



Rates Guide

Medical Salaries, Sessional Rates, Fees and Conditions: Public Sector

July 2004

Compiled by:

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INTRODUCTION

The information on public sector remuneration arrangements contained in this booklet was prepared by the Workplace Policy Department of the Australian Medical Association limited from information gleaned from relevant fee schedules, awards and agreements supplied by State and Territory AMAs and other organisations. Every effort has been made to ensure the information was accurate at the time of publication. Industrial practitioners are advised to check the relevant fee schedule, award or agreement before using the material in tribunal proceedings, private arbitration or in the application of service contracts.

Changes to the process for determining service conditions and remuneration for Visiting Medical Officers (VMOs) engaged by public hospitals in a number of states and territories have resulted in a multiplicity of individual contract provisions applying in some jurisdictions. This is particularly the case for VMOs engaged on a fee for service basis in South Australia, Western Australia and Victoria and sessional VMOs in the ACT and Northern Territory. Information on VMO rates and conditions has been provided where available.

Where extracts of this publication are copied and/or used in written submissions the AMA would appreciate the courtesy of an appropriate citation.

This booklet contains a broad sample of comparative remuneration arrangements only and cannot be relied upon as a definitive indication of the relative economic value of the various arrangements to individual medical practitioners. The nature and mix of medical practice of individual practitioners will to a significant extent determine the remuneration received for the provision of medical services to patients.

It is proposed to update the material contained in this booklet at 12 monthly intervals. The Australian Medical Association would welcome suggestions for additional information that may be usefully included in future publications. For clarification on any of the material contained in this booklet please contact the Workplace Policy Department of the AMA on (02) 6270 5400 or by e-mail at workplace@ama.com.au.

Disclaimer

The material in this publication is summary information only. It is not intended to be a substitute for qualified advice or the original source documents.

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* 50 km / 45 hrs
in 300's 3 levels
1000 hours

MORE INFORMATION

The AMA's Workplace Policy Department produces a range of information on medical remuneration, contracts and employment issues for use by AMA members and their industrial representatives.

Information is available to AMA members on the following:

- **Work Life Flexibility**
- **Best Practice Rostering: Training and Resource Kit**
- **National Code of Practice – Hours of Work, Shiftwork and Rostering for Hospital Doctors**
- **Risk Assessment of Junior Doctor Rosters**
- **Corporatisation of Medical Practice: Decision Support Kit for Doctors**
- **Guidelines on Service Contracts Between Doctors and Medical Practice Principals**
- **Workplace Facilities and Accommodation for Hospital Doctors**
- **Co-location of Public and Private Hospitals: Industrial Relations Issues**
- **Guidelines on Public Comment by Hospital Doctors**

Also check our website at www.ama.com.au

CONTENTS

PART I	SALARIED MEDICAL PRACTITIONERS	1	PART III	COMMONWEALTH SALARIED AND CONTRACT MEDICAL OFFICER RATES	23
SALARY SUMMARIES		2	SESSIONAL/HOURLY RATES		24
Residents and Registrars		2	Department of Veterans' Affairs		24
Specialists		3	Australian Defence Force - Sessional & Contract Health Practitioners		24
Medical Superintendents		4	AUSTRALIAN PUBLIC SERVICE		24
Career Medical Officers		5	Department of Health and Ageing		24
Medical Academics		6	Department of Veterans' Affairs		25
Aboriginal Health Services Medical Officers		7	Antarctic Medical Practitioner		25
Australian Defence Force - Medical Officer of the Permanent Forces		8	STATUTORY CORPORATIONS		25
ON-CALL, RE-CALL AND EXCESS TIME PROVISIONS		11	Health Services Australia		25
Residents and Registrars		11			
Specialists		12	PART IV	PUBLIC SECTOR FEE FOR SERVICE ARRANGEMENTS	27
LEAVE ENTITLEMENTS		13	SCHEDULES AND AGREEMENTS		28
Residents and Registrars		13	GENERAL PROVISIONS		29
Specialists		14	FEE SCHEDULE		30
SPECIALISTS RIGHTS OF PRIVATE PRACTICE		15	Attendances		30
SALARY PACKAGING: ALLOWABLE ITEMS BY JURISDICTION		16	Obstetrics		31
NATIONAL MINIMUM TERMS AND CONDITIONS: GENERAL PRACTICE REGISTRARS		18	General Medical and Surgical		32
			Anaesthetics		33
PART II	SESSIONAL VISITING MEDICAL PRACTITIONERS	19	REPATRIATION COMMISSION		34
RATES OF PAYMENT		20	Schedule of Fees for Registered Local Medical Officers		34
AGREEMENT DETAILS		21	Schedule of Fees for Specialist Providers		34
ACCESS TO LEAVE		22	Fees for the Provision of Clinical Notes		34
			Guidelines for Assessment of Repatriation Pensions		34
			FEES FOR SELECTED WORKERS COMPENSATION MEDICAL SERVICES		35

