



# On-Call Allowance

## Know YOUR Rights!



It's time to exercise your rights under Clause 12 of the *Public Health System Nurses' and Midwives' (State) Award*.

The on-call allowance is a payment set out in the Award in addition to your hourly rate of pay to compensate you for being ready and able to return to work, if required, during your free time. It is paid for a minimum of eight hours.

There are strict rules on when this allowance apply, so below are the different ways in which you can be on-call and how they apply:

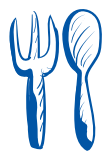


### When do I get the on-call allowance?

This allowance is payable if you are rostered on-call, meaning to be ready and able to return to work if required, between two rostered shifts, during a meal break and on a day off (see below).

Depending on the unit you work in, you will most likely be required to participate in some type of an on-call roster.

The on-call allowance for being available between rostered shifts is payable per hour for a minimum of eight hours. If you are recalled to work then overtime rates will apply.



### I am often asked to return to work during my meal break or to stay in a particular area. Should I get the on-call allowance?

Yes. It is the Association's position that employees should always take their meal breaks (see *Know Your Rights – Take Your Breaks*). However, there may be times when you are asked to be ready to return to work, if required, or where you may not be able to leave the facility (for security reasons, for example). On those occasions you should receive the on-call meal break allowance and

overtime rates would apply for work done during your meal break.

If this happens often you should speak with your local Branch about it.



### What are the restrictions of when I can be rostered on-call?

The Award provides very strict restrictions on this. You should not be rostered to be on-call on your days off. The Award provides for employees to be rostered on-call on days off only in **extreme circumstances**, which must be agreed to between your employer and the Association.

You should also not be rostered on-call on:

- the day prior to commencing leave
- while on leave or
- the day prior to your rostered day off.



### How does the 10 hour break between shifts apply when on-call?

You must have 10 hours break between each rostered shift (Clause 4). If it looks like you won't get your break, alert your NUM.

If have any concerns that you are not getting paid your Award entitlements in relation to the in-charge allowance, contact the Association for advice on 1300 367 962

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Authorised by S. Candish, General Secretary, NSWNMA | October 2022 | 2

