

Concurrent employment and ADOs – Queensland Health

The QNU and Queensland Health have now reached an agreement on maintaining ADO provisions for nurses and midwives working in concurrent employment arrangements (engaged in more than one position).

Late last year the QNU intervened after some members working in concurrent employment arrangements received a letter from Queensland Health about a new policy which would change their ADO entitlements after the new payroll system goes live.

Due to the configuration of the new payroll system, Queensland Health advised it was not possible to include the accrual time towards employees' ADOs within the system.

However, following the QNU's intervention, Queensland Health has now agreed to an "off-system" solution which will ensure nurses and midwives are not disadvantaged when the payroll system is introduced.

To capture the time accrued towards an ADO on each rostered eight hour shift, (i.e. the difference between seven hours 36 minutes and eight hours) individual employees

working in concurrent engagements will be invited to complete a Time Off In Lieu (TOIL) agreement for concurrent employment form (*note: this form is currently being developed by Queensland Health*).

If individual employees agree to treat the additional time worked per shift (24 minutes) as TOIL, this will ensure that the necessary time continues to accrue to provide for one ADO within each four weekly work cycle.

If individual employees do not wish to agree to the concurrent employment TOIL arrangement, they will be paid overtime for the additional time worked beyond 76 hours per fortnight and will not be entitled to an ADO.

Queensland Health will not reduce the length of shifts from the current eight hours.

The "go live" date for the new payroll system is 8 March 2010. Queensland Health has committed to making all reasonable efforts to undertake the necessary consultation with work units and have this concurrent TOIL system in place by this date.

Otherwise, employees will be paid overtime for the additional

time worked beyond 76 hours per fortnight until such time that the concurrent TOIL system is in place.

Members should ensure their rosters continue to include their ADO if they do not want to receive the overtime payment.

To ensure nurses and midwives are not discouraged from working two engagements across different positions within Queensland Health, the concurrent TOIL arrangement will apply to all current and future employees working such arrangements.

This TOIL arrangement will ensure there is no reduction in ADO entitlements for affected nurses or midwives who wish to work in concurrent arrangements now or in the future.

Affected members are encouraged to complete the necessary forms posted to them by Queensland Health for payroll deductions associated with concurrent employment arrangements.

If you have any questions or concerns please contact the QNU on 07 3840 1444 or phone toll free on 1800 177 273.