

LA263 Tabled Paper

(a) (i-vii) Hours and cost of overtime in metropolitan hospitals, May 2012–April 2013:

| <b>Hospital</b>   | <b>Grouping</b>                               | <b>Average</b>       |                        |
|---|---|----------------------|------------------------|
|   |   | <b>MTD<br/>Hours</b> | <b>MTD<br/>Amounts</b> |
| <b>ARMADALE<br/>HOSPITAL</b>                            | (i) Catering                                  | <b>13.6</b>          | <b>\$537.2</b>         |
|   | (ii) Patient support assistants               | <b>28.9</b>          | <b>\$1,168.2</b>       |
|   | (iii) Cleaning                                | <b>6.0</b>           | <b>\$228.2</b>         |
|   | (iv) Orderly Services / (v) Patient Transport | <b>0.8</b>           | <b>\$29.9</b>          |
|   | (vi) Linen/Uniforms                           | <b>1.6</b>           | <b>\$60.9</b>          |
| <b>BENTLEY HOSPITAL</b>                                 | (i) Catering                                  | <b>77.8</b>          | <b>\$3,286.3</b>       |
|   | (ii) Patient support assistants               | <b>8.8</b>           | <b>\$385.1</b>         |
|   | (iii) Cleaning                                | <b>78.4</b>          | <b>\$2,748.2</b>       |
|   | (iv) Orderly Services / (v) Patient Transport | <b>32.0</b>          | <b>\$1,292.9</b>       |
|   | (vi) Linen/Uniforms                           | <b>2.6</b>           | <b>\$120.2</b>         |
| <b>FREMANTLE<br/>HOSPITAL</b>                           | (i) Catering                                  | <b>98.5</b>          | <b>\$4,366.3</b>       |
|   | (ii) Patient support assistants               | <b>850.6</b>         | <b>\$37,608.8</b>      |
|   | (iii) Cleaning                                | <b>101.7</b>         | <b>\$4,322.9</b>       |
|   | (iv) Orderly Services / (v) Patient Transport | <b>166.4</b>         | <b>\$6,922.3</b>       |
|   | (vi) Linen/Uniforms                           | <b>4.7</b>           | <b>\$207.4</b>         |
| <b>KALAMUNDA</b>  | (i) Catering                                  | <b>4.9</b>           | <b>\$204.3</b>         |
|   | (ii) Patient support assistants               | <b>0.8</b>           | <b>\$28.2</b>          |
|   | (iii) Cleaning                                | -                    | -                      |
|   | (iv) Orderly Services / (v) Patient Transport | -                    | -                      |
|   | (vi) Linen/Uniforms                           | -                    | -                      |
| <b>KING EDWARD<br/>MEMORIAL<br/>HOSPITAL<br/>(KEMH)</b> | (i) Catering                                  | <b>98.9</b>          | <b>\$4,040.7</b>       |
|   | (ii) Patient support assistants               | <b>76.4</b>          | <b>\$3,447.3</b>       |
|   | (iii) Cleaning                                | <b>29.0</b>          | <b>\$1,298.6</b>       |
|   | (iv) Orderly Services / (v) Patient Transport | <b>71.7</b>          | <b>\$3,176.7</b>       |
|   | (vi) Linen/Uniforms                           | <b>5.8</b>           | <b>\$252.7</b>         |
| <b>MURRAY HOSPITAL</b>                                  | (i) Catering                                  | <b>0.3</b>           | <b>\$9.4</b>           |
|   | (ii) Patient support assistants               | -                    | -                      |
|   | (iii) Cleaning                                | <b>2.3</b>           | <b>\$93.9</b>          |
|   | (iv) Orderly Services / (v) Patient Transport | -                    | -                      |
|   | (vi) Linen/Uniforms                           | <b>0.3</b>           | <b>\$12.6</b>          |
| <b>OSBORNE PARK<br/>HOSPITAL (OPH)</b>                  | (i) Catering                                  | <b>15.1</b>          | <b>\$636.0</b>         |
|   | (ii) Patient support assistants               | <b>9.0</b>           | <b>\$368.3</b>         |
|   | (iii) Cleaning                                | <b>3.5</b>           | <b>\$116.3</b>         |

