Mater Medical Officers' Consultative Group

Date	Monday 25 November 2024	Time	15:00 - 16:00
Venue	Microsoft Teams		

Members

Name	Initials	Position Title	Attending	Apology
Dr Chris Pyke	CP	Chief Medical Officer	Y	
Dr Mike Beckmann	MB	Executive Director, Mater Hospitals	Y	
Kirsten Beyer	KB	Acting General Manager MHB	N	Y
Kerri Gane	KG	General Manager MMPH and MMH	Y	
Deb Hornsby	DH	General Manager Mater Pathology	Y	
Linda Kelly	LK	Director of Medical Education and Workforce	Y	
Georges Khoury	GK	Executive Director Human Resources	Y	
Derek Broanda	DB	Director Employment Arrangements	Y	
Drew Cutler	DC	Principal Industrial Relations Advisor	Y	
Rachel Bentley	RB	Senior Human Resources Business Partner	Y	
Angela May	AnM	Industrial Officer, Australian Salaried Medical Officers Federation	Y	
Heather Hayes	HH	Together Queensland	Y	
Dr Hau Tan	HT	President, Australian Salaried Medical Officers Federation	Y	
Admire Matsika	AM	ASMOF delegate	N	
Ben Butcher	BB	ASMOF delegate	Y	
Amod Karnik	AK	ASMOF delegate	Y	
Minutes				
Rebecca Yarnold	RY	Executive Support Officer	Y	

Minutes

Item #		Who
1.	**Welcome and Apologies** CP welcomed everyone the first meeting. The members of the group introduced themselves.	Chair
2.	**Acknowledgement of Country**	Chair
3.	**Reflection** DH shared a reflection sharing "The Man in the Arena" and reflecting on the LIS project development and implementation, acknowledging the shared contribution of the team to get the project across the line.	DC

Item #		Who
4.	**Conflicts of Interest disclosure** None noted	All
5.	**Confirmation of previous minutes** Confirmed by DC and AnM	All
6.	**Business arising from previous minutes.** **Terms of Reference** The Terms of Reference were accepted by members. **Scheduling of future meetings for 2025** The proposed calendar of meeting dates for 2025 was accepted by members. **MO3-4 Progression** Provided to members out of session	All
7.	**Terms of Reference** The Terms of Reference are accepted by consensus.	Chair
8.	**Recognition of Service for Medical Officers employed with other Australian Public Hospitals** DB presented an overview of the current policy regarding service recognition for Queensland Health employees. While service within Queensland Health is recognised, service from interstate public hospitals is not currently acknowledged. The CEO is considering the proposal to approach other, interstate employers to establish recognition of service for leave purposes, though no decision has been reached at this time. The unions will be notified out of session once a determination has been made, with an update to follow. **Action:** DB to provide out of session update on recognition of leave when a decision has been made	DB
9.	**MO1-2 Progression** DB presented an overview of the medical officer progression program, which was initially raised by Admire (ASMOF) to clarify the pathway from specialist to senior staff specialist. The MO1 to MO2 progression framework has been successfully implemented at Mater for the past decade and is formally documented in the Mater policy for Progression to Senior Specialist Program. The program focuses on professional development and knowledge sharing among colleagues. The process has recently been streamlined and is now detailed in the "Stepping Forwards Program" (included in meeting papers). Mater Education has updated the program content to better align with senior doctor competency requirements. HR identifies eligible staff members and extends invitations to participate in the program. There are no limitations on participant numbers, and staff members can complete the requirements at their own pace with manager endorsement. It was noted that Queensland Health service recognition is maintained throughout this progression process. The group discussed methods to gather feedback on the MO1-2 progression program. Members suggested conducting outreach to identify potential issues and distributing a questionnaire to colleagues focusing on program effectiveness and areas for improvement. It was agreed that surveying the next cohort of completing staff would be most beneficial. **Action:** CP to survey the next intake of staff who complete the progression **Action:** RY to schedule agenda item for next meeting	ASMOF
10.	**MO3-4 Progression**	Chair

Item #		Who
	A draft advancement framework has been developed to enable Senior Medical Officers' progression to eminent (MO3) and pre-eminent (MO4) status. The framework includes two key documents: the Advancement Process and assessment criteria, which align with Queensland Health standards while incorporating Mater's values and model. The criteria were developed in consultation with the medical directors and their teams, encompassing both hospital and extracurricular contributions. The framework specifies eligibility requirements, including tenure at Mater from initial MO3 status. An electronic application system has been established, along with an independent scoring panel process. The scoring threshold remains flexible to align with Queensland Health benchmarks and may be adjusted based on application volumes. Assessment covers organizational contributions, advocacy, research, and improvement initiatives. There are no restrictions on the number of staff who can progress between levels. Key Features: • Electronic application system ready for implementation • Independent panel scoring process established • Flexible scoring thresholds • Comprehensive assessment criteria incorporating hospital and external activities • No limitations on progression numbers **Action:** AnM & HH to share draft document with union members to provide feedback by the end of January 2025 for endorsement. **Action:** RY to send to meeting participants with a reminder to obtain feedback and provide by January 2024 **Action:** RY to follow up in January for feedback.	
11.	**Medical Leaders Allowance** Concerns were raised regarding the realignment of leadership roles and their reflection in the Enterprise Agreement (EA) for medical leader allowance purposes, specifically the reclassification from director to clinical director positions in anaesthetics and ICU. Issues were highlighted about the potential impact on remuneration, resources, and departmental operations. The classification of Clinical Director for large departments like ED and anaesthetics was questioned, as this designation typically applies to small and medium-sized units. Members noted there are no clear definitions for unit size classifications. Additional concerns were expressed about the loss of deputy director positions and the potential impact on attracting talent due to reduced prestige and compensation. It was clarified that clinical directors referred to (Group 2) report to the Director of Critical Care Services (Group 3). Management explained that director roles maintain important strategic and operational functions, and that a formal consultation process was conducted, including market recruitment where incumbents could apply for the Director of Critical Care Services position. Key Concerns: • Reclassification implications on remuneration and resources • Unclear unit size definitions for clinical director roles • Impact on departmental structure and reporting lines • Potential effects on talent recruitment and retention	AnM

Item #		Who
	Action: DB to share the consultation process from June in an out of session correspondence to members	
12.	**General Business** **Renegotiation Timeline** Renegotiations are to commence towards the end of March 2025	All
13.	**Scheduling of future meetings for 2025** Proposed meeting dates for 2025 were discussed with meetings to be held: Monday 24th February 10am Monday 28th April 10am Monday 16th June 10am Monday 25th August 10am Monday 27th October 10am **Action:** RY to send calendar invitations	Chair
14.	**Date, time and location for next meeting** Monday 24th February 10am	Chair
15.	Meeting Close	Chair

Actions

Item #	Action List	Who
8	**Recognition of Service for Medical Officers employed with other Australian Public Hospitals** **Action:** DB to provide out of session update on recognition of leave when a decision has been made	DC
9	**MO1-2 Progression** **Action:** CP to survey the next intake of staff who complete the progression **Action:** RY to schedule agenda item for next meeting	CP RY
10	**MO3-4 Progression** **Action:** AnM & HH to share draft document with union members to provide feedback by the end of January 2025 for endorsement. **Action:** RY to send to meeting participants with a reminder to obtain feedback and provide by January 2024 **Action:** RY to follow up in January for feedback.	AnM & HH RY RY
11	**Medical Leaders Allowance** **Action:** DB to share the consultation process from June in an out of session correspondence to members	DB