

DR ROSS CARTMILL

M.B.,B.S.(QLD),F.R.C.S.,F.R.A.C.S.
UROLOGIST

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Queensland Legislative Assembly	
Number: <u>5618T 666</u>	
	15 MAY 2018
MP: <u>Dr Rowan</u>	Tabled <input type="checkbox"/> By Leave <input type="checkbox"/>
Clerk's Signature: <u>[Signature]</u>	

STONEHAM HOUSE
14 STONEHAM ST
STONES CORNER QLD 4120

Tuesday 20th May 2014

Dr S Hambleton
Federal President AMA
PO Box 123
Red Hill Qld 4059

Dr S Rudd
President Elect AMAQ
PO Box 123
Red Hill Qld 4059

Dear Steve and Shaun,

I consider it is now appropriate that I formally express my concerns and dissatisfaction with the decisions and actions you have undertaken during recent times of industrial unrest. In particular, I refer to matters concerning the transition of VMOs from the current agreement to individual employee contracts.

Initially in 2012 Qld Health representatives expressed the view there would be no changes to terms and conditions in the transition to VMO contracts. As I led negotiations throughout 2013, significant benefits for VMOs were achieved including:

- A pay rise from early July 2014
- Continuation of the petrol allowance
- Extension of PDL entitlements as I had negotiated for Mater VMOs.
- Option of fee for service entitlements extended to Townsville VMOs.
- Positive changes in remuneration for on call, call back and overtime.
- Continuation of indemnity reimbursement scheme.

In contrast, I witnessed the behaviour from the leadership of ASMOF and Together Union during 2013. No attempt was made to negotiate improvements in terms and conditions for SMOs. Their effort was orientated to changing the Government policy – something that was never going to occur. My reporting of the benefits gained for VMOs led to ASMOF leadership suggesting I should be publicly executed. As two of the recipients of the offending email, I am not aware of any response from you to denigrate such unprofessional behaviour. In fact, the unions gained your support despite my advice to the contrary. Your support of the unions led to support of what was described as a Task Force. In so doing you ignored the experienced VMO committee consisting of the current AMAQ President, three past presidents and the current chair of the board of AMAQ.

The conglomerate of unions, their legal advisors, industrially inexperienced clinicians and yourselves then began interfering with VMO issues with no reference to my committee. Ignorance of the current VMO agreement led to inappropriate emphasis on issues that were not altered by the introduction of the employee contracts. This led to misinformation being circularised to VMOs by unions with an obvious conflict of interest. The union leaders were more interested in maintaining their influence rather than improving terms and conditions for medical staff.

Not content with these events, you actively tried to control my committee by misusing the constitution of the AMAQ. The VMO committee has always been independent of AMAQ financial

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support and has successfully supported VMOs for decades. Your lack of support for the independence of the committee constitutes total lack of loyalty for long serving senior members of the AMA. The undermining of the current AMAQ President (a member of the VMO committee) was undertaken with no reference to me as chairman. When I challenged the purpose of the relevant board meeting and its relationship to VMO issues I was met with dishonest spin. I recognise Shaun your subsequent apology, but the apparent AMA message was the President of AMAQ should not be supporting the VMO committee position.

Having joined forces with the unions, you then found yourselves associating with ALP influence. This culminated in the opposition health spokesperson being invited to a union/task force supported meeting. This same politician had previously described VMOs as "the Tahitian Princes of the medical profession", and falsely claimed VMOs were responsible for taking \$840 million from the health system!

You were both present at recent meetings with the Director General with such meetings attended by unions, their legal representatives and some clinicians including two VMOs. I was present by Qld Health invitation. As far as I am aware, you made no effort to prevent my intermittent union inspired exclusion from the meeting, leaving me to wait in the corridor of the hotel. Because of inexperience and ignorance, these meetings have caused negative interference with the negotiated VMO contract. I have corrected the subsequent mistakes, ramifications or unwanted changes including:

- Arranging back dating of VMO pay rise to 7th July 2014 as contract commencement had been delayed until August, although the VMO agreement expires on June 30th 2014. Without my intervention the VMOs would have suffered a delay of 1 month in their pay rise entitlement.
- Choice of arbiter in dismissal appeal process was restored.
- A VMO apology given to metro south CEO after unfair email criticism from a task force VMO.

In recent weeks I have provided input to the development of a VMO retention policy and have dealt with issues of breaches of the VMO agreement. I have also asked Qld Health to correct contract leave entitlement errors as well as recognise timing of pay level upgrade entitlements do not coincide with contract renewal dates. The VMOs will be the beneficiaries of this activity from their committee. The task force you have supported would be ignorant of these issues with no working knowledge of the VMO agreement.

