

# Doctors in Training Enterprise Agreement 2018-21

## Part G – Allowances and Reimbursements

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### 51 Higher duties

**51.1** Where a Doctor is required to perform the full duties of a classification higher than his or her substantive classification the higher classification's 1<sup>st</sup> year of experience wage rate pursuant to Schedule B must be paid:

- (a) for only the time worked up to and including two hours; or
- (b) for a full day or shift where time worked exceeds two hours.

**51.2** Where a Doctor classified as a HMO, MO or SMO is required to perform the full duties of a Registrar position; the Doctor will be deemed to be a Registrar for all purposes under this Agreement for the period of the higher duties. A Doctor deemed to be a Registrar is entitled to all conditions and benefits of a Registrar.

**51.3** Where a Doctor's substantive classification attracts a higher rate of pay than the position they are temporarily occupying, the Doctor will not experience a financial detriment as a result of performing higher duties.

### 52 Rotation allowances

#### 52.1 Location Allowance – When on Rotation

- (a) A Doctor must be paid a Location Allowance as detailed in Schedule B, Table 2.3 for each completed week on Rotation, where the Doctor was required to move residence.
- (b) A Doctor may be required to produce evidence that satisfies a reasonable person (eg a statutory declaration) to substantiate that the Doctor moved residence.
- (c) The Location Allowance is designed to defray expenses incurred because the Doctor is required to be on Rotation.

#### 52.2 Travelling Allowances – When on Rotation within Victoria

- (a) A Doctor rotated to a position at a Rotation Hospital within Victoria must be paid a Travelling Allowance as follows:
  - (i) on commencement of the Rotation; and then
  - (ii) once every three weeks over the 13 week period of Rotation for other than Mildura (refer subclause 52.3(a) below for entitlements when on Rotation to Mildura).
- (b) the amount of the Travelling Allowance must be equivalent to a return first class rail fare between the Parent Hospital and the Rotation Hospital, whether the travel is accomplished by rail or by some other means.

### **52.3 Mildura**

(a) In the case of the Doctor being rotated to Mildura, instead of the entitlement described in subclause 52.2 above, the Doctor must receive a return economy class airfare every four weeks of a 13 week Rotation.

(b) To be eligible for the Travelling Allowance under subclause 52.3(b) above, the Doctor must undertake the travel to and from the city of the Parent Hospital at the relevant times.

### **52.4 Tasmania**

(a) A Doctor, rotated to a position at a Rotation Hospital in Tasmania as a part of a College Training Program must be reimbursed for the cost of a return economy class airfare undertaken during each three month rotation as follows:

- (i) at the beginning and end of the Rotation;
- and (ii) after the first six weeks of the Rotation.

### **52.5 Other Australian States**

(a) A Doctor rotated to a position at a Rotation Hospital outside of Victoria but within Australia must be paid a Travelling Allowance equivalent to an economy class return airfare.

### **52.6 Overseas**

(a) A Doctor rotated to a position at a Rotation Hospital outside of Australia is entitled to an economy class return airfare for themselves and their spouse and children who, on or about the commencement of the Rotation, also travel to the Doctor's Rotation locality.

### **52.7 Removal Reimbursement – When on Rotation**

(a) A Doctor rotated to a position at a Rotation Hospital located more than 50km from the Parent Hospital for at least six weeks must be reimbursed for the reasonable and actual expenses incurred by the Doctor in the removal of personal belongings to and from the Rotation locality.

## **53 Meal allowance**

**53.1** Where a Doctor works in excess of 11 hours in any 24-hour period, an adequate meal must be provided or a Meal Allowance (in excess of 11 hours) as detailed in Schedule B, Table

2.3 must be paid in lieu; or

(a) where a Doctor works in excess of 16 hours in any 24 hour period – two adequate meals must be provided or the Meal Allowance described in subclause 53.1 above and a further Meal Allowance (in excess of 16 hours) as detailed in Schedule B, Table 2.3 must be paid; and

(b) for each six hour period the Doctor works in excess of 16 hours until the shift ends, a further meal must be provided or a further Meal Allowance as detailed in Schedule B, Table 2.3 must be paid.

## **54 Telephone allowance**

- 54.1** When the Health Service requires a Doctor to be in telephone contact for work purposes, the Health Service must provide a fully funded mobile phone for the Doctor's work use; or fully reimburse the Doctor for all reasonable and actual costs (that is maintenance and rental) incurred by the Doctor when making or receiving work-related telephone calls.

## **55 Travelling allowance – use of private vehicle**

- 55.1** The provisions of this clause 55 are to be read in conjunction with clause 39 (Recall).
- 55.2** Where a Doctor is required to use personal transport in the performance of his or her duties (including recall travel pursuant to clause 39) they must receive a Travelling Allowance per kilometre in accordance with Schedule B, Table 2.3.
- 55.3** The Doctor is responsible for maintaining records sufficient to support any claim made pursuant to this clause 55.
- 55.4** A Doctor who is recalled and who has not used personal transport must be provided with suitable return transport at the Health Service's expense.

## **56 Uniform/laundry allowance**

- 56.1** A Doctor must either:
- (a) be supplied with sufficient suitable and serviceable uniforms that must be laundered at the expense of the Health Service; or
  - (b) be paid a Uniforms and Laundry Allowance pursuant to Schedule B, Table 2.3. The Health Service must either launder or pay for the laundering of such uniform.
- 56.2** The Health Service may deem white coats to constitute a uniform for the purposes of this clause 56.
- 56.3** Uniforms supplied pursuant to subclause 56.1(a) above remain the property of the Health Service concerned and must be returned at the completion of the Doctor's period of service at that Health Service.
- 56.4** The Uniforms and Laundry Allowance described in subclause 56.1(b) above must be paid during all absences on leave, except absence on long service leave and absence on personal leave beyond 21 days.

## **57 Child care costs reimbursement – out of hours work**

- 57.1** Where Doctors are required by the Health Service to work outside their ordinary rostered hours of work and where less than 24 hours' notice of the requirement to perform such overtime work has been given by the Health Service, the Doctor must be reimbursed for reasonable childcare expenses incurred.
- 57.2** The above subclause 57.1 does not apply when a Doctor is rostered on-call and recalled to duty.