ATTACHMENT A

AGREED INFORMATION SHEET – VHIA AND AMA (VIC)

DIT AGREEMENT EXPLAINED

The AMA DIT Agreement 2008-12 is now to be given full legal effect by being certified/approved by Fair Work Australia.

This requires that workplace ballots of DITs be conducted at health services to formally approve the Agreement and thus make it legally enforceable.

The Agreement is simply a consolidation of the past three (3) Heads of Agreement -2002, 2006 and 2008. The content fully reflects the totality of entitlements that were created by the 2002 Heads of Agreement and subsequently built upon by the 2006 and 2008 Heads of Agreement. DITs are currently receiving the benefits of the 2008 and preceding Heads of Agreement and will continue to do so via the formal 2008-12 Multi-Employer Agreement.

This Agreement also reflects the technical requirements of the Fair Work Act which has had no negative effect on any current entitlements or benefits.

The formal Agreement operates from 1 December 2008 and nominally expires on 30 November 2012. It should be noted that it remains in force after 30 November 2012 unless it is replaced by another Agreement negotiated between the parties to this Agreement.

Set out below is a summary of the key entitlements that have been created and developed over the cycle of the three (3) Heads of Agreement:

- 1 week paid Conference Leave changes from being granted "at the discretion of the Hospital". Hospitals must now provide the leave if the DIT applies prior to 31 March and the hospital has not refused the leave for specific reasons "outside of their control" within 14 days of the application.

- Night shift penalty changes from a single payment per shift (4% of the HMO-1 or Reg-1 weekly rate of pay) to an additional penalty of 25% of the DIT's hourly rate of pay for each hour worked.

- Paid parental leave changes from 6 weeks paid to 10 weeks paid under the 2008 Agreement.

- Sick Leave & Family Leave entitlements are combined with DITs being entitled to 10 days family leave (previously 5 days).

- Exam Leave changes to include eligibility for sitting the Australian Medical Council exam.

- Wages Increases (applied cumulatively)

	in 2002	4 annual x 3% - all classifications
	in 2006	3 annual x 3% - all classifications
	In 2008	1 annual x 5% - (Hospital Medical officers)
		1 annual x 7.5% - (Registrars)
		3 annual x 3.25% - all classifications

(NB - the 2nd 3.25% increase is payable from October 2010)

Allowances– as prescribed in each of the Heads of Agreement.

- Registrar classification structure changes from a maximum of 4 automatic year of experience increment adjustments to a maximum of 7 years. Senior Registrar and Principal Registrar classifications are deleted.

- Senior Medical Officer classification structure changes from 1 year of experience increment to a maximum of 3 years.

- On 1 February 2011, the HMO classification reduces from a maximum of 4 automatic year of experience increment adjustments to a maximum of 3 years. This is achieved by deleting the applicable HMO-1 rate.

- Continuing Medical Education Allowance (annually indexed, automatic & fortnightly) paid according to the DITs classification as follows (as at 1 December 2008):
  - $1,000 per annum (HMO-1)
  - $1.500 per annum (HMO 2 et al, MO, SMO)
  - $2,500 per annum (Registrar)

- DITs are entitled to resign with 4 weeks notice. In the case of a DIT providing less than 4 weeks notice, a hospital may deduct payment in lieu.

- A $1,500 one off lump sum payment if the DIT was employed by a Victorian public Hospital on after 1 December 2008.

- Long Service Leave accrues in Victoria when working as a doctor at an interstate public hospital.

- Child care cost reimbursement when required to work without 24 hours notice (not including rostered Oncall).

To complete the formal process, your employer will distribute a copy of the Agreement and at a date to be advised shortly, you will be notified of a workplace meeting to vote YES to approve the Agreement. The voting results will be collated by your employer and forwarded to AMA and VHIA for submission to Fair Work Australia for formal approval.

Any enquiries should be addressed to your employer or AMA (Victoria).