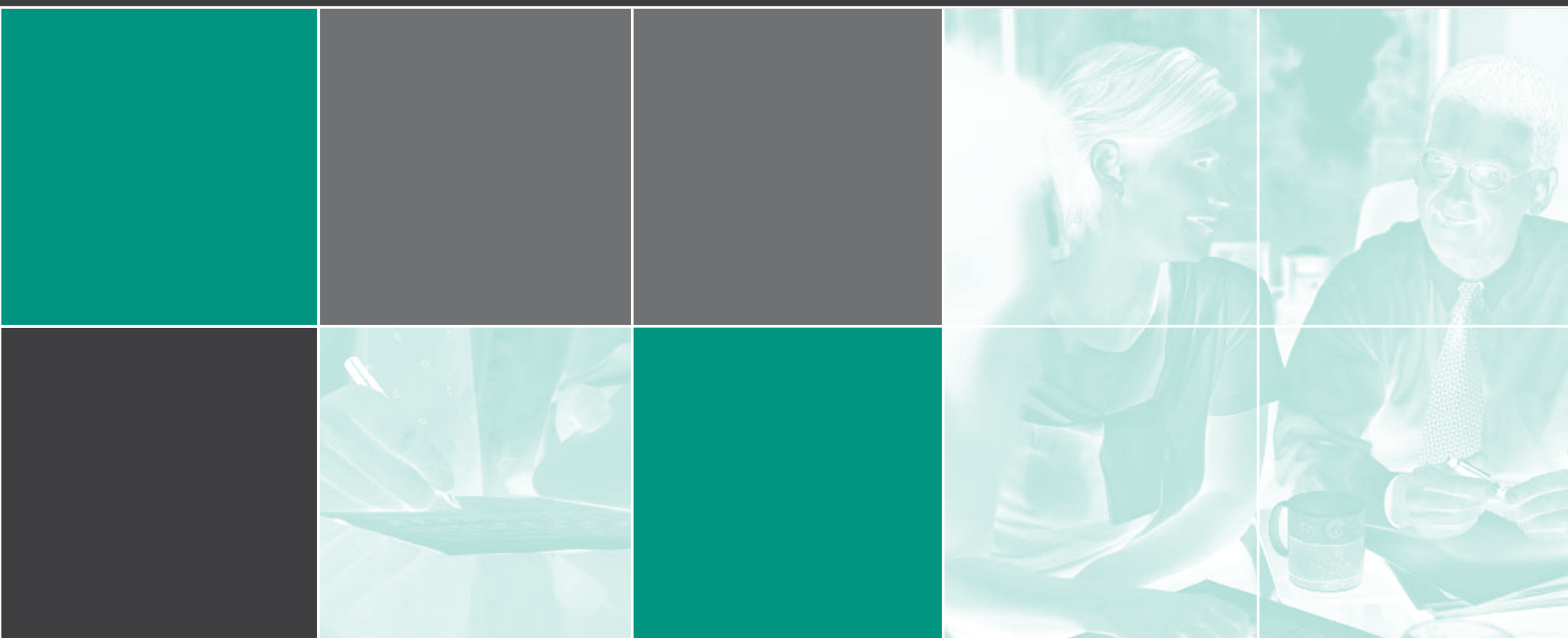
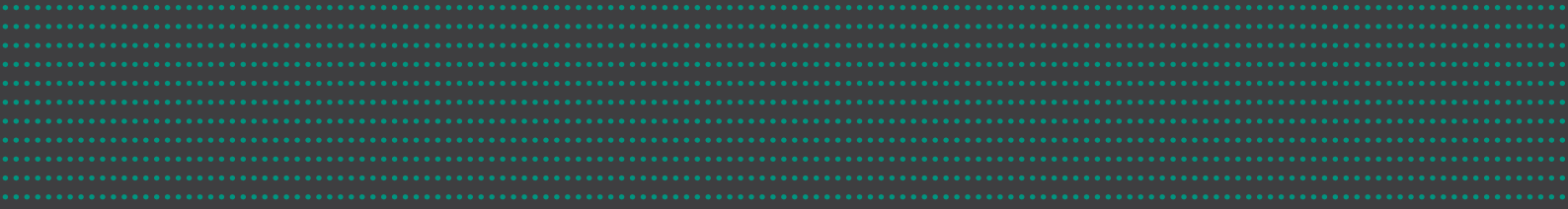


Medical Remuneration

Heads of Agreement 2009



Medical Remuneration Heads of Agreement 2009

Introduction

This Heads of Agreement details the intentions of the Department of Human Services, Victorian Public Hospitals the Australian Medical Association (Victoria) and the Australian Salaried Medical Officers Federation (Victorian Branch) in relation to changed conditions of employment for public hospital employed doctors. The signing of this agreement means that conditions of employment and funding increases by administrative action. The signatories will then consolidate these and current conditions of employment into federally registered Enterprise Agreements applying across public hospitals.

Detailed terms and conditions of employment for the majority of doctors employed in Victorian public health services are already set out in formal workplace agreements made under the Federal industrial legislation, supplemented by contracts or letters of appointment. In a minority of cases some doctors are not covered by formal agreements, but only by a contract or a letter of appointment.

This Heads of Agreement is not a comprehensive instrument dealing with all terms and conditions of employment. It supplements and applies on top of existing arrangements.

The details of the Heads of Agreement are below. The comments in bold do not form part of the agreement and are intended only as a guide to assist with implementation. When in doubt, exclusively rely on the Heads of Agreement.

Heads of Agreement between Australian Medical Association (Victoria) Limited (AMA Victoria) and Australian Salaried Medical Officers' Federation (Victorian Branch) (ASMOF Vic Branch) and The Department of Human Services (DHS) and Victorian Hospitals' Industrial Association (VHIA)

General

1. Introduction and Operation

This Heads of Agreement (the Agreement) is made on 9 April 2009 between the Australian Medical Association Victoria, the Australian Salaried Medical Officers' Federation Victorian Branch, the Victorian Hospitals' Industrial Association and the Department of Human Services.

This Agreement will operate for the period 1 December 2008 to 30 November 2012, or until replaced by a new Agreement.

This Agreement applies to all employed doctors working as such including Medical Directors, within the Victorian Public Health sector.

2. Arrangement

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3. Retaining Current Entitlements

All entitlements currently received by a doctor prior to this Agreement which are over and above the provisions of this Agreement will continue.

Comment: This heads of agreement operates on top of existing agreements and contracts that apply to public hospital doctors, including previous Heads of Agreement of 2002 and 2006. Where this heads of agreement contains more favourable terms and conditions than existing agreements and contracts, then the heads of agreement applies. If a term of this agreement is less favourable than conditions currently enjoyed by a doctor he or she will retain that existing benefit.

4. Sign-on Payment

On commencement of the Agreement all full time medical staff will be paid \$1500 (pro rata for part time) as a sign on payment.

Comment: The commencement of the Agreement was 1 December 2008. Only doctors who were employed in the Victorian public health system on that date are eligible for this payment.

5. Remuneration Changes

5.1 Salary Changes

5.1.1 Initial increase for Interns, Hospital Medical Officers and Medical Officers

From the first pay period commencing on or after 1 December 2008, the salaries of Interns, Hospital Medical Officers and Medical Officers (including Senior Medical Officers) shall be increased by 5%. The increase is applied to the applicable classification and incremental rate for 1 July 2007 set out in the Salaries Attachment of the "2006 Heads of Agreement".

