



NEW SOUTH WALES

MINISTER FOR HEALTH

M05/8372

Dr Michael Boyd
President
Australasian Society of Career Medical Officers
378 Forest Road
BEXLEY NSW 2207

21 FEB 2005

Dear Dr Boyd

I refer to your letter concerning the new *Public Hospital (Career Medical Officers) (State) Award* and the formation of an HAC/Union grading committee to assess applications for the new Senior Career Medical Officer Grade.

I am advised that the NSW Department of Health is fully committed to implementing the new Award that provides Career Medical Officers with enhanced remuneration and conditions of employment, such as the removal of the overtime barrier. The new classification structure, including the introduction of the new Senior Career Medical Officer Grade, is intended to provide a more attractive career path for Career Medical Officers that should reduce the present reliance on locums and overseas trained doctors.

Given the large number of applications in the initial round for regrading to the new senior grade, a Departmental working party was formed to develop an assessment process to be used by the Award based grading committee when it considers applications. This process needed to include provision for comment by the relevant employing Area Health Service. Last year, comment on the proposed process was sought from Area Health Services and the relevant industrial associations that are parties to the Award.

I am also advised that agreement has now been reached with all stakeholders about the process to be followed. The grading committee is scheduled to meet in February 2006.

The Department has agreed that all successful applications that were submitted to the employer by 14 July 2005 will be backdated to 20 April 2005, the date the new pay rates for the Award came into effect.

Should you wish to discuss this matter further, please contact Mr Tony Farley, Assistant Director, Employee Relations, on (02) 9391 9373.

Yours faithfully

(John Hatzistergos)