

Doctors in Training Enterprise Agreement 2018-21

Part I – Accommodation and Facilities

72 General facilities

72.1 The Health Service must provide the following facilities for the use of non-resident Doctors:

- (a) a changing room with individual full length lockable lockers for each Doctor;
- (b) a common room; and
- (c) a shower and bathroom.

72.2 Health Services should provide the following facilities:

- (a) access to workstations, telecommunication and information technology capable of ensuring administrative and similar work can be accomplished efficiently;
- (b) access to internet and e-mail facilities for work purposes;
- (c) 24-hour access to a library and all of its resources;
- (d) access to a security escort at night;
- (e) reserved car parking paid for by the Health Service and available for a Doctor when rostered on-call and when recalled to duty. The parking spaces must be well lit and in a secure place within 200 meters from the main entrance of the Health Service; and
- (f) an office available for private discussion with patients' relatives.

72.3 In the case where a Health Service does not meet the standards described in subclause 72.2 above, the Health Service, the Department and the Association will consult to determine a time-frame within which the facilities will be provided within available capital funding budgets.

72.4 Where a Doctor is rostered for a period of 12 hours or more and that rostered period commences after 6.00 p.m., the Health Service must make available to the Doctor for the period of duty:

- (a) a separate reasonably furnished bedroom with adequate heating and cooling facilities, including a study desk, chair and study light;
- (b) reasonable provision for the preparation of light refreshments by the Doctor;
- (c) reasonable provision for laundering, drying and ironing of personal clothing by the Doctor; and
- (d) rooms fully cleaned and beds made.

73 Facilities when on rotation

73.1 Provision of facilities

- (a) Where a Doctor is permitted or required to live in the residential quarters provided by the Rotation Hospital, the Rotation Hospital must ensure a safe living environment that includes the following facilities:
 - (i) a separate reasonably furnished bedroom with adequate heating and cooling facilities, including a study desk, chair and study light;
 - (ii) adequate accommodation for study and recreation, which must be available for the Doctor's exclusive use;
 - (iii) reasonable provision for the preparation of light refreshments by the Doctor;
 - (iv) reasonable provision for the laundering, drying and ironing of personal clothing by the Doctor;
 - (v) adequate car parking facilities, where possible; and (vi) reliable internet including wi-fi wherever possible.

73.2 Safe environment

- (a) The Rotation Hospital shall assess the residential living quarters to ensure that the accommodation is safe having regard for all the circumstances including the circumstances of the individual Doctor.
- (b) A safety assessment will consider matters including but not limited to:
 - (i) any equipment, appliances and furniture;
 - (ii) hygiene and cleanliness;
 - (iii) security including any security risk arising from isolation and/or shared accommodation.

73.3 Wi-fi

- (a) The Rotation Hospital will advise the Doctor in writing either:
 - (i) how to access the wi-fi and the contact details for any necessary technical support, or
 - (ii) that wi-fi is not available including the reason it is not available.
- (b) In the absence of wi-fi, the Rotation Hospital will advise the Doctor in writing what alternative arrangements for internet access are available.

73.4 Privacy

- (a) The Rotation Hospital must respect the privacy of a Doctor's room and, provided there are no exceptional circumstances, representatives of the Rotation Hospital must have entry only with the Doctor's permission.

73.5 Routine inspection and maintenance

- (a) The provisions of subclause 73.4 do not apply to the routine maintenance of Doctors' rooms or routine inspections of which notice has been given.

73.6 Accommodation for Spouse

- (a) A Doctor with a Spouse (as defined in subclause 67.3(i)) may request spousal quarters if required to be on Rotation to a Rotation Hospital for in excess of six weeks. This entitlement is subject to the availability of spousal quarters.

74 Breastfeeding

74.1 Paid break

Each Health Service will provide reasonable paid break time for a Doctor to express breast milk for her nursing child each time such Doctor has need to express the milk, or breastfeed the child within the workplace, for one year after the child's birth.

74.2 Place to express or feed

Health Services will also provide a comfortable place, other than a bathroom, that is shielded from view and free from intrusion from co-workers and the public, which may be used by a Doctor to express breast milk or breastfeed a child in privacy.

74.3 Storage

Appropriate refrigeration will be available in proximity to the area for breast milk storage. Responsibility for labelling, storage and use is with the Doctor.

75 Deductions for board and lodging

75.1 The provisions of this clause 75 are to be read in conjunction with clause 52 (Rotation Allowances).

75.2 Where the Rotation Hospital provides board and lodging, the Doctor's wage rate will be reduced by the amounts set out in the table in Schedule B, Part 3 (Deductions for board and lodging).

75.3 A single Doctor may request in writing accommodation of a higher standard than provided in subclause 73.1 above, in which case the rental and other charges must be fixed by the Rotation Hospital but must not exceed prevailing market rates.