

**SIR CHARLES GAIRDNER HOSPITAL CARDIO-THORACIC SURGEONS
ON-CALL AND CALL-BACK ROSTER AGREEMENT 2014**

Between:

The “Australian Medical Association (Western Australia) Incorporated” (“the AMA”); and

The “Minister for Health incorporated as the Board of the hospitals formerly comprised in the Metropolitan Health Service Board, under s7 of the Hospitals and Health Services Act 1927 (WA)” (“the Employer”).

Made pursuant to:

Clause 7. Agreement Flexibility of the *Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2013* ("the Industrial Agreement").

Operative Provisions:

1. This Agreement articulates the Sir Charles Gairdner Hospital Cardio-Thoracic Surgeons On-Call and Call-Back Roster and the remuneration pertaining thereto whilst such services remain organised in the manner they were at the commencement of this Agreement.
2. The ordinary Flat Rate On-Call Payment for Cardio-Thoracic Surgeons On-Call Roster and associated On-Call Allowances are:

Shift	Shift Start		Shift End		From first pay period on or after 1 Oct 2013	From first pay period on or after 1 Oct 2014	From first pay period on or after 1 Oct 2015
1	Monday	4:30 PM	Tuesday	8:00 AM	\$756	\$785	\$812
2	Tuesday	4:30 PM	Wednesday	8:00 AM	\$756	\$785	\$812
3	Wednesday	4:30 PM	Thursday	8:00 AM	\$756	\$785	\$812
4	Thursday	4:30 PM	Friday	8:00 AM	\$756	\$785	\$812
5	Friday	4:30 PM	Saturday	8:00 AM	\$756	\$785	\$812
6	Saturday	8:00 AM	Saturday	6:00 PM	\$756	\$785	\$812
7	Saturday	6:00 PM	Sunday	8:00 AM	\$756	\$785	\$812
8	Sunday	8:00 AM	Sunday	6:00 PM	\$756	\$785	\$812
9	Sunday	6:00 PM	Monday	8:00 AM	\$756	\$785	\$812

3. The Public Holiday Flat Rate On-Call Payment for Cardio-Thoracic Surgeons On-Call Roster and associated On-Call Allowances are:

Shift	Shift Start		Shift End		From first pay period on or after 01-Oct-13	From first pay period on or after 01-Oct-14	From first pay period on or after 01-Oct-15
1	Monday	8:00 AM	Monday	6:00 PM	\$1,135	\$1,178	\$1,219
2	Monday	6:00 PM	Tuesday	8:00 AM	\$1,135	\$1,178	\$1,219
3	Tuesday	8:00 AM	Tuesday	6:00 PM	\$1,135	\$1,178	\$1,219
4	Tuesday	6:00 PM	Wednesday	8:00 AM	\$1,135	\$1,178	\$1,219
5	Wednesday	8:00 AM	Wednesday	6:00 PM	\$1,135	\$1,178	\$1,219

Shift	Shift Start		Shift End		From first pay period on or after 01-Oct-13	From first pay period on or after 01-Oct-14	From first pay period on or after 01-Oct-15
6	Wednesday	6:00 PM	Thursday	8:00 AM	\$1, 135	\$1, 178	\$1,219
7	Thursday	8:00 AM	Thursday	6:00 PM	\$1, 135	\$1, 178	\$1,219
8	Thursday	6:00 PM	Friday	8:00 AM	\$1, 135	\$1, 178	\$1,219
9	Friday	8:00 AM	Friday	6:00 PM	\$1, 135	\$1, 178	\$1,219
10	Friday	6:00 PM	Saturday	8:00 AM	\$1, 135	\$1, 178	\$1,219
11	Saturday	8:00 AM	Saturday	6:00 PM	\$1, 135	\$1, 178	\$1,219
12	Saturday	6:00 PM	Sunday	8:00 AM	\$1, 135	\$1, 178	\$1,219
13	Sunday	8:00 AM	Sunday	6:00 PM	\$1, 135	\$1, 178	\$1,219
14	Sunday	6:00 PM	Monday	8:00 AM	\$1, 135	\$1, 178	\$1,219

