



ASMOF (NSW)

**EXECUTIVE DIRECTOR'S
REPORT**

20 February 2018

“We have proven that people will join a union if we take the high moral ground and advocate the issues that matter to members who are after all teaching hospital doctors – quality health care, patients’ interests, and the members welfare.”

Dr Tony Sara, President ASMOF NSW

Australian Salaried Medical Officers’ Federation (NSW)

46/330 Wattle St | Ultimo NSW 2007

T (02) 9212 6900 | **F** (02) 9212 6911 | **E** asmof@asmof.org.au | **W** www.asnofnsw.org.au

Executive Director's Report

The past 12 months have provided us with many highlights and a few lowlights but at the end of a year we can be satisfied that ASMOF has made progress in meeting the five strategic objectives adopted in early 2016:

1. deliver effective and appropriate outcomes that protect and expand the rights, wages and benefits of ASMOF members
2. communicate effectively and efficiently both internally and externally
3. continuously develop and refine our systems and processes
4. increase member activism
5. prioritise the ongoing professional development and training of our staff.

The core work of ASMOF will always be to protect and advance the rights of salaried medical practitioners.

Over the past year, we have done an excellent job in doing this. We played a lead role in defeating the NSW Government's plan to privatise five of our public hospitals, we negotiated new collective bargaining agreements in our Fair Work areas and all staff have worked hard to proactively enforce the rights we have won, and ensure our workplaces are healthy and safe.

From July 2017 to February 2018, our industrial team has handled 1071 individual or collective cases with 69% of those cases being resolved in less than a month. This includes recovering almost \$1 million in unpaid wages for our members in 2017.

The health and safety of members is of paramount importance. Throughout 2017 we continued to campaign for improvements to the existing framework of regulation of hours of work in the Medical Officers Award which does not prevent employees working excessive hours, or hours beyond those prescribed by the Award and does nothing to help ameliorate these risks.

A literature review conducted by NSW Health found, among other things, that unsafe working hours and practices are a significant risk factor in the health and wellbeing of JMOs. The literature review suggests that reducing excessive work hours, increasing available resources and exploring new rostering initiatives are three prevention solutions that should form part of a broader range of wellbeing and support mechanisms for JMOs.

And the ASMOF/AMA Alliance Hospital Health Check Survey provided clear evidence that employees are working hours more than those contemplated by the Award.

Two of our proposed amendments to the Award were picked up by the NSW Government in the JMO Wellbeing & Support Plan. That is that employees must not be rostered for shift periods totalling more than 14 consecutive hours (inclusive of meal breaks and handover), and rosters must be arranged so that there is a break after rostered shift periods of at least 10 hours.

We thank the Minister and the Ministry for listening and acting.

Our membership currently stands at 5,149 and is growing – with nearly 8.5% growth since February 2017.

We have increased our internal capacity through the strategic recruitment of a Corporate and Membership Support Officer and a Finance Officer. Creating these two new positions were recommended in a report resulting a review of our administration structures, roles and

governance arrangements. The report made it clear that our administrative staffing had not kept pace with the doubling of our membership in four years and we did not have sufficient administrative resources to meet our current needs.

There were 38 recommendations in the report with 47 proposed actions; relating to internal systems and processes, technology and the allocation of work. All recommendations were endorsed by the ASMOF State Council, and we are well on the way to implementing them all:

- 28 of the actions have been completed
- 6 will be completed before the end of February 2018
- 13 are works in progress relating to policy development

A priority for 2018 will be to break new ground in our policy and research work, to ensure the voices of ASMOF and our members are heard in the ongoing debates about public health, its priorities and about patient care. So, in 2018 we plan to recruit a policy/research officer.

Over the coming year, priority campaigns will be office accommodation, gender equity, finalising the Medical Officers Award, Privatisation and improvements to the Staff Specialists Award.

Throughout the next 12 months, we will continue to look at ways of doing things more efficiently, cost-effectively and innovatively, without compromising our core duty to serve you, our members.

Andrew Holland
Executive Director ASMOF NSW.