|   |   |       |            |
|---|---|-------|------------|
|   | (iv) Orderly Services / (v) Patient Transport | 10.1  | \$397.0    |
|   | (vi) Linen/Uniforms                           | -     | -          |
| <b>PRINCESS MARGARET HOSPITAL (PMH)</b>     | (i) Catering                                  | 71.0  | \$2,880.0  |
|   | (ii) Patient support assistants               | 210.9 | \$9,407.9  |
|   | (iii) Cleaning                                | 97.5  | \$3,969.0  |
|   | (iv) Orderly Services / (v) Patient Transport | 45.5  | \$1,984.4  |
|   | (vi) Linen/Uniforms                           | 4.9   | \$211.4    |
| <b>ROCKINGHAM GENERAL HOSPITAL</b>          | (i) Catering                                  | 37.8  | \$1,650.7  |
|   | (ii) Patient support assistants               | 284.8 | \$12,233.9 |
|   | (iii) Cleaning                                | 18.7  | \$757.3    |
|   | (iv) Orderly Services / (v) Patient Transport | -     | -          |
|   | (vi) Linen/Uniforms                           | 0.6   | \$21.8     |
| <b>ROYAL PERTH HOSPITAL (RPH)</b>           | (i) Catering                                  | 99.6  | \$4,001.0  |
|   | (ii) Patient support assistants               | 688.8 | \$30,346.4 |
|   | (iii) Cleaning                                | 177.6 | \$7,787.7  |
|   | (iv) Orderly Services / (v) Patient Transport | 441.9 | \$19,929.5 |
|   | (vi) Linen/Uniforms                           | 3.3   | \$163.7    |
| <b>SIR CHARLES GAIRDNER HOSPITAL (SCGH)</b> | (i) Catering                                  | 220.6 | \$9,367.6  |
|   | (ii) Patient Support Assistants               | -     | -          |
|   | (iii) Cleaning                                | 41.8  | \$1,496.4  |
|   | (iv) Orderly Services / (v) Patient Transport | 101.1 | \$4,257.4  |
|   | (vi) Linen/Uniforms                           | 5.3   | \$233.8    |

(vii) Waste management associated overtime hours and amounts are not identifiable within the HR Data Warehouse, and therefore have not been reported.

SCGH does not employ Patient Support Assistants, but does employ Hospital Support Assistants who are captured in Orderly Services. Some manual re-alignment of the Cleaning overtime hours and amount was required to accurately reflect the service provided.

### **Child & Adolescent Health Service**

- (b) (i) Kite Café 2.8 FTE.
- (ii) Nil.
- (iii) 2.0FTE vacant since January 2013.
- (iv)-(vii) Nil.
- (c) (i) Catering - vacant since December 2012  
Cleaning - vacant since January 2013
- (ii) Catering and cleaning jobs will be advertised and filled from quarantined positions.

## **South Metropolitan Health Service**

(b) (i-vii) Unfilled vacancies

*(Casual and fixed term support workers are used to temporarily fill the vacancies pending the allocation of displacement employees applying for vacant positions through the transition unit).*

| Site  | Catering FTE | PSA FTE | Cleaning FTE | Orderlies FTE | Patient Transport | Linen / Uniforms | Waste Mgmt |
|-------|--------------|---------|--------------|---------------|-------------------|------------------|------------|
| RPH   | 2.1          | 31.04   | 15.63        | 16.3          | Nil               | Nil              | Nil        |
| FHHS  | 4.6          | 6.16    | 3.62         | 2.0           | Nil               | Nil              | Nil        |
| AHS   | 7.0          | 12.0    | 5.0          | Nil           | Nil               | Nil              | Nil        |
| RGH * | Nil          | 4.19    | 0.9          | Nil           | Nil               | Nil              | Nil        |
| BHS   | 1.5          | Nil     | 3.0          | 1.0           | Nil               | Nil              | Nil        |

\* Includes Murray Hospital.

(c) (i) Longest substantive vacancy at each site is:

|   |             |
|---|-------------|
| Royal Perth Hospital (RPH)                          | – 22 months |
| Fremantle Hospital & Health Service (FHHS)          | – 7 months  |
| Armada Health Service (AHS)                         | – 9 months  |
| Rockingham General Hospital (RGH) & Murray Hospital | – 3 months  |
| Bentley Health Service (BHS)                        | – 8 months  |

- (ii) All positions were previously occupied by permanent staff and have become vacant since the operational circular on 1 February advising that all positions that become vacant must go to the transition unit for staff being displaced with the re configuration of SMHS. The vacancies are due to employees' resignations and retirements.

