

**CHILD AND ADOLESCENT HEALTH SERVICE
EAST METROPOLITAN HEALTH SERVICE
NORTH METROPOLITAN HEALTH SERVICE
SOUTH METROPOLITAN HEALTH SERVICE
PLASTIC SURGERY ROSTER AGREEMENT 2022**

Between:

The Australian Medical Association (Western Australia) Incorporated; and

The following Health Service Providers established pursuant to section 32(1)(b) of the *Health Services Act 2016* (WA) (Employers):

- (i) Child and Adolescent Health Service;
- (ii) East Metropolitan Health Service;
- (iii) North Metropolitan Health Service; and
- (iv) South Metropolitan Health Service.

Made pursuant to:

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

Preamble:

This Agreement prescribes the remuneration of Plastic Surgeons employed by the Child and Adolescent Health Service, East Metropolitan Health Service, North Metropolitan Health Service and South Metropolitan Health Service for Plastic Surgery Services while services remain organised in the manner they were at the commencement of this Agreement.

Operative Provisions:

PART 1:

1. The Employers have organised elements of Plastic Surgery Services as follows:

Duty Plastic Roster

- (a) There is a Duty Plastic Roster (Duty Roster) for Sir Charles Gairdner Hospital (SCGH).
- (b) There is a Duty Roster for Royal Perth Hospital (RPH).
- (c) There is a Duty Roster for Fiona Stanley Hospital (FSH).
- (d) There is no Duty Roster for Perth Children’s Hospital (PCH).
- (e) There is at least one Duty Plastic Surgeon (Duty Surgeon) rostered on for SCGH, one for RPH, and one for FSH.

- (f) The Duty Rosters, on days other than public holidays are:

Duty Shift	Shift	Start	Shift	End
1	Monday	8:00 AM	Monday	6:00 PM
2	Tuesday	8:00 AM	Tuesday	6:00 PM
3	Wednesday	8:00 AM	Wednesday	6:00 PM
4	Thursday	8:00 AM	Thursday	6:00 PM
5	Friday	8:00 AM	Friday	6:00 PM

- (g) The Duty Rosters do not operate on weekends or public holidays.

On Call Plastic Roster

- (h) There is one On Call Plastic Surgery Roster (On Call Roster) for SCGH (SCGH On Call Roster).
- (i) There is one On Call Roster for RPH (RPH On Call Roster).
- (j) There is one On Call Roster for FSH (FSH On Call Roster).
- (k) There is one On Call Roster for PCH (PCH On Call Roster).
- (l) There is at least one On Call Plastic Surgeon (On Call Surgeon) rostered on call for SCGH, one for RPH, one for FSH, and one for PCH.
- (m) Additional Surgeons are rostered On Call for SCGH and for RPH where the workload requires.
- (n) The On Call Rosters are:

Shift Number	Shift	Start	Shift	End
1	Monday	6:00 PM	Tuesday	8:00 AM
2	Tuesday	6:00 PM	Wednesday	8:00 AM
3	Wednesday	6:00 PM	Thursday	8:00 AM
4	Thursday	6:00 PM	Friday	8:00 AM
5	Friday	6:00 PM	Saturday	8:00 AM
6	Saturday	8:00 AM	Saturday	6:00 PM
7	Saturday	6:00 PM	Sunday	8:00 AM
8	Sunday	8:00 AM	Sunday	6:00 PM
9	Sunday	6:00 PM	Monday	8:00 AM

- (o) Each of the On Call Rosters operates separately.
- (p) On Call Surgeons are not ordinarily rostered On Call on more than one On Call roster at a time.

2. An entitlement under the Industrial Agreement to elect Arrangement A or Arrangement B is not changed by this Agreement.

