

SMSA News

James' News

SMSA Executive

Prof Barbara Workman (Chair)
Dr John Troupis (Secretary)
Dr Dimitri Giannios (Treasurer)
Prof Don Campbell
Dr James Burnes
Dr Sara Barnes
Dr Paul Shekleton
Dr Chris Xenos
Dr Claire Dendle
Dr Julie Lustig
Prof Ian Meredith
Dr Peter Ferguson
Dr Tony Kambourakis
Dr Stephen Rodgers-Wilson

I am proud and more than a little humbled to have been chosen by my peers to represent the Monash SMSA for the last two and a half years. In that time, the Senior Medical Staff Association has grown to over 550 members, our largest ever membership numbers. We have provided financial support and expertise to a multitude of endeavours throughout Monash Health. The new SMS lounge at Moorabbin Hospital will open very soon, leaving Casey Hospital as the only campus without an SMSA lounge. These lounges provide members with a quiet environment to take a break from the daily rigours of clinical practice, catch up with colleagues, check e mails or catch a bite to eat – a bolt hole if you like

One of the questions the SMSA Executive has been trying to answer in the last 12 months is how we are perceived by all SMS across the network. For the SMSA to be a relevant, robust and effective organisation, we need to know what our members, and perhaps even more importantly those SMS who are not members believe we provide them with, how we can value add to their daily work practices at Monash Health.

In 2014 two surveys were carried out by the SMSA. The initial survey was carried out for “Junior”SMS, those who has been at Monash Health for up to seven years. The second, carried out in September and October, was directed at all SMS across Monash Health.

Dates to remember

Wednesday 16th Sept

NGV - Catherine The Great
Masterpieces from the
Hermitage

Tuesday 1st December

SMSA GM and Dinner
Student Prize Presentations
Kooyong Lawn Tennis Club

Tuesday 11th December

SMS Golf Day
Cranbourne Golf Club

The second survey received 225 replies from a potential pool of around 1100. Over 1/3 of respondents had been on members of the SMSA for less than 5 years.

Some 21.78% of respondents had never been members of the SMSA. When asked why they had never joined nearly 60% responded that it was because they did not really know what it does.

The most important role that respondents saw the SMSA performing is to be advocates for the SMS across the network. To this end, the SMSA present quarterly to the board, have bi-monthly meetings with Shelly Park, our CEO, sit on the Monash Doctors Council Executive and MDC, and at our bi-monthly SMSA executive meetings, we are joined by the operations managers of both Monash Health precincts and the Chief Medical Officer. The Chair of the SMSA also represents Monash Health SMS s on the AMA Committee of Chairman at their bi monthly meetings. It would appear that the SMSA's problem is not so much what it does, but how it promotes itself. Our goal and the goal in 2015 is to sell our message and mission to all Monash Health SMS.

The last 2 and half years has seen the SMSA

- Driving force in establishing Monash Care including \$10K in funding
- Sponsorship of student, academic and excellence prizes, Research Week, sponsoring lunch for Grand Rounds, Emerging Investigator Award, Henry Burger Award, Monash Doctors Expo, Library and Women In Medicine
- EBA negotiations with AMA
- Workshop for SMSA members
- SMSA Lounge at Moorabbin Hospital
- Instrumental in finding a solution to our switchboard service
- Supporting Women In Medicine \$5K
- Providing \$10K for Bike Shed at Clayton

The SMSA also subsidises the Annual December Dinner for its members, registrars and Alumni and this year will also heavily subsidise the NGV, Melbourne Winter Masterpiece.

We now welcome Prof Barbara Workman, Medical Director of Rehabilitation and Aged Care Services Director of MONARC as the incoming Chair of Monash Health SMSA.

Welcome to the new Chair of the SMSA - Prof Barbara Workman



I am very excited and feel privileged to be the Chair of the SMSA for the next 2 years. James Burnes the outgoing Chair has been a great leader for the Executive group and a wonderful advocate for the SMS. I aim to build on the achievements he and the Executive group have made in the last 2 years.

