



DISAPPOINTING RESPONSE BY EMPLOYER CONTINUES

5 November 2021

SASMOA STOP WORK MEETING – 4 NOVEMBER 2021

Another well-attended SASMOA Stop Work Meeting was held yesterday, demonstrating to SA Health and the State Government that members intend to continue the pressure to achieve better working conditions for all public sector doctors.

SASMOA members at the meeting again strongly supported additional motions for actioning and these have now been notified to the Employer Negotiators. The correspondence sent to the Employer Negotiators is attached ([here](#)).

The agreed actions include:

1. No confidence in the Chief Executive of SA Health and calling for the individual to be replaced. This follows the aggressive and intimidating directions that are being sent prior to each SASMOA Stop Work Meeting. The latest of these Directions is attached ([here](#)).
2. Implementation of Rolling Stop Work Meeting at Local Health Networks.
3. Meetings of SASMOA Members during Meal Breaks (“Lunch Time Fatigue Breaks”).
4. A further Stop Work Meeting of all members on 23 November 2021. Please pencil this date into your diaries.
5. The publicising of extreme workloads, staff shortages, fatigue and disrespectful behaviour.
6. Expressing disappointment in the Premier for failing to meet with the SASMOA President.
7. Gathering of evidence of the ongoing crisis in our hospitals and health system and the impact this has on doctors' health, safety and wellbeing and patient care. Should you feel the pressure or, see the pressure, simply take a photo and send to SASMOA Chief Industrial Officer and this will be displayed, deidentified, on SASMOA social media and sent to SA Health and the Premier. For example, pager discharge requests, notification of Code Yellow, cancellation of training, call backs for extra shifts and other markers demonstrating potential crisis in our health system

The complete motions in full, can be found [here](#). Please take the time to read the motions. SASMOA will be implementing these actions over the coming days.

To ensure SASMOA members are kept up to date on the SMOEA negotiations, all our updates regarding this matter can be found on the SASMOA Member Portal.

ACTIONS

The Government negotiators have been provided a copy of the actions following every SASMOA meeting with members. There have been no concerns raised by the employer regarding the actions for implementation. Should this occur SASMOA will advise members.

The footer for the bottom of your emails is attached for ease (here). This is similar to the community awareness campaign implemented by the Ambulance Employee Union and the signage currently viewed on patient transport.

SASMOA will also be providing at the “Lunch Time Fatigue Breaks” stickers to wear or place on your personal items or pin to the notice boards.

PUBLIC DOCTORS FIGHT BACK AGAINST INTIMIDATION AND BULLYING

In addition to the SA Health Directions sent by the SA Health Chief Executive regarding attendance at the SASMOA Stop Work Meetings, SASMOA has again received feedback from members of their disappointment in SA Health who are gathering evidence of who did or did not attend the Stop Work Meeting.

In response, SASMOA has again written to the Department of Treasury and Finance, Industrial Relations Branch to remind the Employer that SASMOA members are protected by the principle of freedom of association and the *Fair Work Act 1994* and that an employer cannot threaten to dismiss, injure an employee in employment, alter the position of an employee to their prejudice, refuse to employ or discriminate against a person because, as SASMOA members, they are seeking better conditions for themselves and their colleagues. A copy of this correspondence is (here).

The demands by the employer to know who was and who was not at the Stop Work Meeting are intended to intimidate. SASMOA has advised SA Health that members will ensure where appropriate the recording of attendance at the Stop Work Meeting on the timesheet.

“TIME TO CARE” Petition

Over 6,000 signatures have now been gathered for the “Time to Care” Petition. If you have not signed or shared the petition it can be located [here](#). SASMOA will be providing regular updates to those who have signed the petition on matters pertaining to fatigue for SA public sector doctors.

SASMOA WILL CONTINUE TO PROVIDE REGULAR UPDATES ON THIS MATTER

Bernadette Mulholland
Chief Industrial Officer