5.1.2 Initial increase for Registrars

From the first pay period commencing on or after 1 December 2008, the salaries of Registrars shall be increased by 7.5%. The increase is applied to the applicable classification and incremental minimum rate for 1 July 2007 set out in the Salaries Attachment of the "2006 Heads of Agreement".

5.1.3 Initial increase for Full time Specialists

From the first pay period commencing on or after 1 December 2008, the salaries of full time Specialists shall be increased by an amount equal to 7.5% of the applicable classification and incremental rate including the allowance in lieu of private practice for 1 July 2007 set out for full time Specialists in the Salaries Attachment of the "2006 Heads of Agreement". The initial increases for full time Specialists are the following amounts:

Classification	Weekly increase
Specialist	
Year 1	\$208.16
Year 2	\$212.19
Year 3	\$216.21
Year 4	\$230.69
Year 5	\$239.66
Year 6	\$249.02
Year 7	\$258.72
Year 8	\$268.80
Year 9	\$274.09
Year 10	\$290.31
Year 11	\$297.29
Executive Specialist	
Bottom of Range	\$297.29
Top of Range	\$341.89

Comment: Regardless of the full time specialists actual salary he or she will receive an initial increase in salary from the first pay period commencing on or after 1 December 2008 according to the amounts specified above. The increase will be added to the doctor's actual remuneration.

5.1.4 Initial increase for Fractional Specialists

From the first pay period commencing on or after 1 December 2008, the hourly rates for Fractional Specialists shall be increased by 5%. The increase is applied to the applicable classification and incremental rate for 1 July 2007 set out for Fractional Specialists in the Salaries Attachment of the "2006 Heads of Agreement".

5.1.5 Subsequent increases for all Classifications

Salaries will be further increased by three 3.25% increases based on the formula used in Item 1 of the 2006 Heads of Agreement (i.e. actual rates of pay). The increases will apply from the first pay period to commence on or after 1 October 2009, 1 October 2010, and 1 October 2011. On each occasion the rates will be increased by 3.25% and rounded off to the nearest 10 cents. The three 3.25% increases apply to the total salary of each member of medical staff.

Comment: All percentage increases from 1 October 2009 onwards for all doctors (including full time specialists) will be paid as a percentage of their actual (contract) rate of pay.

5.2 Allowance changes

5.2.1 General

All work related non-salary based allowances will be adjusted in accordance with salary movements. All other allowances will be adjusted by 3.25% per annum for the life of the agreement.

Increases to allowances will apply from the first pay period to commence on or after 1 December 2008, 1 October 2009, 1 October 2010, and 1 October 2011.

5.2.2 Allowance in lieu of private practice for full time Specialists

Full time specialists who on average do not receive private practice income of at least 25% of the relevant base rate for the treatment of private or compensable patients shall receive an 'Allowance in Lieu of Private Practice'. This allowance will increase their salary to ensure payment of 125% of their relevant base rate.

The "relevant base rate" for the purposes of this sub-clause is the Minimum Rate set out in the Salaries Attachment of the "2006 Heads of Agreement (which includes the 10% on call and 10% continuous duty) increased by 7.5%.

The rates shown in this agreement for the Specialist's classification and level of experience includes the 10% On Call and 10% Continuous Duty allowances provided for by the Hospital Specialists and Medical Administrators Award 2002.

Specialists in receipt of a salary or combined salary and private practice income of more than 125% of the relevant base rate are not entitled to this allowance.

The payment of this allowance shall be reviewed annually by health services to ensure the above conditions still apply.

Comment: The application of the 25% Allowance in Lieu of Private practice is to the 2006 Heads of Agreement rates of pay and not between the two pay levels. As a result, the difference between the minimum rate including the allowance and the minimum not including the allowance is slightly less than 25%.

6. Changes to Salary Structure and Incremental Progression

6.1 Initial Changes

From the first pay period commencing on or after 1 December 2008, the classification and automatic incremental scales set out in the "2006 Heads of Agreement" are varied as follows:

6.1.1 Medical Officers

"Senior Medical Officer" is retitled "Senior Medical Officer Year 1 as such" "Senior Medical Officer Year 2 as such" is added "Senior Officer Year 3 and thereafter as such" is added.

Comment: This change recognises the value of the work of senior medical officers in the system by providing for additional salary increases through automatic incremental progression.

6.1.2 Registrars

“Registrar year 4 and thereafter” is retitled ‘Registrar year 4’
“Senior Registrar” is removed
“Principal Registrar” is removed
“Registrar year 5”, “Registrar year 6” and “Registrar year 7 and thereafter” are added.

All registrars with more than 4 years’ experience will be reclassified to Registrar and placed on the incremental point corresponding to their number of years of experience as a Registrar.

Comment: The “Senior Registrar” and “Principal Registrar” classifications have been removed. The changes reflect the nature of work as a registrar, with some training programs extending in excess of 6 years.

6.1.3 Full time Specialists

“Principal Specialist Level 1” is removed.
“Principal Specialist Level 2 bottom of range” is retitled “Specialist Year 10” and all full time Specialists who have been a Specialist for 10 years will be classified as such.
“Principal Specialist Level 2 top of range” is retitled “Specialist Year 11” and all full time Specialists who have been a Specialist for 11 or more years will be classified as such.

6.1.4 Fractional Specialists

“Principal Specialist Level 1 top of range” is removed
“Principal Specialist Level 1 bottom of range” is retitled “Specialist Year 10” and all full time Specialists who have been Specialists for 10 years will be classified as such.
“Principal Specialist Level 2” is retitled “Specialist Year 11” and all Specialists who have been a Specialist for 11 or more years will be classified as such.

6.1.5 Medical Administrators

Doctors employed as Medical Administrators will be translated to and classified under the Specialist classification structure. All references to a separate classification structure for the ‘Medical Directors Stream’ will be discontinued from the date of commencement of this Agreement.

Comment: This change recognises the qualifications and role of Medical Administrators as specialists. Medical administrators will translate to the new structure based on a translation table comparing current statewide

minimum rates for medical administrators with current statewide minimum rates for specialists. Once translated medical administrators will move up the incremental scale based on years of experience as a specialist / Director/Deputy Director.

6.2 Subsequent changes

From the first pay period commencing on or after 1 February 2011, the classification and automatic incremental scales will be further varied as follows:

6.2.1 Medical Officers

The current Hospital Medical Officer Year 1 increment will be removed. The new incremental levels will be as shown below, together with the new translation to that structure:

Current	New
HMO 1 and HMO 2	HMO 1
HMO 3	HMO 2
HMO 4	HMO 3

Hospital Medical Officers who as at 31 January 2011 were classified as Hospital Medical Officer Year 1 will be translated to the new Hospital Medical Officer Year 1 incremental rate on 1 February 2011 and will then progress to the new Hospital Medical Officer Year 2 rate on the anniversary of their commencement (or as otherwise provided for by the relevant agreement).

Incremental advancement for former Hospital Medical Officer Year 2 and Year 3 classified staff will continue to apply on their anniversary date.

Comment: New interns in 2011 will be paid the same rate as those in their HMO-2 year Both groups will then progress together. In future years interns will start at what was previously the Year 2 rate (now renamed HMO-1) and progress each year up the scale. From this date the HMO scale will be three levels, reduced from the current 4.

