

Doctors in Training Enterprise Agreement 2018-21

Part F – Education and Professional Development

47 Continuing medical education allowance

- 47.1 Doctors are entitled to Continuing Medical Education (**CME**), paid weekly as an allowance described at Schedule B, Table 2.1.
- 47.2 The CME allowance is payable on a pro-rata basis for part-time Doctors.
- 47.3 The CME allowance is payable on a pro-rata basis for casual Doctors who are replacing a person for a specific term for a period of a fortnight or more.

48 Internal Training

- 48.1 Where a Health Service requires compulsory training to be undertaken by a Doctor, the Health Service must provide reasonable time within paid working hours to complete the compulsory training. Such Health Service required compulsory training may include but is not limited to fire, code of conduct, safety, workplace bullying and sexual harassment.
- 48.2 The Health Service will meet the course costs, where applicable.

49 Examination leave

49.1 Entitlement

- (a) A Doctor is entitled to a total amount of paid Examination Leave not exceeding eight rostered working days in any one year.

49.2 Use of Examination Leave

- (a) Doctors are entitled to utilise their paid Examination Leave of eight days in the following ways:
- (i) to attend any examination (within Australia or New Zealand):
 - (A) necessary to obtain Australian Medical Council (**AMC**) Registration; or
 - (B) necessary to obtain a Higher Qualification as defined at subclause 3.1(m) (Definitions – Higher Qualifications) of this Agreement; or
 - (C) to enable post graduate studies in the United States; or
 - (D) necessary to obtain a relevant qualification as defined at subclause 49.5.
 - (ii) to provide for at least three clear days' Examination Leave immediately prior to each examination; or

(iii) to attend a conference or seminar, which is a requirement for sitting an examination that leads to AMC Registration or a Higher Qualification as defined at subclause 3.1(m) of this Agreement.

(b) The period of leave must include travel time to and from the centre at which the examination is held.

49.3 Notice of Taking Examination Leave

(a) The Doctor must give the Health Service's Director of Medical Services at least four weeks' written notice of their intention to access Examination Leave.

49.4 Payment Calculation

(a) Payment of Examination Leave under this clause 49 must be made consistent with the roster or projected roster, excluding overtime and penalties.

49.5 Relevant Qualification

(a) The main criteria for considering relevance for the purpose of subclause 49.2(a)(i)(D) are:

(i) the nature of the education; and

(ii) that the education is aligned to a recognised area of medical practice having regard to:

(A) the clinical or other area of work of the Doctor;
and

(B) the classification and position description of the Doctor.

50 Conference/seminar leave

50.1 Entitlement

(a) A Doctor's entitlement to paid Conference/Seminar leave is up to a total three weeks per year of service as follows:

(i) A minimum of one week (**minimum entitlement**), and

(ii) Up to a further two weeks at the discretion of the Health Service (**additional entitlement**).

(b) The minimum entitlement of one week each year as described at subclause 50.1(a)(i) may be accrued over two years to suit particular study requirements.

(c) Paid Conference/Seminar leave, including the minimum entitlement, may be taken in periods of less than a week.

50.2 Definitions

In this clause, Conference/Seminar means a conference, workshop or seminar that is directly relevant to the Doctor's role and/or education.

50.3 Application for Conference/Seminar leave

- (a) A Doctor must apply for Conference/Seminar leave by 31 March of the year in which the leave will be taken or otherwise with not less than three months' notice.
- (b) An application for Conference/Seminar leave shall include the nominated dates for taking paid Conference/Seminar leave.

50.4 Granting of Conference Leave – Minimum Entitlement

- (a) A Health Service may only refuse the entitlement where:
 - (i) the refusal is based on circumstances outside the control of the Health Service; and
 - (ii) the reasons for the refusal are provided to the Doctor in writing within 14 days of the application for leave being received by the Health Service.
- (b) A Doctor who has had their application for the minimum one week's paid Conference/Seminar leave refused may utilise the Dispute Resolution Procedure set out in clause 12 of this Agreement.

50.5 Granting of Conference Leave – Additional Entitlement

- (a) The timing of the conference leave granted under this clause 50 is subject to Health Service operational requirements. Practical restrictions on the ability to release a Doctor at any particular time will exist on some occasions.
- (b) Where for operational reasons, the Health Service cannot accommodate the nominated dates of Conference/Seminar leave nominated by the Doctor, the Health Service must advise the Doctor, in writing, the reasons for not accommodating the nominated dates.
- (c) Where a Doctor who has had their application for their nominated dates refused, the Doctor may utilise the Dispute Resolution Procedure set out in clause 12 of this Agreement.

50.6 Payment Calculation

- (a) Payment for Conference/Seminar leave pursuant to this clause 50 must be made consistent with the roster or projected roster, excluding overtime and penalties.