4. The on-call allowance for each shift is a flat rate irrespective of the on-call shift duration.
5. A practitioner rostered on-call, who is called back to the hospital is paid (in addition to the prescribed Flat Rate On-Call payment) the same prescribed flat rate allowance for each call-back. If one attendance at the hospital is for a continuous period of more than 4 hours then an additional flat rate allowance is paid. If that attendance continues then payments are made for each subsequent 4 hour period of attendance as illustrated below:

Continuous Period of Attendance	Total Ordinary Call back Payment	Total Sunday Call back Payment	Total After Midnight Call Back Payment	Total Public Holiday Call Back Payments
First pay period on or after 1 Oct 2013				
up to 4 hours	\$756	\$861	\$984	\$1, 135
more than 4 hours and up to 8 hours	\$1,514	\$1,722	\$1,967	\$2,270
more than 8 hours and up to 12 hours	\$2,270	\$2,583	\$2,951	\$3,405
more than 12 hours and up to 16 hours	\$3,027	\$3,445	\$3,934	\$4,540
First pay period on or after 1 Oct 2014				
up to 4 hours	\$785	\$893	\$1,020	\$1,178
more than 4 hours and up to 8 hours	\$1,570	\$1,787	\$2,041	\$2,355
more than 8 hours and up to 12 hours	\$2,355	\$2,680	\$3,061	\$3,533
more than 12 hours and up to 16 hours	\$3,141	\$3,574	\$4,082	\$4,710
First pay period on or after 1 Oct 2015				
up to 4 hours	\$812	\$925	\$1,056	\$1,219
more than 4 hours and up to 8 hours	\$1,625	\$1,849	\$2,112	\$2,438
more than 8 hours and up to 12 hours	\$2,438	\$2,774	\$3,168	\$3,656
more than 12 hours and up to 16 hours	\$3,251	\$3,699	\$4,225	\$4,875

6. The flat rate on-call and call-back allowances are paid in substitution for all on-call and call-back allowances and for Shift, Weekend or Public Holiday Penalties which might otherwise be payable under the Industrial Agreement for the practitioners' rostered periods under this Agreement.
7. The On-Call service obligations of practitioners are:
 - (a) Provide Cardio-Thoracic Surgery On-Call Roster cover as rostered by the Head of Department.
 - (b) Withdraw from any other on-call or availability arrangements in the public or private sector whilst providing Cardio-Thoracic Surgery On-Call Roster cover.

- (c) Attend as appropriate the hospital when recalled, by a registrar, anaesthetist, Emergency Dept physician, ICU consultant, or other Medical or Surgical unit within the hospital.
- (d) Where practicable take responsibility for the management of all Cardio-Thoracic surgical emergencies presenting to the hospital during the period on-call and those referred and accepted from another Cardio-Thoracic surgeon, requiring management or surgery during the that period. Those patients already admitted or previously admitted or reviewed by a surgeon in principle remain the responsibility of that particular surgeon.
- (e) Where practicable, take to theatre all Cardio-Thoracic surgical emergency cases which are ready for, or deemed necessary for emergency surgery during that period and oversee including where required calling in another surgeon, or perform these operations during that period.
- (f) When rostered on weekends on-call, the practitioner will conduct a daily ward round of all Cardio-Thoracic surgical patients under the practitioners care needing review, management, treatment and surgery, or referred. Routine weekend ward rounds of the patients under the practitioners care will not be paid as a call back because compensation is included in the flat rate on-call payment. If in the course of a daily ward attendance the immediate needs of patients are such the attendance extends beyond one hour the practitioner is entitled to claim the attendance as a call-back.
- (g) The service obligations on public holidays are the same as those for weekends.

8. This Agreement commences on the date signed by the parties. The Agreement remains in force whilst the Industrial Agreement continues to apply, provided that nothing shall prevent the parties agreeing in writing to amend or replace this Agreement during the life of the Industrial Agreement.

9. Parties

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 Marcia Kuhne Director Industrial/Legal
 on behalf of the Australian Medical Association
 (Western Australia) Incorporated

(Signed)

 Marshall Warner
 Director
 Health Industrial Relations Service

3 December 2014

 Date