

THE DOCTORS UNION: OUR WINS

Our Union has achieved many wins since we started representing Doctors in Training (DiTs) in 2013. In six years, **we have recovered approximately \$11 million in underpayments** and lost wages for DiTs. We have also succeeded in introducing changes that improve the working conditions of our members.

In 2019 ASMOF successfully managed:

- 818 individual DiT issues
- 61 collective matters

879
matters



Safer Working Hours

We ensure that your hours and rosters are safe and reasonable in order to minimise fatigue. In 2019 we had wins at Sydney Children's Hospital Randwick and Campbelltown Hospital, resulting in **unsafe rosters being withdrawn**. New rosters were put in place that upheld doctors' rights to have a 10-hour break between shifts and to not work a shift longer than 14 hours. At Tamworth Hospital we were successful in getting a fifth registrar employed to help reduce the onerous hours being worked by members.



I am member of ASMOF so that I have power in my corner when I need it.

For example, in mid- 2019 the cohort of registrars in my network were struggling to change an unfair and unsafe roster. We were getting some support from our executive but struggling to impact timely and meaningful change. We contacted ASMOF who investigated promptly and arranged meetings with the department of concern. We worked with ASMOF to develop a more equitable and safer roster that was implemented within the month.

Dr Sean Conte



Claiming your Unrostered Overtime (UROT)

ASMOF negotiates with hospitals to ensure that you are paid for your overtime. DiTs reported to us that it was difficult to claim UROT and were often working overtime for free. In 2019 **ASMOF negotiated changes to NSW Health Policy** which now allows UROT to be claimed without prior approval from your supervisor in certain circumstances. We are also campaigning to ensure UROT is addressed in your Award.



Annual pay increase

ASMOF negotiates your pay increase with NSW Health each year. **Only your Union** can negotiate a pay increase and legally enforce your Award.



The Doctors' Union

www.doctorsintraining.org.au



Fairer outcomes for parents

We aim to improve gender equity in medicine. In 2019 **we assisted 49 DiTs to access maternity and parental leave**. We found that members who worked outside NSW were being denied parental leave because their interstate service was not counted towards the required 40 weeks of continuous service. ASMOF won recognition of interstate service for parental leave for DiTs through a legally enforceable Determination in August 2019.



Getting your pay right

We work alongside our members to review and resolve issues with pay and contracts. In 2019 **we conducted over 70 pay audits for DiTs** and managed 38 contract issues. Our wins included:

- **Contracts**

Interns were offered contracts for 2020 with an incorrect salary at St Vincent's Hospital. Thanks to an astute member who raised this and ASMOF's actions, contracts have been amended with the correct rate and offers reissued for all interns.

- **Meal Breaks**

Across a large number of hospitals in NSW DiTs were not being paid for meal breaks. As a result of our campaign 1000s of DiTs have now been paid for their meal breaks.

- **Allocated Days Off (ADOs)**

ASMOF was successful in getting hospitals to pay out accrued ADOs at the appropriate overtime rate after we found that members were only being paid single rates.



Preventing bullying and harassment

Workplace bullying is a significant problem in many workforces, including our medical profession. Every worker deserves to be treated with dignity and respect in a safe work environment. We help our members to address bullying- **25 DiTs sought assistance from ASMOF about bullying in 2019**. We provide advice, represent our members in the complaints process and act to mitigate the impact on doctors' training and career progression. ASMOF also works with NSW Health in challenging bullying and harassment and other forms of discrimination in the workplace. We signed up to the Statement of Agreed Principles on a Respectful Culture in Medicine and we are currently working alongside Health Unions in a NSW Health Forum to prevent workplace bullying.

Only your Union can enforce the Award and protect and improve your workplace conditions. As more doctors join us, we have greater power to make changes in your workplace.

We are stronger together!

Authorised by Dr Tony Sara, President, ASMOF NSW.



The Doctors' Union

www.doctorsintraining.org.au