



Queensland
Government

Department of Health

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HR003842

Dr Stephen Morrison
President
Australian Salaried Medical Officers' Federation Queensland
PO Box 123
RED HILL QLD 4059

Dear Dr Morrison

Please find enclosed your organisation's signed copy of the Memorandum of Understanding concerning Senior Medical Officers employed in Emergency Departments and their Emergency Department Specialty Allowance entitlements in the event of organisational change.

If you have any queries please contact Mr Mark Uzelin, A/Principal Advisor Employment Arrangements on 3228 2228 or at Mark.Uzelin@health.qld.gov.au.

Yours sincerely

Anne Tibaldi
A/Chief Human Resources Officer
6/1/2016

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Memorandum of Understanding (MOU)

Between
Queensland Health
and
Together Queensland, Industrial Union of Employees (TQ); and
and
Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees
(ASMOFQ).

PART 1 – PRELIMINARY MATTERS

1.1 Title

This MOU shall be known as the *Memorandum of Understanding concerning Senior Medical Officers (SMOs) employed in Emergency Departments and their Emergency Department Specialty Allowance entitlements in the event of organisational change.*

1.2 Purpose

The purpose of this MOU is to confirm that the Chief Executive of the Department of Health has decided, under section 66(4) of the *Hospital and Health Boards Act 2011*, to provide the remuneration arrangements set out in this MOU to senior medical officers employed in Emergency Departments in the event they are affected by organisational change.

1.3 Parties Bound

The parties to this MOU are:

- the Queensland Department of Health;
- Together Queensland, Industrial Union of Employees (TQ); and
- Australian Salaried Medical Officers' Federation Queensland, Industrial Organisation of Employees (ASMOFQ)

1.4 Application

This MOU shall apply to:

- SMOs employed by the Queensland Department of Health or a hospital and health service (as defined by the *Hospital and Health Boards Act 2011*) (HHS);
- TQ;
- ASMOFQ; and
- the Chief Executive of the Department of Health and each HHS.

1.5 Date and Period of Operation

The MOU shall remain in force until the *Medical Officers (Queensland Health) Certified Agreement (No.4) 2015 (MOCA4)* ceases applying to SMOs.

The parties may agree to vary the MOU by written agreement signed by the parties during the life of the MOU.

1.6 Relationships with Awards, Agreement and Other Conditions

This MOU will be read in conjunction with the following industrial instruments:

- *Medical Officers' (Queensland Health) Certified Agreement (No.4) 2015*
- *Medical Officers' (Queensland Health) Award – State 2015*

PART 2 – ARRANGEMENTS

2.1 Emergency Department Specialty Allowance

Where an SMO works in an Emergency Department under a rostering arrangement in accordance with clause 4.3 of MOCA4 (Extended Hours Rostering), and the SMO's rostered hours include working evening shifts Monday to Friday, and/or shifts anytime on the weekend, an Emergency Department specialty allowance of 25% of base salary is paid.

This allowance is only payable to SMOs who meet the relevant criteria prescribed at clause 4.14.3 of MOCA4.

If an SMO is entitled to receive an allowance under clause 4.14.3 of MOCA4 and:

- (a) the emergency department in which the SMO is working permanently closes;
- (b) the emergency department in which the SMO is working ceases operating during Extended Hours (as defined by MOCA4) either permanently or temporarily;

the SMO's entitlement to the Emergency Department Specialty Allowance will continue to be paid until the earlier of:

- (c) 26 consecutive weeks have expired since the emergency department ceased operating under an Extended Hours roster; or
- (d) the SMO ceases to be employed as an SMO.

Memorandum of Understanding – Execution panel

Signed for and on behalf of the Queensland Department of Health:

Print Name MICHAEL WALSH


Signature 

Date 10-11-2015

In the presence of 

Signed for and on behalf of Together Queensland,
Industrial Union of Employees:

Print Name Alex Scott

Signature 

Date 3/11/15

In the presence of 

Signed for and on behalf of the Australian Salaried
Medical Officers' Federation Queensland, Industrial
Organisation of Employees:

Print Name Stephen Morrison

Signature 

Date 2/11/2015

In the presence of 