3. Unless otherwise prescribed herein an entitlement to all professional development, professional expenses, private practice income and private practice cost allowances payable under the Industrial Agreement is not changed by this Agreement.
4. Clause 22. Hours of the Industrial Agreement provides:
 - (1) *Practitioners are engaged on a no-fixed hours basis consistent with professional practice and are rostered accordingly.*
 - (2) (a) *The ordinary full-time professional commitment is an average of 40 hours per week and will be rostered in accordance with health service needs and may be rostered over less than five days per week.*
5. Clause 23. Sessional Practitioners of the Industrial Agreement provides:
 - (1) *Sessional Practitioners are part-time practitioners appointed for a specified number of sessions per week and are rostered accordingly.*
 - (2) (a) *One session is equal to one tenth of a full-time professional commitment and can be a continuous working period or be made up of any combination of part sessions.*
6. This Agreement provides for the professional commitment of:
 - (i) Sessional Practitioners to be acquitted as a combination of a number of rostered 10-hour fixed shifts as Duty Surgeon and a number of ordinary no fixed hours sessions.
 - (ii) Full-time and Part-time Practitioners to be acquitted as a combination of rostered 10-hour fixed shifts as Duty Surgeon and a balance of ordinary no fixed hours.
7. A Practitioner's professional commitment includes elective, outpatients, preoperative, teaching and non-clinical sessions.
8. This Agreement does not replace the Industrial Agreement but to the extent of any inconsistency this Agreement overrides the Industrial Agreement.
9. For the purposes of Clause 29 - Private Practice - Arrangement B of the Industrial Agreement, and without prejudice to any future Agreements 100% of private practice earnings will be retained by the Practitioner for the life of this Agreement.
10. The Employer has determined, for the purposes of Clause 29 - Private Practice – Arrangement B of the Industrial Agreement and without prejudice to any future determination which may or may not be recorded in an agreement that replaces this Agreement, that the prescribed facilities charge will be nil for the life of this Agreement.
11. This Agreement commences on the date it is signed by the parties and 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.
12. An election to participate in both the Duty Roster and the On Call Roster can be made at any time during the life of this Agreement

13. An election to participate in both the Duty Roster and the On Call Roster may not be withdrawn during the life of this Agreement.

Application to PCH

14. Notwithstanding any other provision of this Agreement, whilst there remains no Duty Roster for PCH, any obligation or entitlement under this Agreement pertaining to Duty Rosters for PCH will not apply.
15. Notwithstanding any other provision of this Agreement, where the Industrial Agreement provides that an entitlement to shift, weekend and public holiday penalties or other penalty rate is calculated on the basis of a proportion of salary the reference salary rate will remain the salary prescribed in the Industrial Agreement.
16. The Head of Department and each full-time Plastic Surgeon will agree in writing on:
 - (i) the number and pattern of Duty Surgeon shifts to be worked; and
 - (ii) the number and pattern of On Call shifts to be worked.
17. The Head of Department and each sessional Plastic Surgeon will agree in writing on:
 - (i)
 - (a) the number and pattern of ordinary sessions and the number and pattern of Duty Surgeon shifts to be worked;
 - (b) the number and pattern of On Call shifts to be worked; and
 - (c) the number and the pattern of ordinary sessions to be worked if this Agreement ceases to apply.
 - (ii) The number of contracted sessions for which a Sessional Practitioner is engaged, immediately prior to the commencement of this Agreement does not limit what may be agreed for the purposes of this Clause.
 - (iii) Unless there is agreement to the contrary, the number of ordinary sessions to be worked if this Agreement ceases to apply is the number of sessions for which the Practitioner was engaged immediately prior to the commencement of this Agreement.
18. Hours worked under this Agreement will count for all purposes for leave accrued pursuant to Clause 23 – Sessional Practitioners subclause (8) of the Industrial Agreement in perpetuity.
19. When a Practitioner proceeds on any form of leave on a day that the Practitioner would otherwise have been rostered to work as a Duty Surgeon, the Practitioner will be paid as if the Practitioner had worked that day.

Sessional Plastic Surgeon

20. The sessional rate for a Plastic Surgeon under Arrangement A is:

Relevant Experience	On and from 1-Oct-2020	On and from 1-Jul-22	On and from 1-July-23
Year 1	\$693.00	\$696.00	\$717.00
Year 2	\$712.00	\$715.00	\$736.00
Year 3	\$731.00	\$734.00	\$756.00
Year 4	\$752.00	\$755.00	\$777.00
Year 5	\$773.00	\$776.00	\$799.00
Year 6	\$795.00	\$798.00	\$822.00
Year 7	\$818.00	\$822.00	\$846.00
Year 8	\$841.00	\$845.00	\$870.00
Year 9	\$867.00	\$871.00	\$897.00

21. The sessional rate for a Plastic Surgeon under Arrangement B is:

Relevant Experience	On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
Year 1	\$482.00	\$485.00	\$500.00
Year 2	\$501.00	\$504.00	\$519.00
Year 3	\$520.00	\$523.00	\$539.00
Year 4	\$541.00	\$544.00	\$560.00
Year 5	\$562.00	\$565.00	\$582.00
Year 6	\$584.00	\$587.00	\$605.00
Year 7	\$607.00	\$611.00	\$629.00
Year 8	\$630.00	\$634.00	\$653.00
Year 9	\$656.00	\$660.00	\$680.00

22. In addition to the sessional rate prescribed herein, applicable allowances are paid at the rates prescribed in the Industrial Agreement.

