

NTPS MEDICAL OFFICERS BULLETIN 3/2013

Improved Offer for a New Agreement

On 16 December 2013 I put an improved, “without prejudice” offer to the Australian Salaried Medical Officers’ Federation (ASMOF) for the Medical Officers’ Northern Territory Public Sector 2014–2017 Enterprise Agreement.

The terms of this offer comprise a total and interlinked package of improvements and changes to terms and conditions of employment. The offer has been developed in accordance with the [Northern Territory Government Wages Policy 2013-2016](#) and takes into account ASMOF’s log of claims provided to me on 30 October 2013 and subsequent bargaining meetings with my representatives and ASMOF.

If in-principle agreement is reached in relation to this improved offer then the salary increases will apply from the first pay period on or after 1 January 2014.

Details of the Offer

Detailed information about the offer can be found at [Information Sheet No 2/2013](#). The main features of the improved offer include:

- recognition of discharge summaries as a clinical duty;
- inclusion of a provision for reasonable travelling time in clause 48 (fatigue leave);
- undertakings for the Department of Health to work with ASMOF in relation to:
 - the requirement to meet teaching supervision and accreditation expectations;
 - overtime in surgical terms;
- an agreement that will provide employees with stability over the next four years;
- salary increases of three per cent per annum, subject to achievement of efficiency measures and approval by the Fair Work Commission;
- superannuation guarantee increases (as required by Commonwealth legislation) will be paid to eligible employees for the term of the agreement in addition to the annual 3 per cent increases, rather than being included as part of the annual wage increases;
- continuation of remote and regional incentives;
- retention of the Higher Education Loan Program reimbursement for new recruits; and
- the inclusion of Rural Generalists and Rural Medical Administrators within the scope of the Practitioner Allowance provision in clause 27 of the current agreement.

The efficiency measures include:

- the approval of un-rostered overtime to be based on sufficient documentary evidence;

- strengthening Private Practice Allowance Category B provisions to maximise the billing of eligible patients;
- clarification of eligibility for the Rural Medical Practitioner Revenue Activity Incentive Payment;
- clarification of the exclusion of casual employees from the Professional Development Allowance;
- removal of access to personal leave while on unpaid parental leave; and
- replacement of the existing Extended Leave Scheme with an Advanced Notice of Leave Without Pay scheme.

I believe that in the circumstances this is a fair package that provides an appropriate balance of the maintenance of competitive salaries and the introduction of modest efficiency measures for the Northern Territory Public Sector. I encourage employees to consider the offer favourably.

Where to from here

Given the time of year, I have asked ASMOF to formally respond to the improved offer by close of business 6 January 2013, to ensure a timely salary increase for medical officers.

More information

To keep you informed the OCPE has a webpage dedicated to enterprise agreement negotiations under the [Enterprise Agreement Negotiation Updates page](#).

The website will be updated regularly with the latest information on negotiations, including bulletins, information sheets and other material.

Feedback

Should you wish to express a view on the offer or make a suggestion you can provide your feedback to me directly at www.enterpriseagreements.nt.gov.au/general_feedback. All feedback will be treated confidentially.



KEN SIMPSON

17 December 2013