

Dear Queensland ANZICS Member,

The Queensland Industrial Relations Commission has certified the Medical Officers (Queensland Health) Certified Agreement, 2015 (MOCA4). It is important to note that all the previous individual contract arrangements have now ceased and all the Queensland health Senior Medical Officers (SMOs), from 23rd November, 2015, are now employed under MOCA 4.

This, from our point of view, is a very positive development. The important changes are as follows

- 1) 2.5 % base pay rise from July 2015 to be paid on the 1st MOCA 4 pay on 16th December, 2015.
- 2) Tier 1 standard allowance will now be a PDA (Professional Development Allowance) and a Motor Vehicle allowance
- 3) Tier 2 - penalties and clinically required additional hours – on call, shift penalties, overtime and public holiday loading, can now be paid by exception with MedAVAC form.
- 4) Tier 3 and Tier 4 are now bundled into “Attraction and Retention Allowance” with **no link to KPIs (Key Performance Indicators)**.

ANZICS Queensland was alerted early, by one of our members, about a substantial risk for ICU SMOs in the draft MOCA 4 Agreement. The way the extended hour’s clause (rostering for clinical need) was worded caused considerable concern. This could potentially mean that the SMOs in general and ICU Specialists in particular may be forced to work evenings, overnights and weekends with minimal financial benefit. In short, it meant that the administrators in individual hospitals could impose shift work on ICU Specialists.

The ANZICS Regional Committee has had an ongoing dialogue with ASMOFQ and the MOCA negotiating team to ensure that the wording was changed so that any such implementation of the extended hour’s roster must be done with “individual SMO agreement”. I must say that this is a major win for us in the final certified MOCA 4 Agreement.

Please note the agreement does not prevent individual ICUs or hospitals from making local arrangements but you as an individual can refuse to participate in such an arrangement.

I must thank ASMOFQ President, Dr Steve Morrison, Renee Lamont, Industrial Officer and Dr Chris Turnbull for their cooperation and assistance in this important matter. I request all of you to spread the word about importance of membership of ANZICS and a local union membership such as ASMOFQ.

If you have any queries and/or concerns about your local situation, please contact Dr Rajeev Hegde (Queensland Chair, ANZICS) on his mobile 0402 40 8456, Queensland ANZICS is happy to help.

Kind regards,

Dr Rajeev Hegde

Queensland ANZICS Chair