

CARDIOTHORACIC SURGEONS
ON CALL AND CALL BACK ROSTER AGREEMENT 2022

Between:

The Australian Medical Association (Western Australia) Incorporated; and

The North Metropolitan Health Service, South Metropolitan Health Service, and Child and Adolescent Health Service established pursuant to section 32(1)(b) of the *Health Services Act 2016* (WA).

Made pursuant to:

Clause 7. Agreement Flexibility of the *WA Health System – Medical Practitioners – AMA Industrial Agreement 2022* (Industrial Agreement).

Operative Provisions:

1. This Agreement applies to Cardiothoracic Surgeons on the On Call and Call Back Roster at Sir Charles Gairdner Hospital, Fiona Stanley Hospital or Perth Children’s Hospital 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 the Cardiothoracic Surgeons On Call Roster and associated on call allowances are:

Shift	Shift Start		Shift End		On and from 01-Oct-2020	On and from 01-July-2022	On and from 01-July-2023
1	Monday	4:30 PM	Tuesday	8:00 AM	\$854	\$859	\$885
2	Tuesday	4:30 PM	Wednesday	8:00 AM	\$854	\$859	\$885
3	Wednesday	4:30 PM	Thursday	8:00 AM	\$854	\$859	\$885
4	Thursday	4:30 PM	Friday	8:00 AM	\$854	\$859	\$885
5	Friday	4:30 PM	Saturday	8:00 AM	\$854	\$859	\$885
6	Saturday	8:00 AM	Saturday	6:00 PM	\$854	\$859	\$885
7	Saturday	6:00 PM	Sunday	8:00 AM	\$854	\$859	\$885
8	Sunday	8:00 AM	Sunday	6:00 PM	\$854	\$859	\$885
9	Sunday	6:00 PM	Monday	8:00 AM	\$854	\$859	\$885

3. The public holiday flat rate on call payment for the Cardiothoracic Surgeons On Call Roster and associated on call allowances are:

Shift	Shift Start		Shift End		On and from 01-Oct-2020	On and from 01-July-2022	On and from 01-July-2023
1	Monday	8:00 AM	Monday	6:00 PM	\$1,283	\$1,291	\$1,330
2	Monday	6:00 PM	Tuesday	8:00 AM	\$1,283	\$1,291	\$1,330
3	Tuesday	8:00 AM	Tuesday	6:00 PM	\$1,283	\$1,291	\$1,330
4	Tuesday	6:00 PM	Wednesday	8:00 AM	\$1,283	\$1,291	\$1,330

5	Wednesday	8:00 AM	Wednesday	6:00 PM	\$1,283	\$1,291	\$1,330
6	Wednesday	6:00 PM	Thursday	8:00 AM	\$1,283	\$1,291	\$1,330
7	Thursday	8:00 AM	Thursday	6:00 PM	\$1,283	\$1,291	\$1,330
8	Thursday	6:00 PM	Friday	8:00 AM	\$1,283	\$1,291	\$1,330
9	Friday	8:00 AM	Friday	6:00 PM	\$1,283	\$1,291	\$1,330
10	Friday	6:00 PM	Saturday	8:00 AM	\$1,283	\$1,291	\$1,330
11	Saturday	8:00 AM	Saturday	6:00 PM	\$1,283	\$1,291	\$1,330
12	Saturday	6:00 PM	Sunday	8:00 AM	\$1,283	\$1,291	\$1,330
13	Sunday	8:00 AM	Sunday	6:00 PM	\$1,283	\$1,291	\$1,330
14	Sunday	6:00 PM	Monday	8:00 AM	\$1,283	\$1,291	\$1,330

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 Recall Payment	Total After Midnight Recall Payment	Total Public Holiday Recall Payment
On and from 1 Oct 2020				
up to 4 hours	\$854	\$973	\$1,111	\$1,283
more than 4 hours and up to 8 hours	\$1,709	\$1,944	\$2,221	\$2,564
more than 8 hours and up to 12 hours	\$2,564	\$2,918	\$3,333	\$3,846
more than 12 hours and up to 16 hours	\$3,420	\$3,891	\$4,444	\$5,128
On and from 1 July 2022				
up to 4 hours	\$859	\$979	\$1,118	\$1,291
more than 4 hours and up to 8 hours	\$1,719	\$1,955	\$2,234	\$2,579
more than 8 hours and up to 12 hours	\$2,579	\$2,935	\$3,353	\$3,869
more than 12 hours and up to 16 hours	\$3,440	\$3,914	\$4,470	\$5,158
On and from 1 July 2023				
up to 4 hours	\$885	\$1,008	\$1,152	\$1,330
more than 4 hours and up to 8 hours	\$1,771	\$2,014	\$2,301	\$2,656
more than 8 hours and up to 12 hours	\$2,656	\$3,023	\$3,454	\$3,985
more than 12 hours and up to 16 hours	\$3,543	\$4,031	\$4,604	\$5,313

6. The flat rate on call and recall 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 Cardiothoracic 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 Cardiothoracic Surgery On-call Roster cover.
- (c) Attend as appropriate the hospital when recalled, by a Registrar, Anaesthetist, Emergency Department Physician, ICU Consultant, or other Medical or Surgical Unit within the Hospital.
- (d) Where practicable, take responsibility for the management of all cardiothoracic surgical emergencies presenting to the Hospital during the period on call and those referred and accepted from another Cardiothoracic Surgeon, requiring management or surgery during 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 cardiothoracic 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 cardiothoracic surgical patients under the practitioner's care needing review, management, treatment and surgery, or referred. Routine weekend ward rounds of the patients under the practitioner's 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 that 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 it is signed by the parties. The Agreement remains in force whilst the Industrial Agreement continues to apply, provided that nothing will prevent the parties agreeing in writing to amend or replace this Agreement during the life of the Industrial Agreement.

10/02/2023

.....
 Dr. Bennie Ng
 Chief Executive Officer
 Australian Medical Association (Western Australia) Incorporated

10/02/2023

.....
 Justine Withers
 A/Director System-wide Industrial Relations
 Department of Health