

<p>Title:  <b>CALL OUT OR CALL BACK PROVISIONS – OVERTIME PAYMENT - CERTAIN AWARDS APPLICABLE TO HOSPITAL SERVICE</b></p>	<p>Number: <b>IRM 2.5-2</b></p>
	<p>Date: AUGUST 2007</p>
	<p>Replaces: MARCH 2000 MOP 18-42-13</p>

The provisions of call out or call back under the various awards for Queensland Health should be applied as follows:

***District Health Services Employees Award – State 2003***

Refer to IRM 2.5-30 and IRM 2.5-32

***District Health Services - Senior Medical Officers' and Resident Medical Officers' Award - State 2003***

**Senior Medical Officers**

Refer to IRM 2.5-9

**Resident Medical Officers**

Refer to IRM 2.5-15

**Building and Engineering Employees**

The provisions for call back as contained in the Trade Awards/Agreement i.e. the ***Engineering Award - State 2002, Building Trades Public Sector Award - State 2002*** and the ***Queensland Health Building, Engineering & Maintenance Services Certified Agreement (No. 3) 2006*** should be applied as follows:

- Under these Awards each call back will stand alone and be paid at the appropriate overtime rate for the minimum period.
- The first three (3) hours (Engineering) or two (2) hours (Building Trades) of each period are paid at time and one half with subsequent balance of minimum period paid at double time regardless of whether the period crosses midnight.
- Payment is at appropriate rates regardless of whether the subsequent recalls occur during the minimum period.

To further assist in the interpretation of the call back provision the following examples are offered:

Where the ordinary shift is 7.00am to 4.00pm – Monday to Friday.

***Engineering Award – State 2002*** (Refer to IRM 2.1-14 for additional examples)

- (a) Called back on the same day at 6.00pm to 8.00pm - payment of 4 hour minimum - payment of 3 hours at 1.1/2 times and 1 hour at double time.

Called back on the same day at 9.00pm to 11.00pm - payment of 4 hour minimum - payment of 3 hours at 1.1/2 times and 1 hour at double time.

***Building Trades Public Sector Award - State 2002***

- (a) Called back at 6.00 pm to 8.00 pm - payment of 4 hour minimum - payment of 2 hours at 1.1/2 times and 2 hours at double time.

Called back on the same day from 9.00 pm to 11.00 pm - payment of 4 hour minimum - payment of 2 hours at 1.1/2 times and 2 hours at double time.

- (b) Called back at 12.30am to 1.30am – Payment of 4 hours minimum – Payment of 2 hours at 1.1/2 times and 2 hours at double time.

Called in again at 6.00am and normal shift commences at 7.00am – Payment of 1 hour at time and one half.

- (c) Called back at 10.30pm to 2.00am – Payment of 4 hours minimum – Payment of 2 hours (10.30pm to 12.30am) at 1.1/2 times plus 2 hours at double time.

***Nursing Awards***

The provisions as contained under the ***Nurses (Queensland Public Hospitals) Award 2004, Nurses (Queensland Public Health Sector) Award 2004*** and the ***Nurses (Queensland Health) – Section 170MX Award 2003*** should be applied as follows:

- Each engagement stands alone.
- Payment is at the appropriate rates regardless of whether the subsequent recalls occur during the minimum period.
- The minimum payment of 3 hours applies.
- The first three hours of each period are paid at time and one half with subsequent hours paid at double time regardless of whether the overtime period crosses midnight.

The following examples are provided.

- (a) Called back 8.30am to 11.15am (2.3/4 hours) minimum payment 3 hours and payment at 1.1/2 times.

Called back 3.30pm to 6.45pm (3.1/4 hours) - payment at 3 hours @ 1.1/2 times and 1/4 @ double time.

- (b) Called back 8.00 pm to 8.30 pm (1/2 hour) payment for 3 hours minimum @ 1.1/2 times.

Called back 9.30 pm to 10.00 pm (1/2 hour) payment for 3 hours minimum @ 1.1/2 times.

Called back 10.30 pm to 11.30 pm (1 hour). Payment of minimum 3 hours @ 1.1/2 times.

- (c) Called back 9.30pm to 4am (6.1/2 hours) payment for 3hours @ 1.1\2 time and 3.1\2 hours @ double time.