPS-Health-Sector-AMA-Victoria-ASMOF-Single-Interest-Employers-Enterprise-Agreement-2022-2026.pdf</p>
<p>SA Health Salaried medical officers 2022-2025: https://www.agd.sa.gov.au/industrial-relations/current-agreements2/SA-Health-Salaried-Medical-Officers-EA-2022.pdf</p>	<p>Under same agreement as Junior Medical Officers in SA Health Salaried medical officers 2022-2025</p>
<p>NSW 2023-2024: https://www.health.nsw.gov.au/careers/conditions/Awards/he-profmed-salaries.pdf</p>	<p>Staff Specialist State Award 2022: https://www.health.nsw.gov.au/careers/conditions/Awards/staff-specialists-award.pdf</p> <p>Latest increase bulletin: https://www1.health.nsw.gov.au/pds/ActivePDSDocuments/IB2023_037.pdf</p>
<p>Tasmania Medical Officer Award 2023: https://www.tic.tas.gov.au/_data/assets/pdf_file/008/738890/T15083-No-2-of-2023-Medical-Practitioners-Tasmanian-State-Service-Award-S099.pdf</p> <p>Medical Practitioner Salary Rates: https://www.health.tas.gov.au/careers/employee-benefits/salary-rates/medical-practitioner-salary-rates</p>	<p>Under same award and salary pay rates as Junior Medical Officers in Tasmania Medical Officer Award 2023 and salary rates</p>

Approved for circulation to the Select Committee on Estimates 2024-2025

Signature:  Date: 7 | 8 | 24

By the Minister for Health, Rachel Stephen-Smith MLA