

WA Health & AMA (WA) Agreement Second Offer: Key Improvements

The below is a summary of the key improvements in the 2024 WA Health Agreement which was registered on 28 November 2024

Salary and Allowance Increases



- 4.75% effective 3 Sep 2024;
- 3.75% effective 3 Sep 2025; and
- 3.00% effective 3 Sep 2026

Allowances adjusted in accordance with above % and existing methodologies

Hours, Rostering & Overtime for Doctors in Training (DiT)



- Overtime pay after 10 hours in a shift
- 10 hour break between shifts
- Max shift length reduced to 14 hours
- 24-48 hours off after night shifts
- No night shifts before planned leave
- 48 hours off after travel to/from WACHS

Professional Development Allowance (PDA)



- \$4,000 DiT Support Payment annually (paid pro rata)
- PDA paid during Paid Parental Leave

Professional Development Leave (PDL)



- DiT: wholly accruable to a maximum of 9 weeks & ability to accrue in excess of this when leave is declined by Employer
- Senior: removal of restriction on taking more than two (2) weeks PDL for Seniors
- Inclusion of travel time within PDL
- Access to PDL during Parental Leave

FRACGP or FACRRM Specialist Recognition



- New General Practitioner (GP) & Rural Generalist Classification & increased Salary Structure:
 - Metro: GP Years 1 – 4
 - WACHS South: GP Years 1-4 & Rural Generalist Years 1-5
 - WACHS North 26th: GP Years 1-6 & Rural Generalist Years 1-6

On-call & Recall (Telehealth)



- Independent review to be undertaken and report delivered within 24 months of Agreement registration, providing recommendations on contemporising industrial provisions and supporting modern clinical service delivery
- Current 'Recall not attending the workplace' provisions to include DiTs

Public Holiday Provisions



- Practitioners working shortened public holiday shifts will be paid hours worked at penalty rates and remaining hours (that otherwise would have been worked) at ordinary rates

Public Sector Standards



- Access to taking pro-rata LSL after 7 years & public holiday access within LSL
- Increased superannuation on unpaid parental leave to 24 weeks
- Union rights, Early Pregnancy Loss Leave, Foster Carers Leave, Public Health Emergency Leave, Emergency Service Leave

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