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Industrial Relations Act 1984
s 55 Industrial Agreement

SALARIED MEDICAL PRACTITIONERS AGREEMENT 2019

Between the

Minister administering the *State Service Act 2000*

and the

Tasmanian Salaried Medical Practitioners Society



1 TITLE

This Agreement shall be known as the Salaried Medical Practitioners (Tasmanian State Service) Agreement 2019.

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3 APPLICATION

This Agreement is made in respect of employees covered by the Medical Practitioners (Tasmanian State Service) Award (the Award).

4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the Salaried Medical Practitioners (Tasmanian State Service) Agreement 2017 which was registered on 9 January 2018.
- 4.2 No employee will be worse off as an unintended result of registering this Agreement.
- 4.3 This Agreement applies with effect from 1 August 2019 and will remain in force until 1 August 2022.
- 4.4 The parties agree to commence negotiations for a replacement agreement on or before 1 February 2021

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and Tasmanian Salaried Medical Practitioners Society.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Award or any registered Agreement with the Minister administering the *State Service Act 2000*.

7 SALARY AND ALLOWANCE INCREASES

- 7.1 Salaries will increase as follows
 - (i) 2.3 percent per annum with effect from the first full pay period commencing on or after (ffppcoa) 1 July 2020.
 - (ii) 2.3 percent per annum with effect from the ffppcoa 1 July 2021.
 - (iii) 2.35 percent per annum with effect from the ffppcoa 1 July 2022.
- 7.2 Schedule 1 of this Agreement sets out the annual rates of pay effective ffppcoa 1 July 2020, ffppcoa 1 July 2021 and ffppcoa 1 July 2022 for employees covered by the Award.
- 7.3 The rate of allowances specified in Schedule 2 of this Agreement are to be adjusted automatically from the ffppcoa 1 July each year of this Agreement by the same percentage as the salary rate for the Medical Practitioners Level 5 classification of the Medical Practitioners Award increases between 1 July in the preceding year and 30 June of that year.



7.4 Schedule 2 of this Agreement sets out work related allowances.

8 LEAVE RESERVE MATTERS

8.1 Leave is reserved for the following matters to be reviewed during the life of this Agreement:

- (i) Review of Career Medical Officer Classification Structure;
- (ii) Salary Aggregation;
- (iii) Removal expenses;
- (iv) Sabbatical Leave;
- (v) Continuing Professional Development Leave;
- (vi) Discussion regarding a potential Medical Academic classification; and
- (vii) Managerial Allowance criteria.

9 NORTH WEST TASMANIA RECRUITMENT AND RETENTION ALLOWANCE TRIAL

- 9.1 The parties agree to extend the North West Tasmania Recruitment and Retention Allowance Trial period commencing from ffpccoaa the date of registration of this Agreement and continuing for the duration of this Agreement.
- 9.2 Under this clause, Specialist Medical Practitioners and Senior Specialist Medical Practitioners located in the North West of Tasmania are entitled to be paid an allowance amounting to 25 percent of their base salary.
- 9.3 The Allowance is in addition to any existing entitlements contained in this Agreement or the Award.
- 9.4 The trial allowance will conclude on the date of expiry of this Agreement at which time the parties will confer to determine the ongoing application and nature of the allowance or otherwise.

10 MARKET ALLOWANCE

10.1 The Head of the State Service may determine under this clause to pay a Market Allowance to Specialist Medical Practitioners, Senior Specialist Medical Practitioners or Medical Officers above the maximum salary of the classification and level where it can be demonstrated, to the satisfaction of the Head of the State Service, that the following applies to a specific group or role:

- a. Scarcity of specialist skills; and



b. Labour supply issues; and

c. Demand for services.

10.2 A Market Allowance may be approved by the Head of the State Service for a maximum duration of five years only. After this period, any Market Allowance being paid will lapse unless it is reapproved in accordance with the provisions of this clause.

10.3 Six months prior to the expiration of a Market Allowance, the Agency will review the prevailing conditions to determine whether the Market Allowance should continue to be paid, taking into consideration sub-clause 10.1 above.