Part I

Salaried Medical Practitioners: All States and Territories

Salary Summaries (as at July 2004)
RESIDENTS AND REGISTRARS

NSW	VIC	QLD	SA	WA	TAS	ACT	NT
Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA
Resident Medical Officer (Intern, Residents)	Hospital Medical Officer (RMO)	Resident Medical Officer* (Intern, JHO, SHO)	Medical Practitioner	Resident Medical Officer (Intern, Residents)	Medical Practitioner in Training (Levels I – II)	Resident Medical Officer (Intern, Residents)	Resident Medical Officer (Intern, Residents)
42,694	42,113	47,062	45,755	48,672	51,260	42,694	48,196
50,043	46,295	51,125	53,387	53,236	55,798	50,700	56,442
55,041	49,231	54,842	59,766	57,988	54,670	55,762	60,221
62,342	53,381		68,288	62,361	57,044	63,161	63,871
67,678			72,377		59,574	68,567	67,142
			76,470				
			79,388				
Registrar	Registrar	Registrar*	Registrar	Registrar	Specialist Medical Practitioner in Training (Level I)	Registrar	Registrar
62,342	65,097	68,257	Medical Practitioner as above	66,924	61,330	63,161	53,871
67,678	68,466	70,076	progress on years of relevant experience	71,488	66,605	68,567	67,142
73,036	72,402	72,899		76,051		73,997	69,039
78,179	75,160	75,155		80,614		79,204	72,760
				85,177			75,564
	Senior			89,740			
	78,919						
Senior Registrar 87,902	Principal Registrar 89,780	RMO - Registered as Specialist – Not Appointed* 81,529			Specialist Medical Practitioner in Training (Level II)		
					69,901		
					73,200		
					83,550		
					90,381		
		Senior Registrar*	Senior Registrar	Senior Registrar	Specialist Medical Practitioner in Training (Level III)	Senior Registrar	Senior Registrar
		90,287	81,937	95,824	83,550	89,055	88,100
		91,007	85,682	101,908			91,499
		91,746					
Registrars working week is 43 hours							
Entitled to a Professional Expenses Allowance (PEA) equal to 3 % of the base salary of Level 5							
An additional 2 % of the base salary shall be paid at the completion of each 12 months service or at the completion of a fixed term contract, whichever is the earlier							
Higher salaries and annual retention bonuses apply outside Alice Springs and Darwin							
Last adjustment: 5% inc WEF 1/7/2003							
Last adjustment: 3% inc WEF 1/1/2004							
*These rates are effective from 1/8/04							
Last adjustment 3.5% plus 'transition increment' depending on level from first full pay period on or after 1/4/04							
Last adjustment: variable depending on level – 3% 1/04/04							
Next adjustment: 3 % 1/10/04							
Last adjustment: 4% inc WEF 1/7/2003							
Last adjustment: 4% inc WEF 1/7/2004							
Next adjustment 3% 1/7/05							
Public Hospital (Medical Officers) Award agreement 2002.							
Regional Health Authorities - Senior Medical Officers and Resident Medical Officers' Award – State Queensland Public Health Sector Certified Agreement (No. 5) 2002							
South Australian Medical Officers' Award DHS Salaried Medical Officers' Enterprise Agreement 2003 expires April 2005							
Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2004							
Medical Practitioners' (Public Sector) Award and Salaried Medical Practitioners Industrial Agreement 2003							
ACT Health Portfolio Medical Officers Agreement 2003-2004 in conjunction with the Medical Officers' (ACTPS) Award 2000							
Medical Officers (NTPS) Award 2001							
Medical Officers (NTPS) Certified Agreement 2003 – 2006.							