6.2.2 Registrars

The Registrar Year 1 increment is removed. The new incremental levels will be as shown below, together with the new translation to that structure:

Current	New
Registrar 1 and 2	Registrar 1
Registrar 3	Registrar 2
Registrar 4	Registrar 3
Registrar 5	Registrar 4
Registrar 6	Registrar 5
Registrar 7	Registrar 6

Registrars who as at 31 January 2011 were classified as Registrar Year 1 will be translated to the new Registrar Year 1 incremental rate on 1 February 2011 and will then progress to the new Registrar Year 2 rate on the anniversary of their commencement (or as otherwise provided for by the relevant agreement).

Incremental advancement for former Registrars Years 2, 3, 4, 5 and 6 will continue to apply on their anniversary date of commencement as a registrar.

Comment: New Registrars in 2011 will be paid the same rate as Registrar Year 2. Both groups will then progress together. In future years registrars will commence at what was previously the Year 2 rate (now renamed Reg-1) and progress each year up the scale. From this date the Registrar scale will consist of six levels, reduced from the current seven.

6.2.3 Specialists

The Specialist Years 1 and 2 increments will be removed. The new incremental levels will be as shown below, together with the new translation to that structure:

Current	New
Specialist Years 1 and 2 and 3	Specialist Year 1
Specialist Year 4	Specialist Year 2
Specialist Year 5	Specialist Year 3
Specialist Year 6	Specialist Year 4
Specialist Year 7	Specialist Year 5
Specialist Year 8	Specialist Year 6
Specialist Year 9	Specialist Year 7
Specialist Year 10	Specialist Year 8
Specialist Year 11	Specialist Year 9

Specialists who as at 31 January 2011 were classified as Specialist Years 1 and 2 will be translated to the new Specialist Year 1 rate on 1 February 2011 and will then progress to the new Specialist Year 2 rate on the anniversary of their commencement date (or as otherwise provided for by the relevant award/agreement).

Incremental advancement for former Specialists Years 4, 5, 6, 7, 8, 9 and 10 will continue to apply on their anniversary date of commencement as a specialist.

Comment: First and second year Consultants appointed in 2011 will be entitled to the same minimum rates as Specialists Year 3. In subsequent years first year Consultants will start at what was previously Year 3, now retitled as Year 1, and progress each year up the scale. From this date the Specialist scale will reduce to 9 levels from the current 11.

From 1 February 2011 the incremental level of all currently employed Specialists above Year 1 will change to reflect the compressed structure. For example, a Specialist who under the former structure would be a Year 7 Specialist will become a Year 5 Specialist, a Year 11 Specialist will become a Year 9 Specialist etc.

6.2.4 Fractional Specialists

The Fractional Specialist Year 1 increment is removed. The new incremental levels will be as shown below, together with the new translation to that structure:

Current	New
Specialist Years 1 and 2 and 3	Specialist Year 1
Specialist Year 4	Specialist Year 2
Specialist Year 5	Specialist Year 3
Specialist Year 6	Specialist Year 4
Specialist Year 7	Specialist Year 5
Specialist Year 8	Specialist Year 6
Specialist Year 9	Specialist Year 7
Specialist Year 10	Specialist Year 8
Specialist Year 11	Specialist Year 9

Fractional Specialists who as at 31 January 2011 were classified as Specialist Year 1 will be translated to the new Specialist Year 1 rate on 1 February 2011 and will then progress to the new Specialist Year 2 rate on the anniversary of their commencement date (or as otherwise provided for by the relevant agreement).

Incremental advancement for former Specialists Years 2 & 3, 4, 5, 6, 7, 8, 9 and 10 will continue to apply on their anniversary date of commencement as a specialist.

Comment: First year Consultants appointed in 2011 will be entitled to the same minimum rates as Specialists Year 3. In subsequent years first year Consultants will start at what was previously Year 3, now retitled as Year 1, and progress each year up the scale. From this date the Specialist scale will reduce to 9 levels from the current 11.

From 1 February 2011 the incremental level of all currently employed Specialists above Year 1 will change to reflect the compressed structure. For example, a Specialist who under the former structure would be a Year 7 Specialist will become a Year 5 Specialist, a Year 11 Specialist will become a Year 9 Specialist etc.

Pay scales December 2008 – October 2011

7. Statewide Minimum Remuneration

7.1 Interns, Hospital Medical Officers, Medical Officers, Registrars

7.1.1 From the first pay period commencing on or after 1 December 2008 Full time Doctors in Training will be paid the following minimum weekly rates of pay:

		Hourly Rate	Weekly Rate
Hospital Medical Officer			
Year 1 (Intern)	HM10	\$25.12	\$954.60
Year 2	HM11	\$27.61	\$1,049.30
Year 3	HM12	\$29.37	\$1,115.90
Year 4	HM13	\$31.84	\$1,209.90

Medical Officer

Year 1	HM14	\$38.85	\$1,476.40
Year 2	HM15	\$41.29	\$1,569.10
Year 3	HM16	\$43.72	\$1,661.20
Year 4	HM17	\$46.15	\$1,753.70
Year 5	HM18	\$48.58	\$1,846.00
Solely Administrative	HM19	\$48.58	\$1,846.00
Year 6 and thereafter	HM20	\$51.49	\$1,956.80

Senior Medical Officer

Year 1	HM21	\$54.60	\$2,074.80
Year 2	HM22	\$57.33	\$2,178.50
Year 3	HM23	\$60.19	\$2,287.40

Registrar

Year 1	HM24	\$35.13	\$1,510.60
Year 2	HM25	\$36.96	\$1,589.30
Year 3	HM26	\$39.07	\$1,680.10
Year 4	HM27	\$40.56	\$1,744.10
Year 5	HM28	\$42.59	\$1,831.40
Year 6	HM29	\$48.45	\$2,083.40
Year 7	HM30	\$50.87	\$2,187.50

7.1.2 From the first pay period on or after 1 October 2009 Full time Doctors in Training will be paid the following minimum weekly rates of pay:

		Hourly Rate	Weekly Rate
Hospital Medical Officer			
Year 1 (Intern)	HM10	\$25.94	\$985.60
Year 2	HM11	\$28.51	\$1,083.40
Year 3	HM12	\$30.32	\$1,152.20
Year 4	HM13	\$32.87	\$1,249.20

Medical Officer

Year 1	HM14	\$40.12	\$1,524.40
Year 2	HM15	\$42.63	\$1,620.10
Year 3	HM16	\$45.13	\$1,715.20
Year 4	HM17	\$47.65	\$1,810.70
Year 5	HM18	\$50.16	\$1,906.00
Solely Administrative	HM19	\$50.16	\$1,906.00
Year 6 and thereafter	HM20	\$53.17	\$2,020.40

Senior Medical Officer

Year 1	HM21	\$56.37	\$2,142.20
Year 2	HM22	\$59.19	\$2,249.30
Year 3	HM23	\$62.15	\$2,361.70

Registrar

Year 1	HM24	\$36.27	\$1,559.70
Year 2	HM25	\$38.16	\$1,641.00
Year 3	HM26	\$40.34	\$1,734.70
Year 4	HM27	\$41.88	\$1,800.80
Year 5	HM28	\$43.97	\$1,890.90
Year 6	HM29	\$50.02	\$2,151.10
Year 7	HM30	\$52.53	\$2,258.60

7.1.3 From the first pay period on or after 1 October 2010 Full time Doctors in Training will be paid the following minimum weekly rates of pay:

