



Minimum standards for a well workplace for TMOs

SAFE WORK:

I perform jobs that are within my training, capacity and experience, and my workplace has appropriate resources and staffing.

SAFE HOURS:

When I work, I work hours which are safe and reasonable.

BREAKS DURING SHIFTS:

I have breaks during my work shifts that allow me to leave my immediate workplace and have uninterrupted time to eat, revitalise and refocus.

BREAKS BETWEEN SHIFTS:

I have a guaranteed 10-hour break between my work shifts, providing enough time to allow me to rest and recuperate.

WORK SPACE:

I have the time and physical space at work to do paperwork and to study.

ROSTERS:

I can plan my life, knowing at least 28 days in advance when I will be required to work.

LEAVE:

I can take leave to which I am entitled when I need it. I am afforded flexibility when I need it to care for my loved ones, myself, or to study.

LIFE OUTSIDE WORK:

I have opportunities to connect socially within and outside of medicine and work.

PAY:

I am paid accurately and on time.

MENTORING & TRAINING:

I am supported by a manager/leader who provides mentorship, coaching and appropriate supervision. I have opportunities, resources and supports to learn and grow professionally, and to satisfy training requirements.

RESPECT:

I am treated with respect and dignity, and know that if I am not, or if I am discriminated against, I can report it confidentially and timely action will be taken.

CONSULTATION:

I am asked about my views and needs in the workplace, and am listened to when decisions that affect my life at work are made.

FEELING VALUED:

I am recognised for my contribution, and appreciated for my work.

PEER SUPPORT:

I am supported by a team of peers, with whom I have time to reflect and debrief.

WELLBEING SUPPORT:

I have access to supports including mental health and wellbeing supports in the workplace, and I know who to ask for help should I need it.