Full Time Plastic Surgeon

23. The annual base salary of a Full-Time Plastic Surgeon engaged under Arrangement A is:

Relevant Experience	On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
Year 1	\$316,162	\$317,162	\$326,677
Year 2	\$325,489	\$326,489	\$336,284
Year 3	\$336,146	\$337,146	\$347,260
Year 4	\$348,268	\$349,268	\$359,746
Year 5	\$358,796	\$359,796	\$370,590
Year 6	\$372,119	\$373,119	\$384,313
Year 7	\$384,108	\$385,108	\$396,661
Year 8	\$397,433	\$398,433	\$410,386
Year 9	\$412,089	\$413,089	\$425,482

24. The annual base salary of a Full-Time Plastic Surgeon under Arrangement B is:

Relevant Experience	On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
Year 1	\$206,301	\$207,301	\$213,520
Year 2	\$215,628	\$216,628	\$223,127
Year 3	\$226,285	\$227,285	\$234,104
Year 4	\$238,407	\$239,407	\$246,589
Year 5	\$248,935	\$249,935	\$257,433
Year 6	\$262,258	\$263,258	\$271,156
Year 7	\$274,247	\$275,247	\$283,504
Year 8	\$287,572	\$288,572	\$297,229
Year 9	\$302,228	\$303,228	\$312,325

25. In addition to the annual full-time base salary prescribed herein, applicable allowances are paid, at the rates prescribed in the Industrial Agreement.

26. Part-time practitioners will receive the above rates on a pro rata basis.

PART 2: DUTY PLASTIC SURGEON: ROSTER

27. Duty Surgeons are paid the following daily shift rate for each rostered Monday to Friday day shift worked as a Duty Surgeon. Where under:

(i) Arrangement A:

Relevant Experience	On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
Year 1	\$2,310	\$2,324	\$2,394
Year 2	\$2,366	\$2,380	\$2,451
Year 3	\$2,422	\$2,436	\$2,509
Year 4	\$2,483	\$2,498	\$2,573
Year 5	\$2,546	\$2,561	\$2,638
Year 6	\$2,611	\$2,626	\$2,706
Year 7	\$2,679	\$2,695	\$2,776
Year 8	\$2,749	\$2,765	\$2,848
Year 9	\$2,823	\$2,841	\$2,926

(ii) Arrangement B:

Relevant Experience	On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
Year 1	\$1,779	\$1,789	\$1,843
Year 2	\$1,837	\$1,848	\$1,903
Year 3	\$1,892	\$1,903	\$1,960
Year 4	\$1,952	\$1,964	\$2,023
Year 5	\$2,016	\$2,028	\$2,089
Year 6	\$2,082	\$2,094	\$2,157
Year 7	\$2,149	\$2,162	\$2,227
Year 8	\$2,219	\$2,232	\$2,299
Year 9	\$2,293	\$2,307	\$2,376

28. The daily shift rates include amounts in substitution for applicable professional development, professional expenses, private practice income and private practice cost allowances otherwise payable under the Industrial Agreement.
29. A Sessional Duty Surgeon who agrees to work an extra unrostered duty shift at short notice to cover the absence of the Duty Surgeon rostered on will be paid 150% of the daily rate for the shift worked or such other arrangements as agreed in writing.
30. A full-time Duty Surgeon who works extra duty shifts to that which would have normally been rostered in a fortnight will be paid at the prescribed rate for each additional duty shift worked and will accrue ten hours of annual leave for each additional duty shift worked. This is in addition to any other annual leave accrued in accordance with Clause 34 – Annual Leave of the Industrial Agreement.

PART 3: PLASTIC SURGEON: ON CALL ROSTER

31. The on call payment of one flat rate per on call shift of 10 or 14 hours, on other than a public holiday, will be:

On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
\$854	\$859	\$885

32. The on call payment of one flat rate per on call shift of 10 or 14 hours on a public holiday will be:

On and from 1-Oct-2020	On and from 1-July-2022	On and from 1-July-2023
\$1,283	\$1,291	\$1,330

33. 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 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	\$3,453	\$3,985
more than 12 hours and up to 16 hours	\$3,543	\$4,031	\$4,604	\$5,313

34. 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 Practitioner's rostered periods under this Agreement.
35. In extenuating circumstances, with the agreement of the On Call Surgeon, short term cover may be provided on an ad hoc basis by the Surgeon across more than one on call roster. The Practitioner will be paid at the rate of 150% of the relevant rate. Payment for Call Backs at other than the Practitioner's usual hospital will commence from the time the Practitioner embarks on the journey to work.