		Hourly Rate	Weekly Rate
Hospital Medical Officer			
Year 1 (Intern)	HM10	\$26.78	\$1,017.60
Year 2	HM11	\$29.44	\$1,118.60
Year 3	HM12	\$31.31	\$1,189.60
Year 4	HM13	\$33.94	\$1,289.80
Medical Officer			
Year 1	HM14	\$41.42	\$1,573.90
Year 2	HM15	\$44.02	\$1,672.80
Year 3	HM16	\$46.60	\$1,770.90
Year 4	HM17	\$49.20	\$1,869.50
Year 5	HM18	\$51.79	\$1,967.90
Solely Administrative	HM19	\$51.79	\$1,967.90
Year 6 and thereafter	HM20	\$54.90	\$2,086.10
Senior Medical Officer			
Year 1	HM21	\$58.20	\$2,211.80
Year 2	HM22	\$61.12	\$2,322.40
Year 3	HM23	\$64.17	\$2,438.50
Registrar			
Year 1	HM24	\$37.45	\$1,610.40
Year 2	HM25	\$39.40	\$1,694.30
Year 3	HM26	\$41.63	\$1,791.10
Year 4	HM27	\$43.24	\$1,859.30
Year 5	HM28	\$45.40	\$1,952.40
Year 6	HM29	\$51.65	\$2,221.00
Year 7	HM30	\$54.23	\$2,332.00

7.1.4 From the first pay period on or after 1 February 2011 Full time Doctors in Training will be paid the following minimum weekly rates of pay:

		Hourly Rate	Weekly Rate
Hospital Medical Officer			
Year 1		\$29.44	\$1,118.60
Year 2		\$31.31	\$1,189.60
Year 3		\$33.94	\$1,289.80
Medical Officer			
Year 1		\$41.42	\$1,573.90
Year 2		\$44.02	\$1,672.80
Year 3		\$46.60	\$1,770.90
Year 4		\$49.20	\$1,869.50
Year 5		\$51.79	\$1,967.90
Solely Administrative		\$51.79	\$1,967.90
Year 6 and thereafter		\$54.90	\$2,086.10
Senior Medical Officer			
Year 1		\$58.20	\$2,211.80
Year 2		\$61.12	\$2,322.40
Year 3		\$64.17	\$2,438.50
Registrar			
Year 1		\$39.40	\$1,694.30
Year 2		\$41.63	\$1,791.10
Year 3		\$43.24	\$1,859.30
Year 4		\$45.40	\$1,952.40
Year 5		\$51.65	\$2,221.00
Year 6		\$54.23	\$2,332.00

(At the time of publication the classification codes to be used after 1 February 2011 were not available).

7.1.5 From the first pay period on or after 1 October

2011 Full time Doctors in Training will be paid the following minimum weekly rates of pay:

	Hourly Rate	Weekly Rate
Hospital Medical Officer		
Year 1 (Intern)	\$30.39	\$1,155.00
Year 2	\$32.32	\$1,228.30
Year 3	\$35.04	\$1,331.70

Medical Officer		
Year 1	\$42.77	\$1,625.10
Year 2	\$45.45	\$1,727.20
Year 3	\$48.19	\$1,831.20
Year 4	\$50.80	\$1,930.30
Year 5	\$53.47	\$2,031.90
Solely Administrative	\$53.47	\$2,031.90
Year 6 and thereafter	\$56.68	\$2,153.90

Senior Medical Officer		
Year 1	\$60.10	\$2,283.70
Year 2	\$63.09	\$2,397.90
Year 3	\$66.26	\$2,517.80

Registrar		
Year 1	\$40.68	\$1,749.40
Year 2	\$43.00	\$1,849.30
Year 3	\$44.64	\$1,919.70
Year 4	\$46.88	\$2,015.90
Year 5	\$53.33	\$2,293.20
Year 6	\$56.00	\$2,407.80

7.2 Full time specialists

The minimum weekly remuneration payable to a Full time Specialist is detailed in column 2 below.

However a Specialist who receives additional income from private practice during ordinary hours, including income from a Special Purpose Fund (SPF) or Private Practice Fund (PPF) shall be paid the rate in column 1 but only if the combination of income from salary and private practice equals or exceeds the salary in column 2.

7.2.1 From the first pay period commencing on or after 1 December 2008 Full time Specialists are entitled to the following minimum weekly remuneration:

		Column 1 Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF \$	Column 2 Minimum Weekly Rate \$
Specialist			
Specialist Year 1	HM31	2,521.00	3,107.80
Specialist Year 2	HM32	2,569.80	3,168.00
Specialist Year 3	HM33	2,618.60	3,228.20
Specialist Year 4	HM34	2,793.90	3,444.30
Specialist Year 5	HM35	2,902.40	3,578.00
Specialist Year 6	HM36	3,016.00	3,718.20
Specialist Year 7	HM37	3,133.40	3,862.90
Specialist Year 8	HM38	3,255.50	4,013.40
Specialist Year 9	HM39	3,319.60	4,092.40
Specialist Year 10	HM40	3,515.90	4,334.40
Specialist Year 11	HM41	3,600.50	4,438.70
Executive Specialist			
Bottom of Range	HM42	3,600.50	4,438.70
Top of Range	HM43	4,140.60	5,104.50

7.2.2 From the first pay period commencing on or after 1 October 2009 Full time Specialists are entitled to the following minimum weekly remuneration:

		Column 1 Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF \$	Column 2 Minimum Weekly Rate \$
Specialist			
Specialist Year 1	HM31	2,602.90	3,208.80
Specialist Year 2	HM32	2,653.30	3,271.00
Specialist Year 3	HM33	2,703.70	3,333.10
Specialist Year 4	HM34	2,884.70	3,556.20
Specialist Year 5	HM35	2,996.70	3,694.30
Specialist Year 6	HM36	3,114.00	3,839.00
Specialist Year 7	HM37	3,235.20	3,988.40
Specialist Year 8	HM38	3,361.30	4,143.80
Specialist Year 9	HM39	3,427.50	4,225.40
Specialist Year 10	HM40	3,630.20	4,475.30
Specialist Year 11	HM41	3,717.50	4,583.00
Executive Specialist			
Bottom of Range	HM42	3,717.50	4,583.00
Top of Range	HM43	4,275.20	5,270.40

7.2.3 From the first pay period commencing on or after 1 October 2010 Full time Specialists are entitled to the following minimum weekly remuneration:

		Column 1 Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	Column 2 Minimum Weekly Rate
Specialist			
Specialist Year 1	HM31	\$2,687.50	\$3,313.10
Specialist Year 2	HM32	\$2,739.50	\$3,377.30
Specialist Year 3	HM33	\$2,791.60	\$3,441.40
Specialist Year 4	HM34	\$2,978.50	\$3,671.80
Specialist Year 5	HM35	\$3,094.10	\$3,814.40
Specialist Year 6	HM36	\$3,215.20	\$3,963.80
Specialist Year 7	HM37	\$3,340.30	\$4,118.00
Specialist Year 8	HM38	\$3,470.50	\$4,278.50
Specialist Year 9	HM39	\$3,538.90	\$4,362.70
Specialist Year 10	HM40	\$3,748.20	\$4,620.70
Specialist Year 11	HM41	\$3,838.30	\$4,731.90
Executive Specialist			
Bottom of Range	HM42	\$3,838.30	\$4,731.90
Top of Range	HM43	\$4,414.10	\$5,441.70

7.2.4 From the first pay period commencing on or after 1 February 2011 the former Specialist Years 1 and 2 increments are removed and the incremental levels are renamed as follows:

	Column 1 Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	Column 2 Minimum Weekly Rate
Specialist		
Specialist Year 1	\$2,791.60	\$3,441.40
Specialist Year 2	\$2,978.50	\$3,671.80
Specialist Year 3	\$3,094.10	\$3,814.40
Specialist Year 4	\$3,215.20	\$3,963.80
Specialist Year 5	\$3,340.30	\$4,118.00
Specialist Year 6	\$3,470.50	\$4,278.50
Specialist Year 7	\$3,538.90	\$4,362.70
Specialist Year 8	\$3,748.20	\$4,620.70
Specialist Year 9	\$3,838.30	\$4,731.90
Executive Specialist		
Bottom of Range	\$3,838.30	\$4,731.90
Top of Range	\$4,414.10	\$5,441.70

(At the time of publication the classification codes to be used after 1 February 2011 were not available).