10.4 Prior to determining a Market Allowance, the Agency is to consult with the effected employee or employees.

10.5 Where the Agency decides to vary a Market Allowance, three months' notice must be given to any effected employee.

11 MARKET ALLOWANCE FOR CERTAIN CLASSES OF EMPLOYEES

11.1 Specialist Medical Practitioners, Senior Specialist Medical Practitioners, or Medical Officers in Addiction Medicine (only), who:

- (i) are not engaged in a North West Tasmanian hospital or service; and
- (ii) do not receive the "Allowance in Lieu of Participating in Private Practice Scheme—North West Hospitals" referred to in the Award; and
- (iii) are unable to participate in a Private Practice Scheme

will receive a Market Allowance of 35% of their base salary.

11.2 The 35% allowance is not available to an employee who fails or refuses to pay any private practice earnings to the Employer.

12 MANAGEMENT ALLOWANCE



- 12.1 A Management Allowance will be paid in accordance with the table below as determined by the Head of Agency.

Management Allowance Level	Allowance
Level 1	Minimum of 5% up to maximum of 7.5% of base salary
Level 2	Minimum of 7.5% up to maximum of 15% of base salary
Level 3	Minimum of 15% up to maximum of 30% of base salary

- 12.2 Given the titles of roles differ across different areas and the responsibilities differ, the appropriate level and amount of Management Allowance during the Agreement will be as determined by the Head of Agency.
- 12.3 The parties agree during this Agreement to further develop the criteria for the Management Allowance levels 1-3.
- 12.4 This Allowance is not payable for any periods of leave that are without pay.
- 12.5 This Allowance does not apply for the calculation of any other entitlements.

13 CONSULTATIVE COMMITTEE

- 13.1 The parties agree to establish a Consultative Committee to oversee the implementation of this Agreement, with particular regard to the review commitments and the trial of a North West Tasmania Attraction and Retention Allowance.

14 GRIEVANCES AND DISPUTE SETTLING PROCEDURES

- 14.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 14.2 If a grievance or dispute arise about the application of this Agreement:
- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
 - (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
 - (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.



- 14.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 14.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

15 NO EXTRA CLAIMS

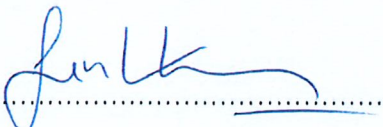
- 15.1 Excluding matters for which specific leave has been reserved within this Agreement, the parties to this Agreement undertake that, for the life of this Agreement, they will not make any additional claims relating to any matters other than consistent with this Agreement.



SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

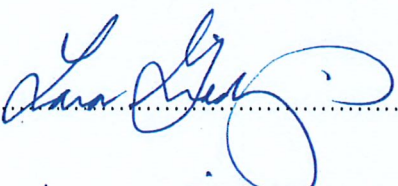
Signed: 

Name: Jane Hanna

Date: 17/12/2020

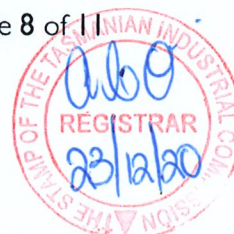
SIGNED FOR AND ON BEHALF OF

The Tasmanian Salaried Medical Practitioners Society

Signed: 

Name: Lara Coadings

Date: 17/12/20.



Schedule I – Salaries

Classification	Current	Salary effective from ffppcooa 1 July 2020	Salary effective from ffppcooa 1 July 2021	Salary effective from ffppcooa 1 July 2022
Medical Practitioner Level 1 (Intern)	\$70,315	\$71,932	\$73,586	\$75,315
Medical Practitioner Level 2 (Resident year 1)	\$74,294	\$76,003	\$77,751	\$79,578
Medical Practitioner Level 3 (Resident year 2)	\$77,519	\$79,302	\$81,126	\$83,032
Medical Practitioner Level 4 (Resident year 3)	\$83,752	\$85,678	\$87,649	\$89,709
Medical Practitioner Level 5 (Senior Resident year 1)	\$91,442	\$93,545	\$95,697	\$97,946
Medical Practitioner Level 6 (Senior Resident year 2)	\$97,058	\$99,290	\$101,574	\$103,961
Medical Practitioner Level 7 (Senior Resident year 3)	\$103,243	\$105,618	\$108,047	\$110,586
Medical Practitioner Level 8 (Senior Resident year 4)	\$108,541	\$111,037	\$113,591	\$116,260
Medical Practitioner Level 5 (Registrar year 1)	\$91,442	\$93,545	\$95,697	\$97,946
Medical Practitioner Level 6 (Registrar year 2)	\$97,058	\$99,290	\$101,574	\$103,961
Medical Practitioner Level 7 (Registrar year 3)	\$103,243	\$105,618	\$108,047	\$110,586
Medical Practitioner Level 8 (Registrar year 4)	\$108,541	\$111,037	\$113,591	\$116,260
Medical Practitioner Level 9 (Registrar year 5)	\$115,053	\$117,699	\$120,406	\$123,236
Medical Practitioner Level 10 (Senior Registrar)	\$121,678	\$124,477	\$127,340	\$130,332
Medical Practitioner Level 11 (Senior Registrar)	\$129,391	\$132,367	\$135,411	\$138,593
Medical Practitioner Level 11 (Senior Registrar – dual fellowship)	\$129,391	\$132,367	\$135,411	\$138,593
Medical Practitioner Level 12 (Senior Registrar – dual fellowship)	\$139,504	\$142,713	\$145,995	\$149,426