PART 4: DUTY SURGEON – SERVICE COMMITMENTS

36. Duty Roster cover will be rostered by the Head of Department. The Roster will be developed in consultation with staff and consistent with the parameters agreed as per Clause 16 and 17 of this Agreement. Duty Roster cover will be exclusive onsite presence during the rostered period as a Duty Roster at the rostering hospital (8am to 6pm). When so rostered Duty Surgeons will:
- (i) Withdraw from any other commitments in the public or private sector whilst providing Duty Surgeon Roster cover.
 - (ii) Attend the hospital as rostered (8am to 6pm), and as Consultant oversee or manage the care of plastic surgical emergency patients awaiting review, referral, definitive management, treatment and surgery. Supervise and conduct a ward round of all plastic surgical emergency patients requiring review within the hospital during the period rostered as the Duty Surgeon (8am to 6pm).
 - (iii) Where practicable, take responsibility for the management of all plastic surgical emergency patients admitted during the rostered period as the Duty Surgeon whether coming in during the period rostered, or having being admitted previously, and those referred by another unit, requiring emergency management or surgery during that period.
 - (iv) Where practicable take to theatre all plastic surgical emergency cases which are ready for, or deemed necessary for surgery during the period, and oversee (including where required calling in another surgeon), or perform these operations during that period, on site.
 - (v) Supervise on site the running of the plastic surgery lists at the hospital.

- (vi) Provide a handover of plastic surgical patients requiring emergency care, or concern, as appropriate to the next shift consultant at the end of the duty surgeon shift.
 - (vii) Review plastic surgical referrals that may occur on the day in a timely fashion, give a written or oral opinion, or take over care from the referring unit where appropriate.
 - (viii) Take over care of any patient that falls within the Plastic Surgeon's area of surgical expertise as agreed with the referring team.
37. Where the Head of Department is satisfied that a Duty Surgeon must leave the hospital in order to personally attend to a clinical emergency at another facility, (i.e. where there is a clear and present danger of loss of life or limb) the Head of Department will release the Duty Surgeon from duty for the period reasonably required to attend to the emergency.

PART 5: ON-CALL SURGEON – SERVICE COMMITMENTS

38. On Call Roster cover will be rostered by the Head of Department. The Roster will be developed in consultation with staff and consistent with the parameters agreed as per Clause 16 and 17 of this Agreement. When so rostered, On Call Surgeons will:
- (i) Withdraw from any other on call or availability arrangements in the public sector subject to Clause 33, and in the private sector whilst providing On Call Roster cover.
 - (ii) Attend as appropriate the hospital when recalled by a Registrar or Consultant at the hospital.
 - (iii) Take responsibility for the management of all plastic surgery cases whether coming in during the period on call, or having been admitted previously, and those referred by another unit, requiring management or surgery during that period.
 - (iv) Where practicable, take to theatre all plastic surgery cases which are ready for, or deemed necessary for surgery during that period and oversee including where required calling in another surgeon, or perform these operations during that period.
 - (v) When rostered on call on a weekend, the Practitioner will conduct a daily ward round of all plastic, elective and referred (unless another surgeon specifically stipulates they will review their own elective patients over the weekend) plastic surgery patients at the hospital needing clinical review, management, treatment and surgery by the On Call Surgeon.
39. Routine weekend ward rounds will be paid as a Call Back.
40. The service obligations on public holidays are the same as those for weekends.

PART 6: EMPLOYER OBLIGATIONS

41. Clause 31 - Staffing of the Industrial Agreement provides:
- (1) Practitioner staffing levels will be determined by the Employer, having regard to contemporary benchmarking and best practice parameters.

(2) Where a practitioner:

(a) resigns, is terminated, transfers or otherwise vacates a position; and

(b) the Employer determines that the position will be filled,

action to fill the vacancy will be commenced, in consultation with the Head of Department, as soon as reasonably practicable.

42. The Head of Department may, subject to Clause 59 - Dispute Settlement Procedures of the Industrial Agreement, suspend the application of these arrangements to an individual Practitioner if satisfied that the Practitioner is not sustaining participation in the Plastic Surgery Roster. In this event the prevailing Industrial Agreement will apply in lieu of these arrangements.

43. Clause 58 - Introduction of Change and 59 - Dispute Settlement Procedures of the Industrial Agreement apply. Accordingly, any disputes and any major change will be addressed by the parties in accordance with those provisions.

10/02/2023

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

10/02/2023

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