I trust you both have noted there have been no public statements from me as committee chair offering criticism of the AMA. The purpose of this letter however, is to convey the basis of my dismay and profound disappointment regarding your recent support of organisations and their associated personnel who have no knowledge of VMO issues, while totally ignoring and even opposing the efforts of the VMO committee. Time may heal the wounds but the memories will be everlasting.

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Yours faithfully,



Dr R A Cartmill
Chairman VMO Committee

cc Dr C Rowan
President AMAQ
PO Box 123
RED HILL QLD 4059



Lifelong Family Healthcare

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Rehabilitation Gym

Exercise Physiologist
B ExSp Sc

Podiatrist

Physiotherapist

Dietician

Diabetes Educator

9th January 2014

Dr Christian Rowan, President
AMAQ
PO Box123
RED HILL Q 4059

Dear Christian

2nd Extraordinary Forum

As a GP at the coalface of primary health care, working in a privately owned and operated family medical practice, why have I received an invitation to attend the above forum?

The only thing this invitation appears to demonstrate is that once again doctors who work in the public health system are *the* major concern of AMAQ while medical practitioner members in the wider community continue to be ignored. What is being done to look after the thousands of GP members of AMAQ?

I see no evidence that the Association cares about primary health care. For instance, when last did anyone at AMA try to negotiate with the government to bring about an improvement in the Medicare rebate? Do GPs have to take it upon themselves to fight for better financial reward? Does anyone at AMAQ care if private practice disappears? GPs in private practice toil under immense pressure to make a living. In Queensland at least, the organisation seems too busy working for SMOs and VMOs to give other members value for money.

The only time I hear directly from AMAQ is when I receive a generic survey, which is a total waste of time to complete and return because there is no practical action taken to determine why I and so many of my colleagues are discontented by the neglect shown to us.

As the President, the buck stops with you. You should know that GPs are becoming more disenchanted with every passing year. Is AMAQ going to deteriorate into a club for Queensland Health employees? Or worse, an irrelevant offshoot of a union?

Yours sincerely

RAYMOND J HUNTLEY, MBBS FRACGP
Principal



Lifelong Family Healthcare

The Courier Mail

NEWS BREAKING LOCAL QUEENSLAND OPINION CR

QLD NEWS

AMA state president Dr Christian Rowan accuses own organisation of being “extreme, left-wing”

Kelmeny Fraser, CourierMail

April 12, 2014 12:00am



THE head of the state’s peak doctors’ group has broken his silence over the doctor contracts dispute to lash out at his own organisation for going along with a union-conspired mass resignation plan.

Australian Medical Association Queensland president Dr Christian Rowan has been gagged by his colleagues from speaking about the Newman Government’s doctor contracts since February, after coming under fire from some doctors over his LNP links and public support of the contracts.

But *The Courier-Mail* has obtained a copy of an email in which Dr Rowan accuses the AMA and its state branch of being infiltrated by “extreme left-wing union ideology”.

In the email, Dr Rowan warns the AMA’s failure to repudiate a strategy by doctor unions for mass resignations from public hospitals would have “devastating consequences” for its credibility.

He also accuses the AMA and its state branch of failing to repudiate doctors “who have threatened, harassed, bullied and intimidated” their colleagues who were willing to sign the doctor contracts.

Queensland public specialists hopeful of a resolution to doctors’ contract row

Split emerges between doctors contract taskforce and Australian Medical Association

The email was sent on April 6 after doctors’ union the Australian Salaried Medical Officers Federation and its state branch warned it had stockpiled doctors’ letters of resignations in a bid to force the Newman Government back to the negotiating table.

“As president of AMA Qld, I express my extreme disappointment with the AMA’s lack of definitive public repudiation of the ‘mass resignation’ strategy that is being led by federal ASMOF and ASMOFQ in relation to senior medical staff employed within our Queensland public hospital system,” he writes in the email to AMA members, including federal president Dr Steve Hambleton.

“The AMA/AMA Qld simply ‘distancing itself’ is not sufficient and grossly inadequate,” he continues. “The continued implicit, and in some cases explicit, support for this strategy by AMA/AMA Qld will have devastating consequences for both the relevance and credibility of AMA/AMA Qld with Queensland Government.”

The AMAQ appointed Dr Shaun Rudd its president-elect after passing a resolution to silence Dr Rowan. Federal president Dr Hambleton has since handled most negotiations. Both declined to comment on the email.