Medical Practitioner Level 13 (Senior Registrar – dual fellowship)	\$149,616	\$153,057	\$156,577	\$160,257
Medical Practitioner Level 10 (Career Medical Officer)	\$121,678	\$124,477	\$127,340	\$130,332
Medical Practitioner Level 11 (Career Medical Officer)	\$129,391	\$132,367	\$135,411	\$138,593
Medical Practitioner Level 12 (Career Medical Officer)	\$139,504	\$142,713	\$145,995	\$149,426
Medical Practitioner Level 13 (Career Medical Officer)	\$149,616	\$153,057	\$156,577	\$160,257
Specialist Medical Practitioner Level 1	\$152,181	\$155,681	\$159,262	\$163,005
Specialist Medical Practitioner Level 2	\$158,268	\$161,908	\$165,632	\$169,524
Specialist Medical Practitioner Level 3	\$164,355	\$168,135	\$172,002	\$176,044
Specialist Medical Practitioner Level 4	\$170,442	\$174,362	\$178,372	\$182,564
Specialist Medical Practitioner Level 5	\$176,531	\$180,591	\$184,745	\$189,087
Specialist Medical Practitioner Level 6	\$182,617	\$186,817	\$191,114	\$195,605
Specialist Medical Practitioner Level 7	\$188,705	\$193,045	\$197,485	\$202,126
Specialist Medical Practitioner Level 8	\$194,790	\$199,270	\$203,853	\$208,644
Specialist Medical Practitioner Level 9	\$200,879	\$205,499	\$210,225	\$215,165
Specialist Medical Practitioner Level 10	\$206,964	\$211,724	\$216,594	\$221,684
Specialist Medical Practitioner Level 11	\$213,053	\$217,953	\$222,966	\$228,206
Senior Specialist Medical Practitioner Level 1	\$219,141	\$224,181	\$229,337	\$234,726
Senior Specialist Medical Practitioner Level 2	\$225,228	\$230,408	\$235,707	\$241,246
Senior Specialist Medical Practitioner Level 3	\$231,316	\$236,636	\$242,079	\$247,768



Schedule 2 – Allowance adjustments

Continuing Professional Development (CPD)

The allowances are to be paid fortnightly on the following per annum pro rata equivalent basis.

Dates of effect are from the first full pay period on or after the dates in the tables.

Classification	01-Jul-2019 (current)	01-Jul-2020	01-Jul-2021	01-Jul-2022
Medical Practitioner Level 2-4 (Residents)	\$2,165	\$2,215	\$2,266	\$2,319
Medical Practitioner Level 5-9 (Registrars)	\$3,789	\$3,876	\$3,965	\$4,058
Medical Practitioner Level 10-13 (Senior Registrars)	\$4,871	\$4,983	\$5,097	\$5,217

Classification	01-Jul-2019 (current)	01-Jul-2020	01-Jul-2021	01-Jul-2022
Medical Practitioner Level 10-13 (Career Medical Officer)	\$14,072	\$14,396	\$14,727	\$15,073
Specialist Medical Practitioner and Senior Specialist Medical Practitioner	\$23,272	\$23,807	\$24,355	\$24,927

Communication Allowance Specialist Medical Practitioners

Specialist Medical Practitioners and Senior Specialist Medical Practitioners will be provided with a communication allowance detailed in the table below, per annum pro rata, paid fortnightly in lieu of a mobile telephone.

Dates of effect are from the first full pay period on or after the dates in the tables.

Classification	01-Jul-2019	01-Jul-2020	01-Jul-2021	01-Jul-2022
Specialist Medical Practitioner and Senior Specialist Medical Practitioner	\$1,818	\$1,860	\$1,903	\$1,948

