



## **Accident Compensation Corporation ('ACC') and the Association of Salaried Medical Specialists (ASMS) Collective Employment Agreement 1 July 2023 – 31 March 2024**

### **Terms of Settlement**

These proposed Terms of Settlement set out the agreed terms to be included in the new Collective Agreement ('the Collective') to supersede the Accident Compensation Corporation and ASMS Collective Employment Agreement 1 October 2021- 30 June 2023 ('the old Collective').

A marked-up version of the Collective Employment Agreement will be provided for ratification ballot, based on what has been agreed.

#### **Remuneration**

It is agreed the following will be included in the Collective regarding remuneration:

1. A \$4,000 salary increase to all members on 1 July 2023. A corresponding \$4,000 increase would also be applied to the (100%) mid-point for all salary bands. This means for those with a position in range of less than 100%, their position in range will increase as part of this payment.
2. A \$500 lump sum gross pro rata payment as a union member-only benefit on 19 July 2023 provided the employee is a union member by 1 July 2023. Note, a \$500 lump sum gross pro rata payment to non- ASMS members will be made on a delayed basis (payment not before 1 December 2023).
3. An agreement to work with the ASMS on the Remuneration and Reward Strategy during the term of the Collective Agreement. The engagement plan for this work including delegate time and resource is attached as Appendix 1

#### **Performance Matrix (Clause 40.5)**

4. The 1 July 2023 application of ACC's performance matrix to assess and reward performance ensuring progression for everyone who is rated '3 - successfully achieved' or higher, will be as follows:

1. Performance Rating	1. Increase to progress through pay band		
	2. 85-95%	3. 95-100%	4. >100%
1 – Unsatisfactory	0	0	0
2 – Partially achieved	0	0	0
3 – Successfully achieved	2.5%	2%	1%
4 – Excellent	3%	2.5%	1.5%
5 – Outstanding	3.5%	3%	2%

These percentages represent the application of clause 40.5 for the July 1 2023 performance cycle only.

**Qualifications (These provisions are effective 1 July 2023 and occur after the performance process above)**

Amend 40.3 to include Diploma Obstetrics & Gynaecology as a recognised qualification in 40.2(b).

Amend Clause 40.2(3) to include recognition of vocational registration in General Practice, Obstetrics & Gynaecology and Medical Administration.

Delete the wording “applied for recruitment processes” from clause 40.2

### Term

The Term of the Collective shall be for 9 months, from 1 July 2023 to 31 March 2024

The Collective Employment Agreement, once agreed, will be signed off on behalf of ACC by the Deputy Chief Executive and on behalf of the ASMS by the Industrial Officer

**Clause 5.2 does not apply to the remuneration and the performance matrix sections for the term of this agreement.**

The parties accept these Terms of Settlement.

Cathrine Codyre  
Employer Advocate  
Signed on behalf of ACC

Signed   
Date 14 June 2023

Kris Smith  
Industrial Officer  
Signed on behalf of ASMS

Signed



Date 22 June 2023

### **Appendix 1. - Remuneration Review – Engagement Plan**

1. The proposed remuneration review is viewed as a strategic engagement opportunity consistent with the ACC/ASMS relationship agreement. That is to say it is a significant issue relating to the relationship between the parties and matters with implications across the organisation.
2. The Remuneration Review will be a standing item on the ACC/ASMS relationship forum for the duration of the project.
3. The Remuneration Review working group will include ASMS participation.
4. Consistent with the ACC/ASMS relationship agreement ACC will ensure delegate time for participation in this project identified and acknowledged as core work. Travel and accommodation costs for the Remuneration and Review work will be met by ACC.
5. A terms of reference for the Remuneration Review will be completed by 1 July 2023.