

SASMOA

The South Australian
Salaried Medical Officers Association



A QUICK GUIDE TO THE 2017 SALARIED MEDICAL OFFICERS ENTERPRISE AGREEMENT

This document provides high-level information on the structure of the 2017 Salaried Medical Officers Enterprise Agreement (EA) and its contents.

Its purpose is to assist in directing employees to which parts of the Agreement may be relevant to them. It is not a complete guide to the EA or designed to answer all questions. If you have queries regarding how the EA applies to you, please do not hesitate to contact SASMOA and speak to the relevant Industrial Officer.

STRUCTURE OF THE AGREEMENT

The Enterprise Agreement has **five Parts (A to E)**, each relating to specific matters and/or specific groups of employees, and then a series of **Schedules**. Within the five Parts are 74 clauses.

Only some Parts and Schedules will be relevant to any given employee. For example:

- If you are an Intern, RMO, Registrar, Senior Registrar or Senior Medical Practitioner the parts of the EA immediately relevant to you will be: Part B, Part E and Schedules 1, 3 and 5
- If you are a Consultant, the parts of the EA immediately relevant to you will be: Part B, Part C, Schedules 3, 4 and 5, and either Schedule 1 or 2
- There are currently no “Medical Officers” as defined in the Agreement (see below) however specific terms pertaining to this group are: Part D, Schedule 1.2 and 2.2

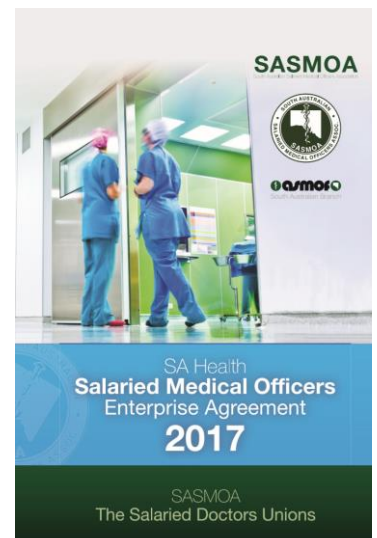
More information about the Parts and Schedules follows below and over.

The PARTS of the Enterprise Agreement are:

- Part A: Preliminary (clauses 1-3)
- Part B: Provisions applying to **All Employees** (clauses 4-25)
- Part C: Provisions applying to **Consultants** (clauses 26-45)
- Part D: Provisions specific to **Medical Officers** (clauses 46-51)
- Part E: Provisions specific to the **Medical Practitioner Group** (clauses 52-74)

Important note: for the purposes of the EA, the following employee definitions apply:

- ✓ **“Consultants”** – see clause 26, which defines ‘Consultant’ and ‘Senior Consultant’ as people granted specialist registration with the Medical Board of Australia and are appointed by the employer to be Consultants.
- ✓ **“Medical Officers”** – this definition (and Part D) applied to a limited number of incumbents in 2017 and currently is not applicable as there are no doctors employed as “Medical Officers”.
- ✓ **“Medical Practitioner Group”** – see clause 52, which defines an ‘Intern’, ‘Limited Registration Medical Practitioner’, ‘Medical Practitioner’, ‘Senior Medical Practitioner’ and ‘Senior Registrar’, who are all part of this Group. This group covers the majority of salaried doctors working within South Australia’s Local Health Networks.



PARTS of the Enterprise Agreement

Part A – Preliminary (clauses 1-3)

This Part contains general information about the parties bound by the EA and some definitions.

Part B – Provisions applying to All Employees (clauses 4-25)

This Part applies to all employees covered by the EA.

It includes: some general commitments to ongoing improvement; principles regarding consultation between the parties; references to the schedules and the award for salaries and casual employees; salary packaging; salary sacrifice schemes; managerial allowances; workplace flexibility arrangements and agreements; work/life balance arrangements, including family carers leave, paid maternity/adoption/surrogacy/partner leave, return to work, child care costs; work health and safety standards; travel costs; domestic/family violence; employment screening, job and person specifications and job planning; termination notice periods; and industrial dispute resolution.

Part C – Provisions applying to Consultants (clauses 26-45)

This Part applies to and defines: 'Consultants' and 'Senior Consultants'.

It includes for this Group conditions regarding: hours of duty (and free of duty); attraction and retention allowances; voluntary flexible hours arrangements; shift and public holiday penalties; annual leave; remote call arrangements; recall and immediate recall arrangements; telephone calls and telemedicine; private practice; salary progression; job planning and professional development.

Part D – Provisions specific to Medical Officers (as defined in the Award)(clauses 46-51)

This Part applied to a limited number of incumbents in 2017 and is not currently applicable.

Part E – Provisions specific to the Medical Practitioner Group (clauses 52-74)

This Part applies to and defines: 'Interns', 'Medical Practitioners' (Registrars, RMOs), 'Senior Medical Practitioners' and 'Senior Registrars'.

It includes for this Group conditions regarding: career and pay progression steps; hours of duty (and free of duty); shifts and rostering; overtime; on call, remote call and recall arrangements; physical facilities; telephone calls and telemedicine; penalties (weekend, shift, public holiday); leave (annual, sick); meal breaks; professional development; and training.

The SCHEDULES to the Enterprise Agreement are:

- **Schedule 1** – contains tables showing **salaries** for the three employee groupings outlined in Parts C, D and E for employees with access to the *General Public Sector Salary Sacrifice Scheme* (this is most employees)
- **Schedule 2** – contains tables showing **salaries** for the three employee groupings outlined in Parts C, D and E for employees with access to the *Medical Officer Specific Salary Sacrifice Scheme* (access to this scheme ended in 2003)
- **Schedule 3** – contains tables showing **Allowances** (Managerial; Remote Call)
- **Schedule 4** – contains tables showing **Recall** and **Immediate Recall** additional payments for Consultants
- **Schedule 5** – Outlines injury and income protection arrangements