

# MIPS Matters: Spring Edition Insights



Reading time:

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Welcome to the Spring Edition of MIPS Matters. In this issue, we will be focusing on employment and contractual matters.

As healthcare becomes more complex, so too does its delivery. Many health practitioners find themselves working in work environments that can be stressful and competitive. Care is often provided within a large multi-disciplinary team that sometimes involves managing challenging professional relationships. Coupled with long hours and workforce shortages, it is more important than ever that practitioners are aware of their rights and obligations in the workplace. Importantly, satisfied and motivated healthcare professionals are more likely to provide compassionate and patient-centred care. In turn, this can enhance patient satisfaction and outcomes, and contribute to a positive healthcare experience.

In this issue, we first provide advice on some of the common terms and conditions that can be found in employment contracts, including what they mean and where to go for further advice. It is essential that you understand the contract and your rights and obligations before signing it. Read your proposed medical services contract carefully and ensure you understand its terms. If there is anything you do not understand or you do not agree with, speak with the practice and/or seek legal or accounting advice. Even if you are not an employee, you can still be required to comply with practice policies that regulate workplace behaviour and work health and safety (such as bullying or sexual harassment) and administrative policies. Second, we discuss how to manage situations where your conduct or performance might be reviewed by your workplace. This includes discussion of your rights and obligations when facing an HR meeting or when being asked to respond to workplace allegations. This can be confronting and stressful and it is wise to seek timely advice and assistance. Finally, we provide some guidance on how you can determine what type of professional indemnity insurance classification is right for your needs, so that you ensure you comply with your obligations under Ahpra's Professional Indemnity Insurance Arrangements Registration Standard.

As always, if the articles in this edition raise particular issues for you, then please do not hesitate to contact MIPS for further information or advice.

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