7.2.5 From the first pay period commencing on or after 1 October 2011 Full time Specialists are entitled to the following minimum weekly remuneration:

	Column 1	Column 2
	Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	Minimum Weekly Rate
Specialist		
Specialist Year 1	\$2,882.30	\$3,553.20
Specialist Year 2	\$3,075.30	\$3,791.10
Specialist Year 3	\$3,194.70	\$3,938.40
Specialist Year 4	\$3,319.70	\$4,092.60
Specialist Year 5	\$3,448.90	\$4,251.80
Specialist Year 6	\$3,583.30	\$4,417.60
Specialist Year 7	\$3,653.90	\$4,504.50
Specialist Year 8	\$3,870.00	\$4,770.90
Specialist Year 9	\$3,963.00	\$4,885.70
Executive Specialist		
Bottom of Range	\$3,963.00	\$4,885.70
Top of Range	\$4,557.60	\$5,618.60

7.3 Fractional Specialists Minimum Remuneration

The minimum rates of remuneration to which Fractional Specialists are entitled from the first pay period commencing on or after 1 December 2008 are the 1 July 2007 rates set out for Fractional Specialists in the Salaries Attachment of the “2006 Heads of Agreement” attached hereto as Attachment A, increased by 5%. The minimum hourly rates will be further increased by three 3.25% increases, as set out in the following tables.

7.3.1 From the first pay period commencing on or after 1 December 2008

Fractional Specialists will be paid the following minimum hourly rates:

Specialist	0.1 – 7 hours per week	7.1 - 10.5 hours per week	10.6 - 14 hours per week	14.1 - 17.5 hours per week	17.6+ hours per week
Specialist Year 1	HN10 \$99.20	HN11 \$100.20	HN12 \$102.50	HN13 \$104.50	HN14 \$106.30
Specialist Year 2 & 3	HN15 \$101.50	HN16 \$102.60	HN17 \$104.80	HN18 \$106.90	HN19 \$108.70
Specialist Year 4	HN20 \$103.20	HN21 \$104.30	HN22 \$106.80	HN23 \$108.70	HN24 \$110.70
Specialist Year 5	HN25 \$107.40	HN26 \$108.40	HN27 \$111.00	HN28 \$113.10	HN29 \$115.10
Specialist Year 6	HN30 \$111.40	HN31 \$112.60	HN32 \$115.20	HN33 \$117.50	HN34 \$119.40
Specialist Year 7	HN35 \$115.60	HN36 \$116.80	HN37 \$119.50	HN38 \$121.80	HN39 \$124.00
Specialist Year 8	HN40 \$119.80	HN41 \$121.10	HN42 \$123.80	HN43 \$126.10	HN44 \$128.60
Specialist Year 9	HN45 \$123.80	HN46 \$125.10	HN47 \$128.30	HN48 \$130.20	HN49 \$132.80
Specialist Year 10	HN50 \$127.80	HN51 \$129.20	HN52 \$132.40	HN53 \$134.30	HN54 \$137.10
Specialist Year 11	HN55 \$132.50	HN56 \$133.50	HN57 \$136.80	HN58 \$138.70	HN59 \$141.60
Executive Specialist					
Bottom of Range	HN60 \$132.50	HN61 \$133.50	HN62 \$136.80	HN63 \$138.70	HN64 \$141.60
Top of Range	HN65 \$151.00	HN66 \$152.40	HN67 \$156.00	HN68 \$159.10	HN69 \$162.00

7.3.2 From the first pay period commencing on or after 1 October 2009

Fractional Specialists will be paid the following minimum hourly rates:

Specialist	0.1 – 7 hours per week	7.1 - 10.5 hours per week	10.6 - 14 hours per week	14.1 - 17.5 hours per week	17.6+ hours per week
Year 1	HN10 \$102.40	HN11 \$103.50	HN12 \$105.80	HN13 \$107.90	HN14 \$109.80
Specialist Year 2 & 3	HN15 \$104.80	HN16 \$105.90	HN17 \$108.20	HN18 \$110.40	HN19 \$112.20
Specialist Year 4	HN20 \$106.60	HN21 \$107.70	HN22 \$110.30	HN23 \$112.20	HN24 \$114.30
Specialist Year 5	HN25 \$110.90	HN26 \$111.90	HN27 \$114.60	HN28 \$116.80	HN29 \$118.80
Specialist Year 6	HN30 \$115.00	HN31 \$116.30	HN32 \$118.90	HN33 \$121.30	HN34 \$123.30
Specialist Year 7	HN35 \$119.40	HN36 \$120.60	HN37 \$123.40	HN38 \$125.80	HN39 \$128.00
Specialist Year 8	HN40 \$123.70	HN41 \$125.00	HN42 \$127.80	HN43 \$130.20	HN44 \$132.80
Specialist Year 9	HN45 \$127.80	HN46 \$129.20	HN47 \$132.50	HN48 \$134.40	HN49 \$137.10
Specialist Year 10	HN50 \$132.00	HN51 \$133.40	HN52 \$136.70	HN53 \$138.70	HN54 \$141.60
Specialist Year 11	HN55 \$136.80	HN56 \$137.80	HN57 \$141.20	HN58 \$143.20	HN59 \$146.20
Executive Specialist					
Bottom of Range	HN60 \$136.80	HN61 \$137.80	HN62 \$141.20	HN63 \$143.20	HN64 \$146.20
Top of Range	HN65 \$155.90	HN66 \$157.40	HN67 \$161.10	HN68 \$164.30	HN69 \$167.30

7.3.3 From the first pay period commencing on or after 1 October 2010

Fractional Specialists will be paid the following minimum hourly rates:

Specialist	0.1 – 7 hours per week	7.1 - 10.5 hours per week	10.6 - 14 hours per week	14.1 - 17.5 hours per week	17.6+ hours per week
Year 1	HN10 \$105.70	HN11 \$106.90	HN12 \$109.20	HN13 \$111.40	HN14 \$113.40
Specialist Year 2 & 3	HN15 \$108.20	HN16 \$109.30	HN17 \$111.70	HN18 \$114.00	HN19 \$115.80
Specialist Year 4	HN20 \$110.10	HN21 \$111.20	HN22 \$113.90	HN23 \$115.80	HN24 \$118.00
Specialist Year 5	HN25 \$114.50	HN26 \$115.50	HN27 \$118.30	HN28 \$120.60	HN29 \$122.70
Specialist Year 6	HN30 \$118.70	HN31 \$120.10	HN32 \$122.80	HN33 \$125.20	HN34 \$127.30
Specialist Year 7	HN35 \$123.30	HN36 \$124.50	HN37 \$127.40	HN38 \$129.90	HN39 \$132.20
Specialist Year 8	HN40 \$127.70	HN41 \$129.10	HN42 \$132.00	HN43 \$134.40	HN44 \$137.10
Specialist Year 9	HN45 \$132.00	HN46 \$133.40	HN47 \$136.80	HN48 \$138.80	HN49 \$141.60
Specialist Year 10	HN50 \$136.30	HN51 \$137.70	HN52 \$141.10	HN53 \$143.20	HN54 \$146.20
Specialist Year 11	HN55 \$141.20	HN56 \$142.30	HN57 \$145.80	HN58 \$147.90	HN59 \$151.00
Executive Specialist					
Bottom of Range	HN60 \$141.20	HN61 \$142.30	HN62 \$145.80	HN63 \$147.90	HN64 \$151.00
Top of Range	HN65 \$161.00	HN66 \$162.50	HN67 \$166.30	HN68 \$169.60	HN69 \$172.70

