

Human Resources Policy

University medical staff

Policy Number: B44 (QH-POL-249)

Publication date: June 2020

Purpose: To outline the conditions for the remuneration of university clinical academic staff for services provided to teaching hospitals when on call.

Application: This policy applies to all university clinical academic staff that work in Queensland Health teaching hospitals and are on call.

Delegation: The 'delegate' is as listed in the relevant Department of Health Human Resource (HR) Delegations Manual, or Hospital and Health Services Human Resource (HR) Delegations Manual, as amended from time to time.

Legislative or other authority:

- Medical Officers (Queensland Health) Award – State 2015
- Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018

Related policy or documents:

- Advancement: Senior medical officers to eminent (MO3) and pre-eminent (MO4) status HR Policy B10 (QH-POL-098)

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1 Policy statement

This policy extends a number of the arrangements included in the Medical Officers' (Queensland Health) Award – State 2015 (the Award) and the Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018 (the Agreement) to senior university clinical academic staff. The applicable provisions are detailed below.

1.1 Conditions for payment

Payment to university clinical academic staff is subject to the following:

- Participating employees are to be rostered to be on call by the Executive Director, Medical Services, or authorised delegate.
- Any call to duty is to be at the request of the Executive Director, Medical Services or authorised delegate.
- Voluntary visits by university clinical academic staff relating to professional responsibility to their patient are not subject to on call provisions.
- Adequate records, including time worked by participating employees, are to be maintained to enable eligibility for an on call payment to be determined.
- Payments are only to be made for clinical duties performed.

1.2 Classification level

The classification levels of university clinical academic staff are determined as follows:

University role	Classification level under the Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018
Professor and associate professor	Level 25 with progression to level 27. Appointment/progression to levels 28 and 29 is only via approved application under Advancement: Senior medical specialists to eminent (MO3) and pre-eminent (MO4) specialist status HR policy B10.
Lecturer and senior lecturer	Specialists Levels 18 to 24 with appointment in accordance with clause 13.5 of the Award. Non specialists Levels 13 to 14 or Levels 13 to 17 with Fellowship of the Royal Australian College of General Practitioners (FRACGP).

Increments within the above classification levels are to be paid in accordance with clause 2.6 of the Agreement.

1.3 Clinical manager allowance

Clinical academics who undertake a director role in Queensland Health public hospitals may qualify for payment of the clinical manager allowance. Eligibility for payment is subject to the same criteria which applies to full-time hospital medical staff.

1.4 Award and Agreement provisions

The following provisions of the Award also apply to university clinical academic staff:

Clause	Title
17(b)	Motor vehicle allowance – resident medical officers
17(c)	Overtime meal allowance – resident medical officers and senior medical officers
20.3	Passive time – senior medical officers
20.6	Recall – senior medical officers
34	Clothing and laundry – all medical officers

The following provisions of the Agreement apply to university clinical academic staff:

Clause	Title
2.7	Clinical Manager's Allowance/Medical Managers' Allowance (where applicable)
11.12-11.14	Overtime – Medical Officers
11.18.1-11.18.3	On call

The above provisions apply subject to the university clinical academic staff meeting the criteria specified in the Award or Agreement.

History:

June 2020	<ul style="list-style-type: none"> Policy application amended as a result of changes to the Hospital and Health Boards (Changes to Prescribed Services) Amendment Regulation 2019.
December 2019	<ul style="list-style-type: none"> Policy: <ul style="list-style-type: none"> – formatted as part of the HR Policy review – amended to update references and naming conventions.
March 2018	<ul style="list-style-type: none"> Policy: <ul style="list-style-type: none"> – formatted as part of the HR Policy review – amended to update references and naming conventions.
April 2014	<ul style="list-style-type: none"> Policy reviewed as part of the Queensland Ambulance Service (QAS) HR Policy Integration project. Policy not applicable to QAS employees.

February 2014	<ul style="list-style-type: none"> • Policy formatted as part of the HR Policy Simplification project. • Policy amended to: <ul style="list-style-type: none"> – update award and agreement provisions to include additional detail for ease of reference. – update references and naming conventions.
May 2010	<ul style="list-style-type: none"> • Amended to reflect Medical Officers' (Queensland Health) Certified Agreement (No.2) 2009. • Amended to update clause 7.2.
May 2009	<ul style="list-style-type: none"> • Developed as a result of HR policy consolidation project.
Previous	<ul style="list-style-type: none"> • IRM 2.7-7 University Medical Staff.

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