Recruitment is being undertaken for casual and fixed term support workers to temporarily fill the vacancies pending the displacement employees applying for vacant positions through the transition unit.

## **North Metropolitan Health Service**

(b)

| Hospital    | Group                            | Unfilled Vacancies |
|-------------|----------------------------------|--------------------|
| <b>SCGH</b> | (i) catering;                    | 12                 |
|             | (ii) patient support assistants; | Nil                |
|             | (iii) cleaning;                  | 12                 |
|             | (iv) orderly services;           | 8                  |
|             | (v) patient transport;           | Nil                |
|             | (vi) linen/uniforms;             | Nil                |
|             | (vii) waste management;          | Nil                |
| <b>KEMH</b> | (i) catering;                    | 2                  |

|                              |                                 |      |
|------------------------------|---------------------------------|------|
|                              | (ii)patient support assistants; | 13.6 |
|                              | (iii) cleaning;                 | 0.75 |
|                              | (iv) orderly services;          | 4    |
|                              | (v) patient transport;          | Nil  |
|                              | (vi) linen/uniforms;            | Nil  |
|                              | (vii) waste management;         | Nil  |
| <b>OSBORNE PARK HOSPITAL</b> | (i) catering;                   | Nil  |
|                              | (ii)patient support assistants; | 2    |
|                              | (iii) cleaning;                 | Nil  |
|                              | (iv) orderly services;          | Nil  |
|                              | (v) patient transport;          | Nil  |
|                              | (vi) linen/uniforms;            | Nil  |
|                              | (vii) waste management;         | Nil  |
| <b>KALAMUNDA</b>             | (i) – (vii)                     | Nil  |

(c)

| Hospital                     | Group   | Average weeks vacant  |
|------------------------------|---|---|
| <b>SCGH</b>                  | (i) catering  | 23  |
|                              | (iii) cleaning  | 17  |
|                              | (iv) orderly services   | 9.6   |
|                              | SCGH and OPH manage short term vacancies by covering these with existing casual employees.  |   |
| <b>KEMH</b>                  | 9 Fulltime Patient Care Assistants (PCA's)<br>5 part time PCA's<br>2 part time wards person (Domestic Cleaners)<br>1 fulltime orderly | The jobs have been vacant from between 6 - 12 months with filling by either contract or casual. |
| <b>OSBORNE PARK HOSPITAL</b> | (ii) patient support assistants;  | 16 weeks  |
| <b>KALAMUNDA</b>             |   | Not Applicable  |

### Additional Information for the Minister for Health:

- (1) For overtime hours and costs:
- Data Source: HR Data Warehouse -Workforce Data and Modelling.
  - Data extracted on 07 May 2013.
  - Data represents the monthly average overtime hours and costs for the last 12 months (May 2012 – April 2013).
- (2) The following metropolitan hospitals were included in the analysis:

| <b>Hospital</b>                         |
|---|
| Armadale Kelmscott Memorial Hospital    |
| Bentley Hospital                        |
| Fremantle Hospital                      |
| Kalamunda Hospital                      |
| King Edward Memorial Hospital for Women |
| Murray Hospital                         |
| Osborne Park Hospital                   |
| Princess Margaret Hospital for Children |
| Rockingham General Hospital             |
| Royal Perth Hospital                    |
| Sir Charles Gairdner Hospital           |

- (3) Professions included in categories are:

| <b>Grouping</b>                 | <b>Account Code</b> | <b>Account Code Description</b>  |
|---------------------------------|---------------------|----------------------------------|
| (i) Catering                    | 0151                | Catering                         |
| (ii) Patient Support Assistants | 0154                | Patient Support Assistants       |
| (iii) Cleaning                  | 0152                | Cleaning Services                |
| (iv) Orderly Services           | <b>0153</b>         | <b>Orderlies &amp; Transport</b> |
| (v) Patient Transport           | <b>0153</b>         |                                  |
| (vi) Linen/Uniforms             | 0155                | Laundry & Linen                  |

- (4) Unfilled FTE positions are defined as ‘Budgeted FTE Positions – Actual FTE Positions’, where
- Budgeted FTE positions are only those funded FTE within the Budget; and
  - Actual FTE positions are those filled by permanent, temporary contract and casual staff but exclude those filled by agency staff.