7.3.4 From the first pay period commencing on or after 1 February 2011

the former Specialist Year 1 increment is removed and the incremental levels are renamed as follows:

Specialist	0.1 – 7 hours per week	7.1 - 10.5 hours per week	10.6 - 14 hours per week	14.1 - 17.5 hours per week	17.6+ hours per week
Specialist Year 1	\$108.20	\$109.30	\$111.70	\$114.00	\$115.80
Specialist Year 2	\$110.10	\$111.20	\$113.90	\$115.80	\$118.00
Specialist Year 3	\$114.50	\$115.50	\$118.30	\$120.60	\$122.70
Specialist Year 4	\$118.70	\$120.10	\$122.80	\$125.20	\$127.30
Specialist Year 5	\$123.30	\$124.50	\$127.40	\$129.90	\$132.20
Specialist Year 6	\$127.70	\$129.10	\$132.00	\$134.40	\$137.10
Specialist Year 7	\$132.00	\$133.40	\$136.80	\$138.80	\$141.60
Specialist Year 8	\$136.30	\$137.70	\$141.10	\$143.20	\$146.20
Specialist Year 9	\$141.20	\$142.30	\$145.80	\$147.90	\$151.00
Executive Specialist					
Bottom of Range	\$141.20	\$142.30	\$145.80	\$147.90	\$151.00
Top of Range	\$161.00	\$162.50	\$166.30	\$169.60	\$172.70

(At the time of publication the classification codes to be used after 1 February 2011 were not available).

7.3.5 From the first pay period commencing on or after 1 October 2011 Fractional Specialists will be paid the following minimum hourly rates:

Specialist	0.1 – 7 hours per week	7.1 - 10.5 hours per week	10.6 - 14 hours per week	14.1 - 17.5 hours per week	17.6+ hours per week
Specialist Year 1	\$111.70	\$112.90	\$115.30	\$117.70	\$119.60
Specialist Year 2	\$113.70	\$114.80	\$117.60	\$119.60	\$121.80
Specialist Year 3	\$118.20	\$119.30	\$122.10	\$124.50	\$126.70
Specialist Year 4	\$122.60	\$124.00	\$126.80	\$129.30	\$131.40
Specialist Year 5	\$127.30	\$128.50	\$131.50	\$134.10	\$136.50
Specialist Year 6	\$131.90	\$133.30	\$136.30	\$138.80	\$141.60
Specialist Year 7	\$136.30	\$137.70	\$141.20	\$143.30	\$146.20
Specialist Year 8	\$140.70	\$142.20	\$145.70	\$147.90	\$151.00
Specialist Year 9	\$145.80	\$146.90	\$150.50	\$152.70	\$155.90
Executive Specialist					
Bottom of Range	\$145.80	\$146.90	\$150.50	\$152.70	\$155.90
Top of Range	\$166.20	\$167.80	\$171.70	\$175.10	\$178.30

Changes to other conditions of employment

8. Continuing Medical Education Support

8.1 Continuing Medical Education Allowance HMOs MOs and Registrars

A Continuing Medical Education Allowance will be paid fortnightly to the following classifications from the first pay period on or after 1 December 2008:

HMO 1 (Intern): \$1,000 per annum

HMO 2-4: \$1,500 per annum

Medical Officer: \$1,500 per annum

Senior Medical Officer: \$1,500 per annum

Registrar: \$2,500 per annum

The weekly rate for the allowance is as follows:

Classification (per week)	1 Dec 2008	1 Oct 2009	1 Oct 2010	1 Oct 2011
Intern (HMO-1)	\$19.20	\$19.80	\$20.40	\$21.10
HMO	\$28.70	\$29.60	\$30.60	\$31.60
MO	\$28.70	\$29.60	\$29.60	\$31.60
SMO	\$28.70	\$29.60	\$29.60	\$31.60
Registrar	\$47.90	\$49.50	\$51.10	\$52.80

The above allowance is pro rata for part-time employees.

Claims for CME reimbursement under the previous Heads of Agreement (up to \$1000) will be honoured where such claim was submitted to the hospital before the signing of this Heads of Agreement.

Comment: A junior doctor who has lodged an application for, or already been paid, the CME reimbursement before 4.00pm on Thursday 9 April is guaranteed the reimbursement amount. After that time the reimburse is replaced by an automatic weekly allowance (no claiming required) backdated to 1 December 2008.

8.2 Continuing Medical Education Reimbursement Specialists

8.2.1 Funded Support entitlement:

- (a) The entitlement for Full time Specialists is for reimbursement of approved costs up to a value of \$20,650 in the 2008/9 financial year; \$21,321 in the 2009/10 financial year; \$22,014 in the 2010/11 financial year; and \$22,730 in the 2011/12 financial year and thereafter, inclusive of the support at (b) below and subject to (e) below.
- (b) Where support was provided to Specialists prior to 1 July 2006 (including from private practice, special purpose or similar funds), those arrangements will be unchanged by this Clause. This includes support that in the absence of this Clause would have normally been available to new employees of a health service.
- (c) The entitlement to funding support for Specialists employed on a salaried Fractional basis is pro-rata, based on the Specialist's base Fractional appointment (up to \$2,065 in the 2008/9 financial year; \$2,132 in the 2009/10 financial year; \$2,201 in the 2010/11 financial year; and \$2,273 in the 2011/12 financial year and thereafter, for each 0.1 fraction / 3.5 hours), provided that where a Specialist holds more than one Fractional appointment with an employer listed in Schedules 1-5 of the Health Services Act 1988, the total benefit available to the Specialist each year will not exceed the benefit available to a single full time Specialist.
- (d) Subject to sub-clauses (2) and (3) below, funds will be paid to the Specialist as a reimbursement of costs reasonably and necessarily incurred for Continuing Medical Education activities or purposes directly relevant to the Specialist's employment with the employer.
- (e) The funding provided for in this Clause is a "benchmark" entitlement. A Chief Medical Officer/ delegate may approve higher levels of support dependent on the monies available in the appropriate fund.

8.2.2 Reimbursable Expenses:

- (a) Pursuant to sub-clause (4) a Specialist is entitled to seek reimbursement for the following Continuing Medical Education related costs:
 - (i) costs relating to professional conferences and workshops, including registration fees, and reasonable travel, accommodation and per diem expenses; and/or
 - (ii) costs associated with enrolment in relevant short courses, workshops or post-graduate courses recognised by the Specialty College for purposes of accruing CME / CPD / MOPS points; and/or
 - (iii) other reasonable costs such as books, CDs, portable technological aids (not including items of a capital nature (eg, ultra-sound imaging devices), mobile telephones or iPods and like audio devices) and subscriptions where such resources are not otherwise provided by, or available from, the employer.