Registrars working week is 43 hours

Higher salaries and annual retention bonuses apply outside Alice Springs and Darwin

Entitled to a Professional Expenses Allowance (PEA) equal to 3 % of the base salary of Level 5
An additional 2 % of the base salary shall be paid at the completion of each 12 months service or at the completion of a fixed term contract, whichever is the earlier

Last adjustment: 5% inc WEF 1/7/2003
A new agreement is under negotiation

Last adjustment: 3% inc WEF 1/1/2004

*These rates are effective from 1/8/04

Last adjustment 3.5% plus "transition increment" depending on level from first full pay period on or after 1/4/04

Last adjustment: variable depending on level - 3% 1/04/04

Last adjustment: 4% inc WEF 1/7/2003

Last adjustment: 4% inc WEF 1/7/2004
Next adjustment 3% 1/7/05

Public Hospital (Medical Officers) Award
agreement 2002

Regional Health Authorities - Senior Medical Officers and Resident Medical Officers Award - State Queensland Public Health Sector Certified Agreement (No. 5) 2002

South Australian Medical Officers Award
DHS Salaried Medical Officers' Enterprise Agreement 2003 expires April 2005

Department of Health Medical Practitioners (Metropolitan Health Services) /AMA Industrial Agreement 2004

Medical Practitioners' (Public Sector) Award and Salaried Medical Practitioners Industrial Agreement 2003

ACT Health Portfolio Medical Officers Agreement 2003-2004 in conjunction with the Medical Officers (ACTPS) Award 2000

Medical Officers (NTPS) Award 2001

Medical Officers (NTPS) Certified Agreement 2003 - 2006

Salary Summaries (as at July 2004)
SPECIALISTS

NSW	VIC	QLD	SA	WA	TAS	ACT	NT
Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA
Specialist	Specialist	Staff Specialist*	Consultant	General Practitioner (Level 13 - 17)	Specialist	Specialist	Specialist Clinician
111,975	107,142	103,577	106,090	112,555	Level I	96,158	96,158
118,525	109,218	109,870	110,465	118,640	Level II	101,530	98,083
125,066	111,127	113,008	114,827	124,723	Level III	107,129	100,011
131,630	118,749	116,523	119,196	130,807	Level IV	112,755	101,237
138,180	123,358	122,680		136,891		118,364	118,281
	128,176	126,721				130,027	123,652
	133,171	130,705					134,393
	138,364						138,116
	141,039						
Senior Specialist 151,283	Principal Specialist 143,792 to 153,020	Senior Staff Specialist* 134,749 138,727	Senior Consultant 125,743 130,116 134,479 137,866 141,031	Specialist* (Level 15 - 23) 124,723 130,807 136,891 139,933 142,975 146,017 149,060 152,101 159,707		Senior Specialist 129,591	Senior Specialist Clinician 140,977 145,606
	Executive Specialist 153,020 to 175,978		Principal Specialist 145,353			Postgraduate Fellow 110,997	
Base salary includes a component for extra duty.		Director's Allowance \$ 9,394 \$ 6,640 \$ 3,883	Consultants are eligible for Managerial Allowance: Small Unit \$4,612 pa, Large Unit \$10,812 pa Divisional/Clinical Director \$20,914 pa	Entitled to a Professional Expenses Allowance (PEA) equal to 3% of the base salary of Level 20 *Rights to private practice apply			Higher salaries and annual retention bonuses apply outside Alice Springs and Darwin.
Last adjustment: 5% inc WEF 1/7/2003 A new agreement is being negotiated	Last adjustment: 3% inc WEF 1/1/2004	*These rates are effective from 1/8/04	Last adjustment: 3.5% plus 20% "transitional" increase from first full pay period on or after 14/4/04	Last adjustment: variable depending on level - Effective 14/4/04 Next adjustment: 3% 1/1/04	Last adjustment: 5% inc WEF 1/7/2004	Last adjustment: 4% inc WEF 1/7/2003	Last adjustment: 4% inc WEF 1/7/2004 Next Adjustment 3% 1/7/05
Salaried Senior Medical Practitioners' (State) Award (1997)	Various Certified Agreements in conjunction with the Hospital Specialists and Medical Administrators Award 2002	Regional Health Authorities - Senior Medical Officers' and Resident Medical Officers' Award - State Queensland Public Health Sector Certified Agreement (No. 5) 2002	South Australian Medical Officers' Award DHS Salaried Medical Officers' Enterprise Agreement 2003.	Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2004	Medical Practitioners' (Public Sector) Award and Salaried Medical Practitioners Industrial Agreement 2003	ACT Health Portfolio Medical Officers Agreement 2003-2004 in conjunction with the Medical Officers' (ACTPS) Award 2000	Medical Officers (NTPS) Award 2001 Medical Officers (NTPS) Certified Agreement 2003-2006.

