

Revised Proposal for the Anaesthesia and Intensive Care Departments

Our primary objective is to position the Anaesthetic Department and Intensive Care Unit at Sydney Children's Hospital as highly desirable workplaces to bolster recruitment and retention within our specialized workforce dedicated to providing exceptional clinical care to patients requiring tertiary/quaternary level care.

It is a widely recognized fact that the existing Staff Specialist (State) Award and Staff Specialist Determination 2015 are outdated and urgently require revision. Unfortunately, the complete revision process for these instruments is anticipated to take at least six months to complete.

Following collaborative discussions with our Anaesthetists, Intensivists, and ASMOF, we have developed a set of interim amendments to The Determination. These proposed changes are intended to provide immediate improvements in our workforce's working conditions, and we respectfully seek the Ministry's approval and support for their implementation.

To achieve the objectives outlined above, we propose that the Non-Standard Agreement should, at a minimum, offer a competitive remuneration package in line with relevant benchmarks established for comparable tertiary paediatric centres across Australia. Additionally, this interim Determination should accommodate a workforce model that aligns with the specific clinical requirements of our department, mirrors the standards set by competing institutions, and complies with the maintenance prerequisites for relevant accreditation.

The key elements of our proposal are:

1. **Work Pattern for Paediatric Intensivists:** Paediatric Intensivists providing quaternary critical care services at Sydney Children's Hospital shall maintain a high standard of clinical care through a work pattern that aligns with clinical requirements. This work pattern encompasses an average of 40 hours per week, with provisions for unrostered overtime, including callbacks, to support clinical care.
2. **Calculation of "Ordinary Rates":** "Ordinary Rates" will be calculated at a Level 1 Staff Specialist's base rate, incorporating the Special Allowance and Level 1 Private Practice Allowance stipulated in the Staff Specialists Determination 2015.
3. **Recruitment and Retention Allowance:** Sydney Children's Hospital Network ("the Network") will provide Staff Intensive Care Specialists at CHW with an additional "recruitment and retention allowance" amounting to 40% of the Ordinary Rates.
4. **Consultation for Additional Shifts:** Any request from the Network for additional shifts outside of Normal Duties or a variation to the usual work pattern must involve consultation with and consent from the staff specialist in advance, with due consideration for work health and safety.
5. **Hourly Loading Rates for Different Time Periods:** Where the staff specialists' routine hours or additional agreed hours are rostered outside 'Normal Duties', the staff specialist shall be compensated at Ordinary Rates plus a loading as follows:
 - a. Hours worked between 6 pm and midnight Monday to Friday - 25%

- b. Hours worked between midnight and 7 am Monday to Friday - 50%
 - c. All hours worked on Saturday - 75%
 - d. All hours worked on Sunday - 100%
 - e. All hours worked on Public Holidays - 150%
6. Overtime Compensation: In recognition of the demanding work undertaken by paediatric Anaesthetists and Intensivists, staff specialists will receive an additional 50% loading for the first two hours of unrostered overtime over the Normal Duties and 75% thereafter. On Saturdays, unrostered overtime will be compensated with a 75% loading; on Sundays, a 100% loading will apply.
 7. On-Call / Recall: Staff Specialists on-call for onsite clinical duties will receive an on-call allowance at 5.8% of the ordinary rate. Staff Specialists recalled to attend the hospital while on-call will receive compensation for all time worked at the ordinary rate plus a 75% loading.
 8. Technology Support and Remote Work: Staff Specialists required to provide technology support resolution or clinical appraisal remotely after leaving the employer's premises will be compensated at the appropriate overtime rate, with a minimum payment of one hour at such rates.
 9. TESL: A TESL allowance will be paid as per the Staff Specialist Determination applied to the Level 1 Staff Specialist arrangement.
 10. Non-Clinical Duties: Staff specialists will continue to contribute to non-clinical activities such as research, education, and quality assurance activities, with the allocation of non-clinical time adhering to external accreditation standards set by the ANZCA and CICM as relevant.
 11. Inclusion of Allowances in Salary Calculations: The allowances specified in this agreement will be considered part of the salary for all purposes, including the calculation of superannuation entitlements.
 12. Effective Date and Review: This new agreement will come into effect on 11/10/2023, with a review on 01/06/2024, taking into account the ongoing Award reform process.
 13. Issue Resolution Procedure: Any disputes pertaining to matters covered in this Determination will be resolved through the Issue Resolution procedure outlined in Clause 3 of the Award.