8.2.3 Rates of Reimbursement

- (a) Air travel associated with continuing medical education activities will be reimbursed at the rate of business class for journeys of 3 hours or more, and economy class for journeys of less than 3 hours duration. Claims for private car use for travel associated with continuing medical education activities will be reimbursed at the relevant rate per business kilometre published by the Australian Tax Office from time to time.
- (b) Accommodation, meal and incidental expenses:
 - (A) Reimbursement of reasonable and necessarily incurred accommodation, meal and incidental expenses will be paid subject to the following:
 - (i) accommodation may be at the hosting hotel or elsewhere as is reasonable for the conference/ seminar attended;
 - (ii) meal and other incidental expense amounts will be in accordance with the amounts set out in the relevant Australian Taxation Office (ATO) Tax Determination dealing with reasonable allowance amounts (currently Tax Determination 2008/18 which can be found on the ATO website at <http://www.ato.gov.au/>).
The ATO daily allowance rates vary according to salary. The rates used should be based on the full-time equivalent salary applicable to the position occupied by the Specialist, i.e. part-time Specialists should be paid the

rate relevant to a full-time salary. For the purpose of this clause, "salary" shall mean the Specialist's base salary. The salary used for this purpose is not reduced by any salary sacrifice arrangement.

- (B) Where the Continuing Medical Education activity does not involve travel (e.g. post-graduate study, local conferences), reasonable and necessary expenses actually incurred should be paid.

8.2.4 Reimbursement Process:

- (a) Reimbursement may be claimed by a Specialist using a common simplified claim form provided by the employer;
- (b) Claims are to be submitted to the Chief Medical Officer/delegate for approval, through the Specialist's Unit Head, and must be accompanied by original receipts and any other necessary supporting documentation, including for FBT purposes (eg travel diary);
- (c) Claims are to be submitted within 3 months of expenditure being incurred and where practicable within the financial year to which they relate.
- (d) The employer will process reimbursements in an expeditious manner not later than 30 days after submission of a fully compliant claim.

8.2.5 A Specialist will not be entitled to payout of any unused entitlement under this Clause upon retirement, resignation, redundancy or dismissal.

8.2.6 The reimbursement of up to the per annum amounts described in sub-clause (1) is inclusive of any applicable Fringe Benefits Tax.

- 8.2.7 There will be no transfer of any unexpended entitlement to funded support between health services. However, access to some funded support from the new employer should not be unreasonably withheld, provided that the total value of support provided by the relevant health services does not exceed the per annum amounts described in sub-clause (1) in any one financial year.

8.2.8 Any dispute as to the reasonableness and/or eligibility of a claim for CME re-imbursment under this clause will be handled as follows:

- (a) the employer will refer the claim back to the doctor seeking clarification of the items in question. This clarification request shall be in writing and the response from the doctor shall be in writing;
- (b) if the matter remains unresolved, either party may refer the matter to an independent person or body for determination.
- (c) the determination of the independent person or body shall be final.

8.2.9 Any dispute in relation to the application of this clause may be dealt with through the Dispute Resolution Procedure.

Comment: There are four changes to the CME reimbursement system compared to the 2006 Heads of Agreement:

- (a) The amount claimable increases immediately by 3.25% and annually by 3.25% thereafter.
- (b) The items that may be claimed are clarified to include relevant postgraduate courses.
- (c) If a claim is rejected the AMA can seek review of the decision from an independent body.
- (d) There is agreement that the system of reimbursement will be simplified with one simple standard claim form.

9. Simplifying Approval of Specialist CME

DHS and VHIA will implement a streamlined and consistent process for the reimbursement of CME expenses across health services and a common simplified claim form.

Comment: A single simplified claim form will be used across the health system. The basis for the claim form will be that used by St Vincent's hospital.

10. Parental Leave

The terms of the Family Provisions Test Case (AIRC Print PR082005, 8 August 2005) apply to all employees covered by this Agreement.

In addition, effective from 1 December 2008 all medical staff are entitled to payment of nine weeks salary upon commencement of maternity / adoption leave. Effective from 1 October 2009, all medical staff will be entitled to payment of ten weeks' salary upon commencement of maternity / adoption leave.

11. Recognition of Interstate Long Service Leave Accrual

Doctors who commence employment with a Victorian public health service after 30 November 2008 will have service with an interstate government health service recognised for the purpose of calculating Long Service Leave entitlements on application, provided that such interstate government health service employment was within 2 months of commencing employment with a Victorian public health service.

12. Child Care Costs Reimbursement

Where medical staff are required by the hospital to work outside their ordinary rostered hours of work and where less than 24 hours' notice of the requirement to perform such overtime work has been given by the hospital, other than recall when placed on call, the doctor will be reimbursed for reasonable childcare expenses incurred.

Comment: Child care expenses will not be reimbursed if the doctor is rostered for on call.

13. Medical Engagement in Decision Making

Formal processes to ensure senior medical staff engagement in decision making will be established at each Health Service.

Comment: Where such engagement processes are not already in place, processes are to be established to ensure that this engagement occurs. The Department and hospitals are committed to ensuring that this occurs.

14. Leadership

The DHS/VHIA commit to developing a leadership training program in conjunction with AMA Victoria.

15. Registrar Training Program

The DHS will roll out the registrar training program pilot.

16. Quality and Workload

Substantial funding injection into healthcare will occur in the form of additional beds to relieve bed blockage and assist staff with workload pressure to enable the delivery of better patient care.

Comment: The government of Victoria committed to an additional 270 Beds as part of the package for doctors that will assist in keeping medical staff in the system.

17. 80/20 Clinical/Non Clinical Time - Specialists

DHS/Health Services agree to work towards achieving the implementation of 80/20 Clinical/Non Clinical Time within each specialty.

DHS agrees to progress allocation of 80/20 through the provision of \$80m (\$10m in 08/09, \$10m in 09/10, \$20m in 10/11, \$20m in 11/12, \$20m in 12/13 and ongoing) to Health Services in the life of the Agreement.

Funding will be distributed to Health Services based on agreed criteria which will include an auditable process.

A Clinical Support Time Working Group consisting of representatives of AMA Victoria, specialists employed at the hospital, and hospital management will be established in each hospital.

The role of the Clinical Support Time Working Group will be to review the existing allocation of clinical support time to specialists, and to oversee the distribution of the funding and the implementation of 80/20 within each specialty over the life of the agreement.

Comment: DHS and Health Services have agreed to work towards achieving 80/20 within each specialty. This will be assisted by increasing funding significantly to hospitals for this to occur. It is also agreed that an implementation working group will be established in each hospital. Whilst there are no guarantees that the target will be reached the funding injection will make a significant difference.

18. Review of Private Practice Arrangements in Public Hospitals

The parties agreed to enter into discussions regarding Review of Private Practice arrangements throughout the life of the Agreement.

Comment: The review into private practice arrangements in public hospitals is necessary to ensure compliance with legislation and contracts.

19. No Extra Claims

The parties bound by this Agreement acknowledge that this Agreement settles all claims in relation to the terms and conditions of employment of the employees to whom it applies and agree that they will not pursue any extra claims during the term of this Agreement.

20. Implementation of Changes

All amendments to the current arrangements will be implemented at the earliest date possible and subsequently by entering into workplace agreements reflecting this offer and current entitlements.

The DHS/VHIA will work to complete MultiBusiness agreements for both junior and senior doctors.

Comment: The parties have agreed that the changes to conditions are to be implemented by administrative action in return for a commitment to entering into Multibusiness Agreements made under the Fair Work Act. To this end AMA will work towards establishing single state wide agreements covering all Victorian public hospitals for junior and senior medical staff.

