



Australian Salaried Medical Officers'
Federation (New South Wales)

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7 December 2016

Mr Michael Dirienzo
Chief Executive
Hunter New England Local Health District
Locked Bag 1
New Lambton NSW 2305
Via Email and Post

E: Michael.Dirienzo@hnehealth.nsw.gov.au

URGENT

Dear Mr Dirienzo

**RE: JOB ADVERTISEMENT - STAFF SPECIALIST EMERGENCY
PHYSICIAN - NON-CLINICAL SUPPORT TIME**

The Australian Salaried Medical Officers' Federation (NSW) ('ASMOF') writes to you in relation the above matter. ASMOF has been informed by a number of staff specialists that a job advertisement posted on the Internet by the Hunter New England Local Health District ('District') for emergency physician positions at Manning Rural Referral Hospital specifically excludes allocation for non-clinical time.

For your reference, an extract of the job advertisement and the link are provided below:

"Purpose of Position

The Staff Specialist will be responsible for provision of direct patient care and daily clinical supervision and management of Emergency Department (ED) services. **The position does not have an allocation for routine "non-clinical" time** as [its] primary responsibility is for expeditious and safe patient care."
[Emphasis added]

<https://nswhealth.erecruit.com.au/ViewPosition.aspx?Id=361296>

[This posting is active as at 7 December 2016; the closing date being 18/12/2016.]

The advertisement is misleading to potential candidates and in its current form is in breach of clauses 2 and 4 of the *Staff Specialists Award* ('Award'). The Award sets out the terms and conditions of employment of all staff specialists employed within the NSW Health Service.

Set out below are ASMOF's reasons:

Clause 2 defines "Normal Duties" for staff specialists to include the following:

"Normal Duties" means clinical, teaching, research, administrative, quality improvement or other duties and responsibilities undertaken by the Staff Specialist.

And clause 4, in particular sub-clause (c) provides that these normal duties are to be worked during their work time. Collectively the clauses require an allocation of time during the work hours that allow the staff specialists, regardless of their chosen speciality, to carry out their clinical as well as non-clinical duties.

It is impracticable for Emergency Physicians to efficiently and effectively program and conduct the administrative, teaching, quality improvement and research obligations that are imposed on them by the Award, the position description, and the letter of appointment, if it is given in the usual form on an ad hoc basis while prioritising patient care during a clinical shift.

The District's current job posting (enclosed and marked as annexure "A") and its position description (enclosed and marked as annexure "B") are misleading and are in breach of the Award.

Accordingly, ASMOF requests that the job advertisement and its position description be amended, consistent with the Award, and asks that you provide your urgent response by no later than COB on Monday, 12th December 2016. If a response is not forthcoming, ASMOF gives notice that the union will escalate the disputation in accordance with clause 3 – the Issue Resolution provisions– of the Award, without further notification.

Please attention your response to Ms Tiffany Tran, Industrial and Policy Advisor, ASMOF.

Yours sincerely

for

DR TOM KARPLUS

Secretary

ASMOF (NSW)

Encls:

*Annexure A – job posting as at 7 December 2016; and
Annexure B – position description*

cc: **Ms Karen Kelly**
Director, Greater Metropolitan Health Service
E: Karen.Kelly@hnehealth.nsw.gov.au

Dr Jim Wills
Director of Clinical Services and Director of Emergency Department
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