



HOSPITAL SALARIED OFFICERS – CLARIFICATION OF ON-CALL, RECALL AND TRAVEL ALLOWANCE PROVISIONS

1. SCOPE

The purpose of this document is to clarify the application of the Clause 16, Overtime of the WA Health System – HSUWA – PACTS Industrial Agreement 2018 (**Agreement**) and specifically the application of clauses 16.9 and 16.10(e), relating to the On-call and Recall and related Travel Allowance provisions.

2. GUIDELINES

The Agreement requires that on call, recall and related travel allowances arrangements are administered consistent with the following;

- “recall to duty” means a call back to duty initiated post normal hours or post any continuation of ordinary hours compensated by overtime, that requires the employee who has left the workplace to return to the workplace. This is the case regardless of where the employee is located at the time of the call.
- An employee who uses their own vehicle to return to work is entitled to claim reimbursement of costs in accordance with Clause 31 - Motor Vehicle Allowance for the actual kilometers travelled in returning to work and if applicable, on completion of the call out, back to their residence or the location from which embarked.
- Irrespective of whether a person is rostered on-call commencing from the end of a rostered shift, work which commences prior to the end of the shift and continues after the end of the shift is compensated by continuous duty overtime and is not a recall event.

This document supersedes *IC 0076/10*.

Employees who have any questions should contact their supervisor or manager in the first instance. Managers or supervisors with queries should contact their health service provider’s industrial relations team.