21. Parties Bound by Workplace Agreements

The Workplace Agreements shall be binding upon the employer parties, and any successor, assignee or transmittee of the business or part of the business of the employer, and the Australian Salaried Medical Officers' Federation, and Doctors employed by an employer party.

ATTACHMENT

(Not forming part of the Heads of Agreement)

New Classification Codes as at 24 April 2009

Doctors in Training

Classification	Old Code	New Code
Hospital Medical Officer		
1st year of experience	MP4	HM10
2nd year of experience	MP5	HM11
3rd year of experience	MP6	HM12
4th year of experience	MP1	HM13

Medical Officer		
1st year of experience	MQ2	HM14
2nd year of experience	MQ3	HM15
3rd year of experience	MQ4	HM16
4th year of experience	MQ5	HM17
5th year of experience	MQ6	HM18
Solely Administrative	MQ6	HM19
6th year of experience	MQ8	HM20
Senior Medical Officer Year 1	MQ9	HM21
Senior Medical Officer Year 2		HM22
Senior Medical Officer Year 3		HM23

Registrar		
1st year of experience	MP7	HM24
2nd year of experience	MP8	HM25
3rd year of experience	MP9	HM26
4th year of experience	MQ1	HM27
Senior Registrar	JK10	
Principal Registrar	PM20	
5th year of experience		HM28
6th year of experience		HM29
7th year of experience		HM30

Hospital Specialists and Medical Administrators

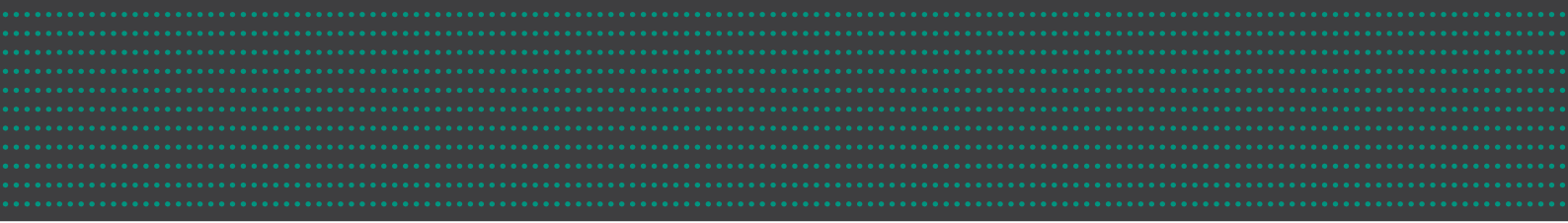
Classification	Old Code	New Code
Specialist Year 1	MS11	HM31
Specialist Year 2	MS12	HM32
Specialist Year 3	MS13	HM33
Specialist Year 4	MS21	HM34
Specialist Year 5	MS22	HM35
Specialist Year 6	MS23	HM36
Specialist Year 7	MS24	HM37
Specialist Year 8	MS25	HM38
Specialist Year 9	MS19	HM39
Principal Specialist Level 1 – Bottom	MS26	(Translated to Year 10 or 11, as appropriate)
Principal Specialist Level 1 – Top	MS20	
Principal Specialist Level 2 – Bottom	MS27	
Principal Specialist Level 2 – Top	MS28	
Specialist Year 10		HM40
Specialist Year 11		HM41
Executive Specialist – Bottom	MS29	HM42
Executive Specialist– Top	MS30	HM43

Fractional Specialists

Classification	Old Code	New Code
Specialist Year 1 0.1-7 hrs	LR01	HN10
Specialist Year 1 7.1-10.5 hrs	LR02	HN11
Specialist Year 1 10.6-14 hrs	LR03	HN12
Specialist Year 1 14.1-17.5 hrs	LR04	HN13
Specialist Year 1 17.6 hrs +	LR05	HN14
Specialist Year 2&3 0.1-7 hrs	LR11	HN15
Specialist Year 2&3 7.1-10.5 hrs	LR12	HN16
Specialist Year 2&3 10.6-14 hrs	LR13	HN17
Specialist Year 2&3 14.1-17.5 hrs	LR14	HN18
Specialist Year 2&3 17.6 hrs +	LR15	HN19
Specialist Year 4 0.1-7 hrs	LR21	HN20
Specialist Year 4 7.1-10.5 hrs	LR22	HN21
Specialist Year 4 10.6-14 hrs	LR23	HN22
Specialist Year 4 14.1-17.5 hrs	LR24	HN23
Specialist Year 4 17.6 hrs +	LR25	HN24
Specialist Year 5 0.1-7 hrs	LR31	HN25
Specialist Year 5 7.1-10.5 hrs	LR32	HN26
Specialist Year 5 10.6-14 hrs	LR33	HN27
Specialist Year 5 14.1-17.5 hrs	LR34	HN28
Specialist Year 5 17.6 hrs +	LR35	HN29
Specialist Year 6 0.1-7 hrs	LR41	HN30
Specialist Year 6 7.1-10.5 hrs	LR42	HN31
Specialist Year 6 10.6-14 hrs	LR43	HN32
Specialist Year 6 14.1-17.5 hrs	LR44	HN33
Specialist Year 6 17.6 hrs +	LR45	HN34
Specialist Year 7 0.1-7 hrs	LR51	HN35
Specialist Year 7 7.1-10.5 hrs	LR52	HN36
Specialist Year 7 10.6-14 hrs	LR53	HN37
Specialist Year 7 14.1-17.5 hrs	LR54	HN38
Specialist Year 7 17.6 hrs +	LR55	HN39
Specialist Year 8 0.1-7 hrs	LR61	HN40
Specialist Year 8 7.1-10.5 hrs	LR62	HN41
Specialist Year 8 10.6-14 hrs	LR63	HN42
Specialist Year 8 14.1-17.5 hrs	LR64	HN43
Specialist Year 8 17.6 hrs +	LR65	HN44
Specialist Year 9 0.1-7 hrs	LR66	HN45
Specialist Year 9 7.1-10.5 hrs	LR67	HN46
Specialist Year 9 10.6-14 hrs	LR68	HN47

Fractional Specialists (continued)

Classification	Old Code	New Code
Specialist Year 9 14.1-17.5 hrs	LR69	HN48
Specialist Year 9 17.6 hrs +	LR70	HN49
Specialist Year 10 0.1-7 hrs		HN50
Specialist Year 10 7.1-10.5 hrs		HN51
Specialist Year 10 10.6-14 hrs		HN52
Specialist Year 10 14.1-17.5 hrs		HN53
Specialist Year 10 17.6 hrs +		HN54
Specialist Year 11 0.1-7 hrs		HN55
Specialist Year 11 7.1-10.5 hrs		HN56
Specialist Year 11 10.6-14 hrs		HN57
Specialist Year 11 14.1-17.5 hrs		HN58
Specialist Year 11 17.6 hrs +		HN59
Principal Specialist Level 1- Bottom	LR71	(Translated to Year 10 or 11, as appropriate)
	LR72	
	LR73	
	LR74	
	LR75	
Principal Specialist Level 1- Top	LR76	(Translated to Year 10 or 11, as appropriate)
	LR77	
	LR78	
	LR79	
	LR80	
Principal Specialist Level 2	LR81	(Translated to Year 10 or 11, as appropriate)
	LR82	
	LR83	
	LR84	
	LR85	
Executive Specialist - Bottom	LR86	HN60
	LR87	HN61
	LR88	HN62
	LR89	HN63
	LR90	HN64
Executive Specialist - Top	LR91	HN65
	LR92	HN66
	LR93	HN67
	LR94	HN68
	LR95	HN69



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