My vision is that Monash SMS will see their association (SMSA) as being relevant, proactive, influential and vibrant. The work to increase membership will continue as we develop a program of activities that will occur regularly throughout the year for members. You will see activities that may appeal to many people and are a

combination of social, cultural, sporting and educational events.

Our next social event is the Masterpieces from the Hermitage: The Legacy of Catherine the Great at NGV, with a cocktail gathering and private viewing with guides on 16th September 2015. SMSA Members may contact Kathy Mihopoulos for tickets. This event is heavily subsidised by the SMSA, and Shelly Park and members of the Board of Monash Health will be our guests.

In my role as Chair, I am the representative of the SMSA on Monash Doctors Council and will also be attending the AMA Victoria meetings on behalf of Monash Health. I am happy to be contacted directly or via Kathy if you have a matter that you would like brought to these forums.

Another initiative that I am proud to be supporting is the 'Women in Medicine' program. This program will support women to achieve their full potential in the medical workplace. There are many barriers for women who wish to combine parenting with advancement in their career. The program planned for this initiative will cover work life balance and self-care with practical advice on career planning, mentorship and many other topics. The Women in Medicine program is about providing equity of opportunity for women in the workplace.

I look forward over the next 2 years to working with the SMSA to promote a strong and engaged group of Senior Medical staff who enjoy working at Monash Health.

Points to Remember !

- Non Members of the SMSA are not eligible to use the lounges
- CME Claims must be submitted within 3 months of booking an event OR alternatively within 3 months after returning from the event
- All SMS are required to attend orientation on appointment. This is mandatory and you are requested to support this organisational requirement.

AMA News - Industrial Relations Update—Geoff O’Kearney

FBT changes

Our initial work has involved lobbying to stop the proposed change. Unfortunately the government pressed ahead with its proposal to limit Meals and Venue Hire to \$2500 per annum (\$5000 grossed up). Currently we are identifying opportunities to influence the debate of the bill in parliament

Have you received your insurance allowance?

Once a year, each Health Service must pay specialists who exercise Rights of Private practice and pay the money to a Dillon fund or the hospital, must be paid an insurance allowance of \$516. Pro-rata is paid to VMOs. It is to be paid in July based on the fractional allocation in operation on 1 July.

College of Surgeons – Expert Advisory Group on Bullying and Harassment

The Expert Advisory Group has received submissions in response to its issues paper on discrimination, bullying and sexual harassment. The EAG will consider the information and continue consultation through August. AMAV has made a submission

Victorian Auditor General calls for public submissions into Bullying and Harassment in the Health Sector.

The Auditor General is investigating whether public health services are effectively managing the risk of bullying and harassment in the workplace. This audit is expected to be tabled in Parliament in December 2015. The audit will utilise WorkSafe Victoria's definition of workplace bullying, which is 'the repeated, unreasonable behaviour directed towards an employee, or group of employees, that creates a risk to health and safety'. It is important that hospital doctors participate given the complexity of roles in acute health. To participate, the AG is asking that you provide information based on your personal experience using the online form located at http://www.audit.vic.gov.au/work_in_progress/request_for_public_submissions.aspx until 5:00pm Friday 14 August 2015.

Alternatively you may speak to a representative from VAGO, either in person or by phone. To request a meeting, contact VAGO on 03 8601 7000 and select option 7

Discussions with VHIA over application of Long Service Leave to VMOs

We have put across our view of the interpretation of Long Service Leave for VMOs. The VHIA view is that successive appointments are needed to recognise service with another hospital rather than concurrent appointments. This appears to lack logic. We are awaiting their response. It would be helpful if we had some feedback on how it is being applied in each health service.

Clinical Support Time threats

We have two recent cases where hospitals are attempting to curtail clinical support time. In both cases the hospitals have argued the CST is in excess of 20% but have ignored college guidelines that dictate greater

To find our more information on the SMSA and to join, please contact

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<http://monashdoctors.com/sms-association/>