

Policy



AOA
AUSTRALIAN
ORTHOPAEDIC
ASSOCIATION

NATIONAL
POLICY ON
SAFE WORKING
HOURS AND
ROSTERING OF
TRAINEES



AOA



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Surgical Education and Training

National Policy on Safe Working Hours and Rostering of Trainees

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Purpose and scope

This policy document outlines the AOA position on safe working hours and rostering of orthopaedic trainees. The guidelines in this policy are based on the recommendations in the AMA *National Code of Practice – Hours of Work, Shiftwork and Rostering for Hospital Doctors* and the *RACS Standards for Safe Working Hours*.

1. Safe working hours

- 1.1 Trainees' working hours must not be more than 70 hours per week, including on-call commitments.
- 1.2 Trainees must not be rostered to work more than 14 continuous hours, not including on-call commitments.
- 1.3 Shifts that are longer than 10 hours in duration should be minimised.
- 1.4 Trainees should have a minimum of eight hours off-site rest in each 24-hour period.
- 1.5 Trainees should have at least two 24-hour breaks free from all duty in each 14-day period.

2. Rostering

- 2.1 Trainee rosters should allow adequate time for:
 - 2.1.1 Handover between shifts to ensure continuity of care,
 - 2.1.2 Attendance at and participation in clinical meetings,
 - 2.1.3 Educational and research activities (e.g. Bone School).
- 2.2 Hospitals must make reasonable attempts to incorporate flexibility into trainee rosters where required for medical or personal reasons. This includes (but is not limited to) pregnancy, breastfeeding, illness, and injury.