

CABINET MINUTE

BRISBANE, 16 / 1 / 19 89

DECISION NO.

55790

SUBJECT:

Resident Medical Officers' Award - Public Hospitals

Queensland and the Queensland Radium Institute.

(Submission No. 50284)

30

Copies Received at 11.00

a.m.
p.m.

12 / 1 / 19 89

Mrs. Harvey

Copies
made

29

CIRCULATION DETAILS

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2	MR. AHERN		22	sketch
3	MR. GUNN		23	La. affair ³⁰ Copy of relevant Submission attached
4	MR. GIBBS		24	them
5	MR. GLASSON		25	
6	MR. AUSTIN		26	
7	MR. LESTER	d.	27	
8	MR. TENNI		28	
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C O N F I D E N T I A L
C A B I N E T M I N U T E

Brisbane, 16th January, 1989

Decision No. 55790

Submission No. 50284

TITLE: Resident Medical Officers' Award -
Public Hospitals Queensland and
the Queensland Radium Institute.

CABINET decided:-

That consideration of the Submission be deferred pending a further report to Cabinet on the implications of the proposed variations to hours and conditions with particular reference to:-

- (a) the likely additional cost to the State;
- (b) industrial issues which might arise from the proposed changes including possible flow-on effects to other areas;
- (c) the desirability of maintaining the principles of weekend penalty rates in the current industrial climate.

CIRCULATION: Department of Health and copy to Minister.
Department of Industrial Affairs and copy to Minister.
All other Ministers for perusal and return.

Correct
Certified True Copy



[Signature]
Secretary to Cabinet.



Submission No.

Copy No.21

FOR CABINET

RESIDENT MEDICAL OFFICERS' AWARD - PUBLIC HOSPITALS
QUEENSLAND AND THE QUEENSLAND RADIUM INSTITUTE

1. Reference is made to Cabinet Decision No. 55772 dated 12th December, 1988, wherein Cabinet decided as follows:

"That negotiations continue with the Professional Officers' Association with a view to introducing an 88 hour fortnight for Resident Medical Officers."

2. Early in negotiations it was apparent that an 88 hour fortnight would be accepted only as an interim measure and that if negotiations were to continue, it was essential that a further approach needed to be made to Cabinet on two major issues, namely hours and penalty rates. Otherwise industrial action most certainly would have ensued over the Christmas/New Year period.

3. With regard to the central issue of hours, the Professional Officers' Association (POA) has come out clearly and strongly in favour of a proposal which would phase in an 80 hour fortnight as a minimum acceptable standard. Details thereof are as follows:

88 hours per fortnight as from 1st January, 1989 (or whenever ratified by the Industrial Commission).

84 hours per fortnight as from 1st July, 1989.

80 hours per fortnight as from 1st January, 1990.

4. The POA has also sought weekend penalty rates and shift allowances similar to those presently paid to other public hospital employees as from 1st July, 1989 as follows:

- (a) Weekend penalty rates:

Midnight Friday to midnight Saturday - 50 per cent extra

Midnight Saturday to midnight Sunday - 100 per cent extra.

- (b) Afternoon and night shift allowance - Additional 15 per cent.

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5. Having regard to the hours and conditions which apply interstate for the counterparts of the Resident Medical Officers, the hours and conditions of other public hospital employees, and the acute shortage of doctors within this State, it is recommended that Cabinet reconsider the issue of conditions for Resident Medical Officers employed under the abovementioned award in terms of the following:

- (a) The ordinary hours of duty for Resident Medical Officers be reduced as set out in paragraph 3 hereof.
- (b) The payment of weekend penalty rates and shift allowances similar to those paid to other public hospital employees as set out in paragraph 4 hereof.

LEISHA HARVEY, M.L.A.
MINISTER FOR HEALTH

BRISBANE,
6th January, 1989