Salary Summaries (as at July 2004)

MEDICAL SUPERINTENDENTS

NSW	VIC	QLD	SA	WA	TAS	ACT	NT
Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA	Base Salary \$PA
Assistant Medical Superintendent Level 4 79,813 Level 3 84,405 Level 2 88,999 Level 1 93,574 98,163 102,780 107,346 Clinical Superintendent Level 2 88,999 Level 1 93,574 98,163	Deputy Director of Medical Services Group 3 106,703 85,004 109,870 113,008 116,523 Group 2 122,680 91,286 126,721 130,705 134,749 Group 1 138,727 107,142 142,163 144,190 148,200 133,170	Medical Superintendent* 103,577 106,703 109,870 113,008 116,523 122,680 126,721 130,705 134,749 138,727 142,163 144,190 148,200	Medical Administration Without Higher Qualifications 94,782 99,008 103,255 107,513 111,758 116,011 106,090 110,465 114,827 119,196 125,743 130,116 134,479 137,866 141,031	Specialist Medical Superintendent (Level 15-23) 124,723 130,807 136,891 139,933 142,975 146,017 149,060 152,101 159,707	Deputy Medical Administrator* Class 1 61,330 66,818 69,901 73,200 77,420 89,685 93,641 97,599	Deputy Medical Administrator Level 1 125,024 Level 2 108,755	Medical Administrator 78,381 84,862 91,499 Specialist Medical Administrator 96,158 101,237 118,281 123,652 134,393
Deputy Medical Superintendent Level 3 98,163 Level 2 107,346 Level 1 123,401 Medical Superintendent - Deputy CEO Level 5 93,574 Level 4 98,163 Level 3 123,401 Level 2 132,574 Level 1 139,465 Chief Executive Officer Level 5 98,163 Level 4 107,346 Level 3 132,574 Level 2 139,465 Level 1 146,354	Director of Medical Services Group 3 107,141 107,141 123,359 Group 2 128,177 143,794 Group 1 138,362 to 156,745 Executive Specialist 153,020 - 175,978	Medical Officer** 90,475 93,319 96,042 98,886 Medical Superintendent** 90,475 93,319 96,042 98,886 Senior Medical Superintendent** 101,714 104,871	Senior Medical Administrator 149,772 Deputy Director, IMWS 153,233 164,871 Director, IMWS		Medical Administrator* Class 1 100,191 104,611 109,031 113,451 123,397 130,027 Medical Administrator Class B 95,916 Class A 101,530		Senior Specialist Medical Administrator 140,977 145,606

Additional 16% loading for clinical work is payable

* Access to a right of private practice

Entitled to a Professional Expenses Allowance (PEA) equal to 3 % of the base salary of Level 20
 Non specialists are subject to a lower but overlapping scale

Last adjustment: 5% WEF 1/1/2003
 A new agreement is being negotiated

Last adjustment: 3% inc WEF 1/1/2004

*These rates are effective from 1/8/04

Last adjustment: 3.5% plus 'transitional' increase of 20% 1/4/04

Last adjustment: variable depending on level - Effective 1/04/04
 Next adjustment: 3 % 1/10/04

* Last adjustment: 3% inc WEF 1/7/2004
 ** Last adjustment: 5% inc WEF 1/7/2004

Last adjustment: 4% inc WEF 1/7/2003

Last adjustment: 4% inc WEF 1/7/2004
 Next adjustment: 3% 1/7/05

Public Hospitals (Medical Superintendents) Award

Various Certified Agreements in conjunction with the Hospital Specialists and Medical Administrators Award 2002

Regional Health Authorities - Senior Medical Officers and Resident Medical Officers Award - State Queensland Public Health Sector Certified Agreement (No. 5) 2002

South Australian Medical Officers' Award DHS Salaried Medical Officers' Enterprise Agreement 2003

Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2004

Medical Practitioners' (Public Sector) Award and Salaried Medical Practitioners Industrial Agreement 2003

ACT Health Portfolio Medical Officers Agreement 2003-2004 in conjunction with the Medical Officers' (ACTPS) Award 2000

Medical Officers (NTPS) Award 2001
 Medical Officers (NTPS) Certified Agreement 2003-2005.

Higher salaries and annual retention bonuses apply outside Alice Springs and Darwin

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