



Wednesday, 18 September 2024

YOUR VOICE.

WELCOME TO THE THIRD EDITION OF AMA, TASMANIA BRANCH VMO EBA of YOUR VOICE

On 11 September at AMA House, we presented to the government's negotiation team a comprehensive context (themes) to our VMP/RMP new collective employment agreement claims.

We were met with respect and professionalism, and our voices were heard for two and a half hours.

This demonstrates a mutual understanding and regard for the issues at hand. We are now awaiting their response, which is scheduled for mid-October 2024 due to the set internal Government process.

The key points we made to the government's negotiating team.

- Industrially, do not underestimate our doctors. We cannot go against the will of our doctors!
- The government's workforce and patient strategies are promising, but their success is contingent on the trust, sustainable contribution, motivation, and goodwill of our doctors. A good VMP/RMP agreement is crucial in fostering this trust and goodwill.
- It is unacceptable to **not deliver pay and condition parity** to VMPs and RMPs compared to the recent SMP outcomes AND **not pay** where the system relies on **doctor voluntarism**.
- It is unacceptable not to maintain RMP employee status (not contractor) nor **join RMPs with VMPs in one agreement**.
- It is unacceptable to **not compensate** for doctors' public contribution opportunity cost (about the perverse economics of **private rooms suffering because of the public systems' inexhaustible demands**).
- **The government needs to make sensible offers in** response to our claim (for us to test) rather than 'lowball', drift, or 'salami slice' to try to minimise the agreement's content.
- The government needs to believe that we are trying to **encourage strategic investment**.
- The government must understand that **our claims are about doctors' being respected and valued**.

- **There are particular needs** to be addressed for the **northwest**.
- We repetitively used supporting quotes **gathered from doctors** during our claim consultation phase and referenced how **our claims support the government's achieving** its own health workforce, clinical workforce, and public hospital **strategic plans**.

The meeting was in three parts:

1. **The environmental basis for the claim** (objective persuasion and factual influence about the underlying issues VMPs/RMPs face that our claims are designed to address; along with providing insight into doctors' reality and our member-mandated instructions).
2. **Claim items** (explained one by one to guarantee the government's total understanding of doctors' priorities and each claim's meaning and intent).
3. **Process and structure** (in the belief that where this is 'done right', details will look after themselves). We now have agreement, or understanding, about the nature of the government's first response to our claims, its internal authorisation processes, timelines, party general conduct expectations, and our joint control over drafting the final agreement (vital to ensure the agreement is correctly translated to an enforceable document).

Look out for **Update Four**, which is due out immediately following our **next meeting with the government, which is anticipated to be mid-October**. At this meeting, we will report on the government's preliminary response to our claims - [here](#)



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