
ASSOCIATION OF SALARIED MEDICAL SPECIALISTS**PO Box 5251
WELLINGTON****Telephone 499-1271****Mr Ian Powell
EXECUTIVE DIRECTOR**

30 March 1989

NEWSLETTER TO HOSPITAL AND AREA HEALTH BOARDS
MEDICAL AND DENTAL OFFICERS

SENIOR MEDICAL OFFICERS AWARD NEGOTIATIONS

The last update on the negotiations were sent to all medical staff in December 1988. In that Newsletter and the previous one reporting on the negotiations at the end of October, the main points of the claim were laid out. Instead of repeating those claims, set out below is, in a chronological order, a history of the 1988/89 award negotiations:

25-26 October 1988 First Conciliation Council formed. A small amount of negotiation took place. Award talks postponed.

20 December 1988 Conciliation Council resumed and broke down after approximately an hour.

17 January 1989 Representatives from both parties appeared before the Chief Commissioner of the Arbitration Commission to discuss the breakdown. Both SSC and NZMA agreed to attempt to make progress through informal talks.

8 February 1989 A few representatives from the area health boards and the NZMA met for fruitful discussion in informal talks. NZMA proposed an alternative package based on conditions of employment and it appeared progress had been made. Agreement was made to ratify this in formal Conciliation Council.

23 February 1989 Requested Arbitration Commission to send us back to formal conciliation with the Mediator.

27 February 1989 Resumed formal Conciliation Council. Some agreements made in informal talks are consolidated and some minor progress is made. However position of both sides still too far apart and at 10.30pm Conciliation Council broke down again.

8 March 1989 CSC and NZMA representatives again appeared before Chief Commissioner of Arbitration Commission. Both sides opted for final offer arbitration when given choice between final offer or voluntary arbitration. Chief Commissioner explained preliminary paper work to be done by both sides before a formal hearing date can be set.

HAVE YOU JOINED ASMS?

Mr Ian Powell, presently an advocate with the NZ Educational Institute, has been appointed the Executive Director of the ASMS and will take up his post on 17 April 1989. His Personal Assistant and the person running the office in his absence will be Miss Angela Kiwha, who has worked with the New Zealand Medical Association for over a year.

An updated list of contact people developed for the Contract Negotiation Service have been sent copies of the union rules and these are available for consultation. Arrangements are being made to have copies of the union rules printed in booklet form for distribution to all members of the Association.

The Interim Officers and National Executive of the ASMS are as follows:

<u>President</u>	Dr George Downward
<u>Vice-President</u>	Dr Rob Robertson
<u>Honorary Secretary</u>	Dr Jim Judson
<u>Regional Representatives</u>	Dr Allen Fraser Dr Rick Acland Dr Roger Foote Dr Andrew Macfie Dr Ross Blair Dr Trevor FitzJohn

Of priority is the formation of branches, based on all the area health and hospital boards. Formal democratic elections for the Executive and Officers of the Association are to be completed by 31 August 1989.

REDUNDANCIES

Redundancies have continued to occur within boards throughout New Zealand. With the absence of Rod Perkins and as Ian Powell has not yet taken up the post, Mrs Shirley Homewood, Legal Consultant for the Contract Negotiation Service, the Central Specialists' Committee and now the Association of Salaried Medical Specialists has been kept busy moving around the country negotiating suitable settlements for the doctors involved.

The New Zealand Medical Association in its union role, has taken its first personal grievance and was successful. It appears that further personal grievances are looming and we hope to be equally successful in those. Until the ASMS moves into its new premises, it has been kindly permitted to continue utilising space within the NZMA offices.

If a you have any question, please telephone collect the ASMS (04) 499-1271.

HAVE YOU JOINED ASMS?

23 March 1989 NZMA submitted to SSC and Area Health Boards its understanding of areas in which agreement reached and areas that are still in dispute for final offer arbitration.

At the time of writing we are still awaiting a response from the SSC. It is unlikely that the hearing before the Arbitration Commission will be complete before the end of April given the current rate of progress.

Ms Brigette Beattie has agreed to act as advocate on our behalf at Final Offer Arbitration.

SENIOR DENTAL OFFICERS' AWARD NEGOTIATIONS

The Senior Dental Officers' Award Negotiations were delayed until 17 March 1989, in the hope that sufficient progress would have been made on other awards such as the senior medical officers. The purpose of this was to wait until agreements and precedents would already have been set within the award talks for many of the claims. This however did not eventuate, and in formal Conciliation Council it quickly became apparent to the senior dental officers that they were unlikely to make better progress than the senior medical officers. The talks broke down on 17 March and the senior dental officers should soon be called before the Chief Arbitration Commissioner, at which stage they can present a case for proceeding to final offer arbitration.

UNION NEWS

The Association of Salaried Medical Specialists is now in place with the rule being recorded on 31 March 1989. Unfortunately the paper work was not quite complete and senior dental officers are not yet included. We hope to rectify within 8 weeks.

Progress on the formation of the Association of Salaried Medical Specialists has been quite significant in the past few months. The rules of the Association have been submitted to the Registrar of Unions Office with a formal request for the recording of the rules and this is likely to take place on 1 April 1989.

The office will be located at 28 The Terrace, Wellington and we are in the process of obtaining quotes on bringing that space up to an acceptable standard within which to work. The phone number and postal address of the Association is:

Association of Salaried Medical Specialists (04) 499-1271
PO Box 5251
WELLINGTON

Letters inviting application for membership of the ASMS have been sent to all medical practitioners, as well as dental officers employed by hospital and area health boards. If you know of anyone who is eligible to join the ASMS and has not received a membership application form please let us know and we will attend to this matter.

HAVE YOU JOINED ASMS?

CONTRACTS

SSC and employer representatives are currently touring New Zealand advocating personal contracts, outside of award coverage. We are preparing an opinion on their proposals, but would urge you not to enter any such contract at this time, or, if persuaded, to contact the ASMS for advice.

POLICY STATEMENTS

At the first meeting of the Executive of the ASMS, the following policies were formulated:

- 1 That the Association of Salaried Medical Specialists office be a smoke free environment.
- 2 That in order to obtain assistance from the union, a person must be a member of the union at the time the problem occurred. The ASMS has the discretion to consider the situation where there has been no opportunity to join prior to the problem occurring.
- 3 That branches have the right to issue a press release on a local issue, upon obtaining approval from the Executive Director.
- 4 That consultation and liaison with the Colleges Liaison Committee be given a high priority and that a nominated member of the National Executive of ASMS accept responsibility for this liaison.

HAVE YOU JOINED ASMS?

If not, please consider joining. Additional forms can be obtained from this office.