



MEMBER UPDATE - ENTERPRISE BARGAINING

NEGOTIATIONS RECOMMENCE

19 January 2021

In early January 2021 SASMOA again met with Employer representatives from the Department of Treasury and Finance and the Department of Health and Wellbeing regarding a new Salaried Medical Officer Enterprise Agreement (SMOEA).

SASMOA representatives outlined some of the key areas members would be seeking improvements in, including provisions addressing:

- work-life balance
- fatigue and safety
- pay and conditions
- job security
- medical leadership
- bullying
- PPE, and
- professional development.

While a very broad range of matters were discussed, to give members an example of types of matters raised on their behalf, SASMOA advocated for improvements in fatigue and safety including the increase in the minimum hours break in duty from 8 to 10 hours. This would bring SA in line with Victoria where doctors must be free from duty for at least 10 hours.

In relation to Job Security, SASMOA outlined the significant issues caused by the large numbers of medical practitioners being employed on short, fixed term contracts including the difficulty experienced by members wishing to access maternity leave and lack of consistency with public sector employment generally (positions being either ongoing or temporary based upon operational considerations with length of term appointments based on circumstances rather than arbitrary periods).

SASMOA reiterated the importance of salary increases applying from 14 April 2021.

SASMOA will continue to report to Members regarding negotiations.