

## Equal Opportunity in the Medical Work Force

1995

1. The Australian Medical Association believes that all members of the medical profession are entitled to equal consideration on entry to, and within, the medical work force.
2. Merit should be the overriding consideration of any application for appointment or employment at a health care institution\*.
3. Medical graduates, with equivalent qualifications and training, and doing the same work, should receive equal salary, equal conditions of work and equal opportunities for career development and advancement; to provide such opportunities all trainee selection committees need to include doctors of both sexes.
4. Health care institutions should develop and make available retraining and other relevant programs to facilitate the re-entry into the medical work force of doctors whose careers have been interrupted.
5. The need for continuity of patient care must be balanced against the need for doctors to have adequate time away from the workplace; health care institutions employing or appointing doctors should establish rosters which would make allowance for those doctors seeking flexible working and training arrangements.
6. The AMA acknowledges the importance of same-sex role models as a means of encouraging career development.

\* *Health care institutions include medical schools, hospitals and other health care facilities.*

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