

WITHOUT PREJUDICE

Update 2

ASMOFQ MOCA 6 Log of Claims: Additional Items as on 18 March 2022

No.	Item	Description
22	76-hour fortnight for SMOs	Further discussion during bargaining required.
23	SMO fatigue	If SMO has not had a 10-hour break between periods of work, then penalty rate of 270% base.
24	Phone calls while on-call (all doctors)	Further discussion during bargaining required. Excessive phone calls while on-call cause fatigue.
25	No role substitution.	Further discussion during bargaining required.
26	Parental leave (all doctors)	Further discussion during bargaining required. Review of existing entitlements with improved access to fathers/adopting parents. Including breast-feeding (or expressing) facilities.
27	Provision of workwear that has been mandated or required (or alternatively uniform allowance)	Further discussion during bargaining required.
28	Doctor-to-patient and Doctor-to-population ratios when managing medical workforce	Further discussion during bargaining required.
29	Night shift loading (all doctors)	Increase from the current 15% to a more appropriate level (25%).
30	A formal commitment to education, training, and professional development of doctors as core business of the organisation	Further discussion during bargaining required.
31	Protected teaching time for all RMOs, not only interns and/or expanded medical education programs	Further discussion during bargaining required.
32	Better protections for PHOs to avoid exploitation and career non-progression.	Further discussion during bargaining required. Pathway for doctors not on a formal training program to become CMOs.
33	Measures to address non-payment of	A commitment to a 'cultural change' so

MOCA 6 NEGOTIATIONS

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	overtime, and prevent discouragement of claiming overtime or adverse action against junior doctors who claim overtime (and senior doctors)	that overtime is paid whenever it is worked. Separation of the claiming of overtime from performance and/or training assessments.
34	Recommended ratio of rostered hours to on-call hours	Further discussion during bargaining required.
35	A formal commitment to the protection of IMGs and their entitlements under the MOCA.	Further discussion during bargaining required. This may include specific provisions such as separation of assessment processes from workplace reporting processes, and specific support with regards to orientation and provision of feedback.
36	Further definition, expansion, and protection of flexible work arrangements and casual work arrangements for Medical Officers	Further discussion during bargaining required.
37	Expansion of relocation benefits to account for family members and dependants, including increases of allowances and allocated space for removals.	Further discussion during bargaining required. This may include a commitment from Queensland Health to provide appropriate housing for a predefined period.

Notwithstanding the above, parties may wish to add further claims as part of the bargaining process.