



ACT Offers 12-month Agreement to get past COVID

2021 ACT Hospital Doctors Enterprise Agreement

Member Update No.3

13 October 2021

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

What happened at the bargaining table on 23 September and 7 October?

An edition of this Update had been ready to go out just after 23 September. We were to report on our success in speeding up CHS on document and evidence transfer and meeting frequency.

Then, Chief Minister Andrew Barr announced that the COVID-19 response had so heavily impacted on the ACT Government's capacity to manage hospital doctor bargaining that continuing was not practical. We agree that bargaining conducted virtually is less than optimal and that Canberra Health Services had not been acting with the speed we wanted.

Because of these unfortunate practical realities, the AMA ACT has conceded that a 12-month agreement (nominally expiring December 2022) is a practical option given the current circumstances. Our concession is subject to CHS committing to restart bargaining for a more substantive agreement by March 2022 AND the proposed short-term, new agreement including the following:

CHS pay offer:

- *1.35% payable from the first pay on or after 1 December 2021; and*
- *1.35% payable from the first pay on or after 1 June 2022.*
- *wage related allowances adjusted in line with the above.*

PLUS, AMA ACT claims about:

- *OnCall rules changed to pay for work performed away from the hospital by computer or other communication technology (AMA ACT claim 2.5)*
- *ADOs able to be cashed out (AMA ACT claim 2.7)*
- *Guaranteed two (2) consecutive days (48 hours) free from duty every rostered fortnight (AMA ACT claim 2.11)*

And the majority of our claims held over for bargaining to restart in March 2022.

WHAT HAPPENS NEXT

CHS describes this 12-month, short term agreement as providing "some breathing space". However, before we get there, we have to work on redrafting the current agreement so that it contains the new

wages and conditions set out above, and then all doctors will be asked to vote. This vote decides whether there is a new agreement or not.

Of course, we will consult with the AMA ACT DIT EA Reference Group and make recommendations to Members about the details before vote occurs.

KEEPING MEMBERS INFORMED

The next edition of AMA Bargaining Update will report on agreement drafting discussion to be next held 14 October 2022.

This 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).

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 / 2022 AMA ACT EA claims. DO read the 2021 AMA ACT EA Claims AND get ready to support us in achieving them. SNAPSHOT our claims are about:

- **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, reducing unpaid overtime.

Peter Somerville
AMA ACT CEO

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.