



Progress on DIT Rosters and Hours of Work

2021 ACT Hospital Doctors Enterprise Agreement

Member Update No.2

26 August 2021

Dear Member

Welcome to the second Edition of the AMA Bargaining Update for the next Hospital Doctors Enterprise Agreement.

What We're Fighting For

To recap, our claims focus on inserting new, legally enforceable conditions into your employment contract, and can be accessed [here](#). In addition to a fair salary increase, our goals are:

- **Respect:** make your payslips clearer, make rosters reflect your work contribution and pay you for it, reduce the workplace encroachment into your study/personal/family time and allow you to plan with greater certainty.
- **Training & Education:** rostered and paid time free from clinical work for on-site training, paid exam and conference preparation and attendance, increase in quantum of Training Allowances.
- **Reducing Burn Out:** guarantees for the taking of annual leave, introduction of fatigue management systems and reducing unpaid overtime.

What Happened at the Latest Negotiations?

Prior to the meeting, AMA ACT provided our analysis of other states arrangements for *Free From Service* Training Time and Education Allowances, showing that the ACT is behind several major states in providing rights for accredited Registrars.

We also provided our model clauses for DITs and specialists regarding protections from bullying and sexual harassment, and rules designed to facilitate fair treatment where a practitioner is the subject of performance management or disciplinary investigation.

The negotiating meeting saw an in-depth discussion of a variety of our claims that were loosely grouped into the concept of 'working hours'. As a result, several claims have now moved into the 'agreed in principle' column, including:

- guaranteed consecutive days off;
- penalty rate eligibility for using technology when on call instead of physical recall; and
- improved management (and cashing out) of ADOs.

While there's no doubt this represents progress, it's important to remember that 'the detail' is still to be agreed and, in the final count, whether the overall package on offer meets our members' requirements..

Our claims regarding rosters being mandatorily designed to properly reflect the true size of each DIT's job and to properly manage excessive hours of work, saw us provide materials relevant to the *AMA Safe Hours National Code of Practice*. In essence, this claim is about making unrostered overtime a small aspect of your working week, because it is genuinely unpredictable.

Given the re-emergence of COVID-19 in the ACT, the next negotiating meeting is now unlikely to be held before late September.

Keeping Members Informed

An AMA Bargaining Update will be published regularly and will be the main way you, and your colleagues, can keep informed about progress, and feedback to us (industrial@ama-act.com.au). Importantly, Updates will outline what you can do support our objectives.

Please feel free to share each AMA Bargaining Update with your colleagues and ask those who are not yet members to sign up at <https://act.ama.com.au/join>

Please make sure you (and your colleagues, including non-members) know about the 2021 AMA ACT EA [claims](#). By itself, AMA ACT just talking to CHS and CPH won't solve your workplace concerns; what we need is continued engagement and support to succeed.

Please feel free to distribute this Member Update to interested colleagues and throughout your networks. The more everyone is informed, the stronger our mandate to achieve success.