

# Entry Permit Holder Report

SafeWork SA

Application ID 20640249

Entry Permit Holder	
<b>Full Name:</b>	Elizabeth Anne Dooley
<b>Permit Number:</b>	ET-24-01021
<b>Union Represented:</b>	South Australian Salaried Medical Officers Association
Worksite Entered	
<b>Business Name:</b>	Royal Adelaide Hospital
<b>Industry:</b>	Other Health
<b>Address:</b>	Port Road, Adelaide
<b>Date workplace entered:</b>	3 December 2024

**I Elizabeth Anne Dooley am of the opinion that the PCBU has contravened the WHS legislation relating to:**

	<b>Alleged Contravention</b>	<b>More information</b>	<b>Was the contravention rectified?</b>
PCBU Alleged Contravention 1	Not maintaining safe systems of work	Members in the RAH Geriatrics Unit report 'feeling rotten', and that 'everyone is so burnt out' because of their extremely excessive workloads. Members reported crying before, during and after work on occasions, and being unable to sleep. Nearly all 14 Consultants work part-time and are responsible for delivering in excess of 11 services across four campuses. At times, some services are going without a Consultant because there is not one available. There is no leave cover, including for extended periods like	No

		<p>maternity leave, and difficulty accessing leave impacting personal lives and caring responsibilities. Members have no time to undertake non-clinical work, impacting training of junior doctors and students, safety and quality tasks, mandatory training, and research. Members report routinely staying back to complete these tasks as well as letter writing to avoid medico-legal risk. Members are aware a complaint was made to the College regarding trainee workloads and supervision.</p>	
PCBU Alleged Contravention 2	Not maintaining safe systems of work	<p>Members report they have been rostered on-call 1 in 3 to 4 weeks for the last 6 months resulting in weekend work and multiple calls. Members feel fatigued, irritable, disengaged, and overwhelmed. The unsustainable workloads are causing workers increasing distress, anxiety, and psychosocial harm. The PCBU is aware of this issue, however members feel they have not acted in a timely way, and communication about decisions is lacking. Clinics have been cancelled until 2025 to assist with workload, but members report this has not really helped, as other services continue to rely on clinicians to assess patients to enable admissions or transfers. Members are worried that outpatients' waitlists are growing to 6-12 months.</p>	No
PCBU Alleged Contravention 3	Not maintaining a safe work environment	<p>Members reported that there is inadequate office space at the RAH to undertake their work. They have access to 3 computers in blue space, and 3 small offices (including 1 for Head of Unit), for 14 doctors. Members report wandering around wards looking for computers to use or working out of meeting rooms. The unit operates alongside other units in a larger blue space. This creates privacy issues when calling families, and noise-related distractions impacting concentration, supervision, and training. Members reported that computers do not all have double-screens, are not all connected</p>	No

		to Bluetooth, and have frequent printing issues. There are no lockers to securely store personal items. Because of the inadequate office space and facilities, members are working at other sites, and attending meetings online, leading to feelings of isolation and anxiety.	
PCBU Alleged Contravention 4	Not maintaining a safe work environment	Clinics have been conducted off site at 21 North Terrace, Adelaide. Admin staff leave this site at 4pm each day. Members are often on site after 4pm with patients which run overtime because there is no dedicated geriatrics admin or nursing support, and members must undertake this additional work. Members report they are often the last person to leave. Members report feeling isolated and physically unsafe as there is no security presence at this site. Members have asked the employer to move some people in the RAH to create more space for the unit, but no action has been taken by the employer.	No