



AMATas meets with members across the state

Over the last two weeks, AMA has held meetings with senior and junior medical staff in Launceston, Mersey and Burnie hospitals and the Royal Hobart Hospital. Issues discussed include the introduction of the decision of the Tasmanian Industrial Commission for salaried medical practitioners, the lack of movement in the Visiting Medical Practitioners log of claims, and the review of specialist contracts.

Implementation of the outcomes of the Decision of the Tasmanian Industrial Commission (TIC)

Our current focus has been to establish a single Award containing all conditions for SMPs. To this end, a draft of the new award was sent to the Department of Health and Human Services (DHHS) last month. Given a lack of response, we have lodged an application with the TIC to vary the award to reflect our new draft. This will assist with follow up on implementation issues. An initial hearing has instigated a series of meetings over the next few weeks between the parties under the chairmanship of the Commission.

Bargaining for a new Agreement

We are finalising the log of claims for salaried medical practitioners to take to the DHHS. A draft record made from responses to our member survey is used as a basis for discussion in hospitals. Feedback from meetings has included:

- Increased support for CPD in the northwest of the state given the increased travel costs and lack of CME activities in the area.
- Payment of all allowances when on leave or at termination
- Ensuring allowances are increased when salaries increase.
- Conditions for Career Medical Officers.

State review of SMP contracts

Over 500 contracts are subject to review. The DHHS & State Service Management Office are establishing business rules to be used when negotiating “market” allowances for senior medical staff and career medical officers. The review is expected to report by December.

Management allowance

Discussions also occurred over possible definitions for the purpose of establishing the management allowance. A message coming through was that the descriptor for each level needed to be clear and simple to administer.

The meetings were valuable in getting feedback but also providing the opportunity to answer some of the questions raised by members. Thank you to Drs Stuart Day, Russel Furzer, Scott Fletcher, and Tim Greenaway all of whom assisted with setting up the meetings. Geoff O’Kearney.

WorkCover Tasmania Board's Medical Advisory and Mentoring Service



[Medical Advisory and Mentoring Service - PDF Version](#)

Fair Work Ombudsman Campaign

The Ombudsman's office has recently advised the AMA of an upcoming campaign by the FWO targeting the Healthcare and Social Assistance sectors. There is general information on campaigns [HERE](#)

Four national, as well as two local campaigns in each jurisdiction, are proposed with a likely commencement in December this year.

These campaigns are aimed mostly at reception and administration staff employed in GP and specialist practices. It appears that in the last reporting period, the FWO received 140 complaints in that area, with around 44% resulting in some form of a contravention, resulting in a back payment to staff. According to the campaign, the FWO will audit around 200 practices throughout Australia. The audits are not in the same spirit as an ATO audit as they are apparently less intrusive.

They involve the FWO contacting the practice and asking for relevant details such as payslips, wage, and other records, too (or "intending to") look for underpayments to staff. Much of what will be requested will depend on the FWO's assessment of the practice's understanding of its obligations. If pay rates have been found to be incorrect, the FWO will calculate any underpayments and require the practice to backpay accordingly. At that stage, any over-award payments can be offset to make up for any areas of a shortfall.

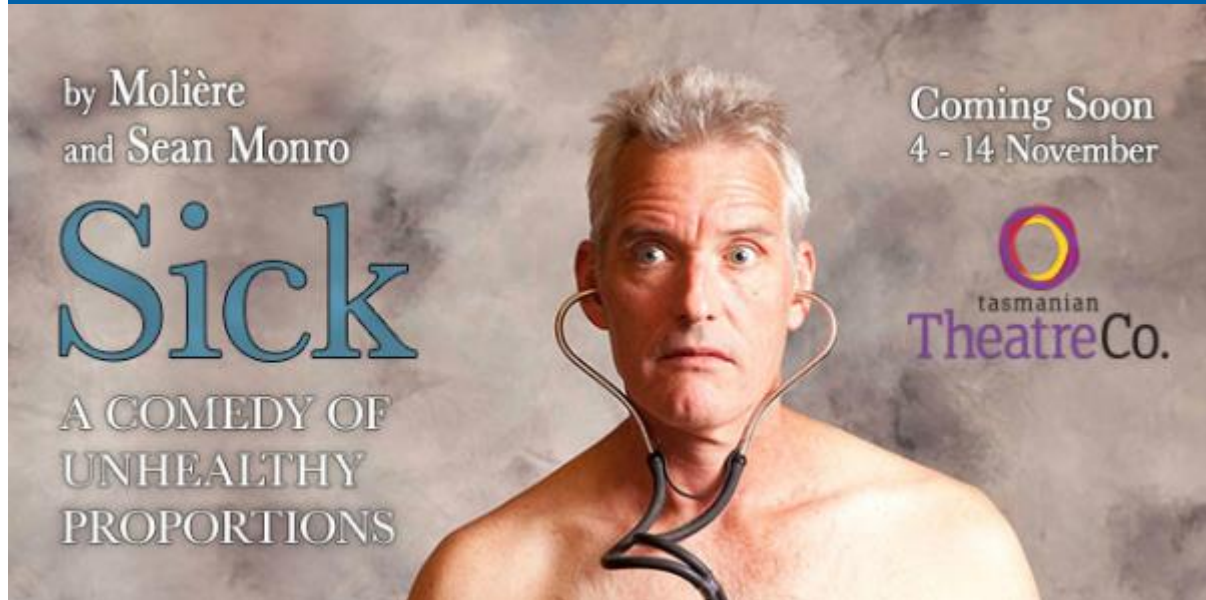
It was made clear by the FWO that this does not prevent an employee from taking separate action for any breach of an award. A court may not allow for such an offset. The FWO would still advise a practice that they are contravening the award. The FWO is primarily looking for financial disadvantage.

Payslips are another issue. Inadequate or non-existent pay advice will be targeted. The FWO can issue cautions with on the spot fines for this, which depending on circumstances may range from \$180 - \$1800 (those figures are not confirmed). It is the FWO's position that practices whose principals are members of a professional association have better compliance with their obligations as employers.

The FWO will send further information and links via the AMA shortly. It is also understood that the FWO would be happy to have input from industrial officers as to what areas may be of most concern.

Sick; A comedy of unhealthy proportions by Moliere and Sean Munro

Now Playing at Tasmanian Theatre Company



Pop Up Theatre NO. 5 - THE GOODS SHED, MACQUARIE POINT

NOVEMBER 4 – 14 TUESDAY – SATURDAY 8 PM | SUNDAY 4 PM

Argan is found wandering down Collins Street and taken to the Royal Hobart Hospital. How will the system deal with this man from 17th Century France?

Borrowing heavily from Moliere, the French master of farce, Sean Munro brings us a contemporary comedy of outrageous proportions, populated with larger than life characters.

Fears of the coming grey avalanche, the wit of alternative healers and the ludicrous results of self-diagnosis all drive this hilarious new comedy set against the backdrop of the Tasmanian health system in 2019.

The resultant production is insightful, contemporary, very funny, politically and socially sharp, and makes some dire predictions about Australia in the near future.

Director and TTC Artistic Director Charles Parkinson and Associate Director Guy Hooper have assembled a formidable cast of experienced actors to bring this adaptation to its realisation.

This is the last show of the Tasmanian Theatre Company's 2015 season and is not to be missed. Tickets at www.tastheatre.com or Centertainment.

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