



Wednesday, 27 November 2024

YOUR VOICE.

WELCOME TO THE SIXTH EDITION OF AMA, TASMANIA BRANCH VMO EBA of YOUR VOICE – VERY CLOSE TO AN INTERIM 2024 VMP/RMP AGREEMENT

On 20 November, the AMA conducted face to face negotiations with the Department Secretary based on VMP/RMP member mandate. We established this mandate via the past two weeks of member consultation meetings, individual and craft group member feedback and statewide survey responses.

The AMA mandate is clear, we are aiming for an interim, short term, agreement to enable substantive issues to be properly dealt with via a statewide, all public hospital employee doctor, 2025 bargaining process.

The following is in principle agreed to settle all VMP/RMP bargaining matters for 2024 (the below in outline form only):

1. Processes steps and guarantees that must occur before there can be consideration of:
 - a. RMPs translating to VMP classifications; and
 - b. agreement for a consolidated, statewide agreement (from mid-2025, for all public hospital employed doctors i.e. DiTs, SMPs, VMPs and translated RMPs).
2. Before statewide negotiations begin, the AMA and RMP members will be directly engaged in structured discussions with the Department (from February 2025) about creating an agreed “RMP translation package”.

We have designed these discussions to allay RMP member concerns about their interests potentially being subsumed by bigger doctor groups. These discussions would be agreed to be “in good faith” and agreed to deal with RMP specifics about:

- regional, group and individual needs,
- what RMP translation to VMP would look like.
- applying an, at least, no RMP loss when translating to VMP plus opportunity to enhance RMP conditions (as a translation package); and
- no restriction on additional RMP claims for the 2025 statewide process (and no obligation on RMPs to agree to anything in advance of the statewide process).

3. Percentage pay increase (VMP & RMP) consistent with SMPs up until 1 July 2025. Apart from technical issue that needs to be carefully crafted (so that the AMA can sign a written agreement) there is now clear in principle understanding on what our VMP/RMP 2024 interim agreement looks like.

Discussions will continue 'offline' and at a meeting on 4 December. This with both party's intention to 'sign off' on a 2024 interim settlement within weeks (subject to the details being agreed; until then there is no agreement). Look out for update seven due out after 7 December.



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