

Log of Claims – RFDS		
Claim No.	Claim	Details of Claim
Coverage		
1.	Coverage	Agreement coverage to cover Senior Medical Officers (SMO) and Medical Officers (MO).
Salary		
2.	Salary Increase	Salary to be increased annually by 3%, with the increase backdated to 1 July 2017 and payable to persons who have left the RFDS prior to certification of Agreement.
Length of Agreement		
3.	Agreement Length	Preference for Agreement to span for 3 or alternatively 4 years.
Professional Development		
4.	Increase to Professional Development Allowance	Professional Development Allowance to be increased to \$15,000.
5.	Indexation of Professional Development Allowance	Due to the increasing cost of PD courses and registration requirements, Professional Development Allowance indexed for consistency with other allowances.
6.	Professional Development Allowance	Professional Development Allowance paid fortnightly as an allowance to reduce administration costs associated with providing a reimbursement to MOs.

Prepared without prejudice and subject to change.

7.	Mandatory Training/Recommended Training	Mandatory or recommended training that is determined and considered highly relevant by the RFDS will be completed within the employees' ordinary hours of work and not deducted from PDA or PDL balance. For the sake of clarity, the above will have full application to casual employees.
8.	Access to Study Leave	Access to study leave as accrued within the first six months of employment.
"A" Days		
9.	Allocation of "A" Days	A guarantee of two "A" days to be rostered to each MO per 16 duty periods. If the MO agrees, in writing, based on their individual circumstances, to forgo one "A" day that day will be pooled and rostered at the discretion of the SMO based on operational requirements of the unit. The MO can retract their agreement at any time and revert back to being rostered for two "A" days.
10.	SMO "A" Days	The SMO is to be rostered for a guaranteed eight "A" days per 16 duty periods in acknowledgement of the additional non-clinical workload the SMO has. These eight "A" days are separate to any pooled MO "A" days.
11.	Casual Employee "A" Days	Where applicable and practical, the SMO will attempt to equitably roster casual employees for "A" days when required.
Charleville		
12.	Duty Shifts – Charleville	Due to the nature of the work and increased workload at Charleville each 24 hours on duty or on-call will be counted as 2 duty periods.
Method of Employment		

13.	Method of Employment	Permanent is the preferred method of employment, with temporary and casual employment only being used where it can be demonstrated that the specific position does not receive ongoing funding.
Allowances		
14.	Relieving at other bases	MOs relieving at Charleville or Cairns are to receive the current relieving allowance which is payable to MO relieving at Mount Isa.
15.	Additional Duty Periods	Additional duty periods beyond 16 duty periods will attract a loading of 50% in addition to the ordinary payment received by the MO for a duty period.
16.	Clinical Overnights	MOs performing Clinical Overnights will attract a loading of 15% in addition to the ordinary payment received by the MO for a duty period.
17.	Supervisors Allowance	Supervisors Allowance to extend to SMOs who are on-call to supervise MOs.
Parental Leave		
18.	Paid Parental Leave	Reference to Parental Leave Policy (<i>HRM-01</i>) in the Agreement, with specific reference to the entitlement of 14 weeks paid parental leave.
Rostering and Fatigue		
19.	Fatigue Management	A MO working at Mt Isa or Cairns should be rostered no more than four (4) consecutive nights in a row under any circumstances. Due to operational requirements, MOs working at Charleville will be an exception this, working up to eight (8) nights by written agreement between the MO and SMO.
20.	Provision of Rosters	The SMO will attempt to provide rosters at least four weeks in advance. However, rosters will be provided at least 14 days in advance. Any changes to the roster to meet emergent circumstances will be negotiated between the MO and the SMO.

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21.	Rostering	Clause 26.2 (a) (i)(ii) (iii) of the <i>Medical Practitioners Award 2010</i> will be adopted and apply to all MOs. However, the final rostering responsibility and discretion will lie with the SMO of the base.
22.	Roster Limitations	An employee engaged on 12 hour shifts shall be rostered for a maximum of 16 duty periods in any 28 day roster period or in excess of the maximum limits set under fatigue management. If the hours look to exceed 192 before the end of the 28 day roster period, the SMO may, when feasible and operationally possible, remove the requirement for the employee to attend the work place on a rostered shift to minimise fatigue. Where neither feasible nor operationally possible, a penalty payment of 50% loading on base rate will be payable.
Casual Employment		
23.	Casual Loading	Employees who are engaged casually will have their qualifications and experience reviewed in line with clause 2.2 of the current Terms and Conditions of Employment. Casual employees will be placed on an appropriate pay point as per Appendix B. A further 25% casual loading will be applied for casual employees in compensation for no entitlement to paid annual leave and paid sick/personal leave.
Reference to National Employment Standards (NES)		
24.	Reference to NES	Reference to NES for: <ul style="list-style-type: none"> 1. Termination of employment – same notice periods as required by the RFDS 2. Redundancy 3. Job Search Entitlement
Terms of Agreement		

25.	Terms and Conditions of Employment	Terms and Conditions of Employment document to be used as the base document when creating the EBA. The above claims represent additions or modifications to the existing terms and employment.
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