

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s59 application to vary an industrial agreement

Tasmanian Salaried Medical Practitioners' Society
(T14373 of 2015)

and

Australian Medical Association, Tasmania Ltd

and

The Minister administering the State Service Act 2000

SALARIED MEDICAL PRACTITIONERS INTERIM AGREEMENT 2015

PRESIDENT T J ABEY

HOBART, 1 DECEMBER 2015

Industrial agreement – clause 14 – schedule 3 - market allowance - variation approved – operative date 27 November 2015 - forwarded to Registrar for registration

ORDER No. 1 of 2015

Pursuant to Section 59 (2) of the *Industrial Relations Act 1984*, the **SALARIED MEDICAL PRACTITIONERS INTERIM AGREEMENT 2015** is varied by varying Clause 14 and Schedule 3 – Market Allowance.

OPERATIVE DATE

This variation shall come into operation on 27 November 2015.

A blue ink signature of Tim Abey is written over a circular official stamp. The stamp contains the text 'TASMANIAN INDUSTRIAL COMMISSION' around the top and 'TASMANIA' at the bottom, with a central emblem. The signature is written in a cursive style.

Tim Abey
President

1 December 2015



14. MARKET ALLOWANCE

- a) The Employer may determine to pay a Market Allowance above the maximum salary of the classification and level where it can be demonstrated to the satisfaction of the Employer the following applies to a specific Senior Specialist Medical Practitioner, a Specialist Medical Practitioner or a Medical Practitioner who is appointed to undertake duties as a Medical Officer in Addiction Medicine in Alcohol and Drug Services:
 - (i) Recognised highly specialist skills not currently available in the public health system in Tasmania;
 - (ii) Skills that are universally recognised as scarce;
 - (iii) High paying market for the particular role and/or speciality resulting in an inability to attract and retain at award rates.
- b) A Market Allowance may be approved by the Employer for a maximum period of three years only. After this period, any Market Allowance being paid will lapse unless it is reapproved in accordance with the provisions of this clause.
- c) Schedule 3 of this Agreement sets out the procedures, monitoring and reporting requirements for submissions and approval of a Market Allowance relevant to a specific role.

SCHEDULE THREE – MARKET ALLOWANCE

1. APPLICATION OF MARKET ALLOWANCE

A Market Allowance will only be approved in exceptional circumstances where it can be clearly demonstrated the total salary and conditions package associated with the classification for the specific duties are not sufficient to attract and retain suitable medical specialists and officers.

2. ADMINISTRATIVE ARRANGEMENTS

Where a Head of Agency is satisfied that payment of a Market Allowance is essential for a specific group and/or employee undertaking specialised duties, the approval of the Head of the State Service is required.

A submission for that purpose is to be forwarded to the Director, State Service Management Office.

The submission must demonstrate genuine difficulty in attracting suitably qualified employees to or retaining suitable qualified employees within the State Service to undertake the specialised duties on a group and/or individual basis. The submission is to include the following information:

- a. Actions taken to attract applicants or retain employees or history associated with recruitment problems relevant to the relevant group or individual;
- b. Identification of highly specialised skills;
- c. Evidence that skills are scarce;
- d. Description of the critical nature of the specialised duties and responsibilities and impact;
- e. Evidence of market rates for the particular role(s) including relevant inter-jurisdictional information;



- f. Justification for the proposed Market Allowance quantum; and
- g. Period for which the Market Allowance will apply and a review date.

Where cases involve more than one specialised set of duties, such as an occupational group and/or involves a precedent which may impact in other areas including individual cases, the Director, State Service Management Office may seek advice from other relevant Agencies.