

VHIA SALARY CIRCULAR

Number: 875
Addressee: Public Sector Members
Date: 1 July 2025
Agreement: Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026

Sheet 1

Wages

Sheet 2

Allowances

Sheet 3

Other Payments

Timeline of Events

9 November 2022 Operative Date of Agreement
 1 July 2025 Designated Location Bonus Increase

This Salary Circular
 incorporates the increases to
 the [Medical Practitioners
 Award 2020](#) minimum wages

Classification	Paycode	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Hospital Medical Officers				
Year 1 (Intern)	HM11	\$1,559.54	\$1,598.53	\$1,638.49
Year 2	HM12	\$1,658.49	\$1,699.95	\$1,742.45
Year 3	HM13	\$1,797.92	\$1,842.87	\$1,888.94
Medical Officers				
Year 1	HM14	\$2,194.23	\$2,249.08	\$2,305.31
Year 2	HM15	\$2,332.01	\$2,390.31	\$2,450.07
Year 3	HM16	\$2,468.88	\$2,530.60	\$2,593.86
Year 4	HM17	\$2,606.25	\$2,671.41	\$2,738.20
Year 5	HM18	\$2,743.53	\$2,812.12	\$2,882.42
Solely Administrative	HM19	\$2,743.53	\$2,812.12	\$2,882.42
Year 6 and thereafter	HM20	\$2,908.13	\$2,980.84	\$3,055.36
Senior Medical Officer Year 1	HM21	\$3,083.53	\$3,160.62	\$3,239.63
Senior Medical Officer Year 2	HM22	\$3,237.76	\$3,318.70	\$3,401.67
Senior Medical Officer Year 3 and thereafter	HM23	\$3,399.48	\$3,484.47	\$3,571.58
Registrars				
Year 1	HM25	\$2,362.12	\$2,421.17	\$2,481.70
Year 2	HM26	\$2,496.93	\$2,559.35	\$2,623.33
Year 3	HM27	\$2,592.07	\$2,656.88	\$2,723.30
Year 4	HM28	\$2,721.95	\$2,790.00	\$2,859.75
Year 5	HM29	\$3,096.27	\$3,173.68	\$3,253.02
Year 6 and thereafter	HM30	\$3,251.22	\$3,332.50	\$3,415.81

General On-call (not including public holidays) - paid per on-call period of 16 hours or part-thereof

Classification	Paycode	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Hospital Medical Officers				
Year 1 (Intern)	HM11	\$38.99	\$39.96	\$40.96
Year 2	HM12	\$41.46	\$42.50	\$43.56
Year 3	HM13	\$44.95	\$46.07	\$47.22
Medical Officers				
Year 1	HM14	\$54.86	\$56.23	\$57.63
Year 2	HM15	\$58.30	\$59.76	\$61.25
Year 3	HM16	\$61.72	\$63.27	\$64.85
Year 4	HM17	\$65.16	\$66.79	\$68.46
Year 5	HM18	\$68.59	\$70.30	\$72.06
Solely Administrative	HM19	\$68.59	\$70.30	\$72.06
Year 6 and thereafter	HM20	\$72.70	\$74.52	\$76.38
Senior Medical Officer Year 1	HM21	\$77.09	\$79.02	\$80.99
Senior Medical Officer Year 2	HM22	\$80.94	\$82.97	\$85.04
Senior Medical Officer Year 3 and thereafter	HM23	\$84.99	\$87.11	\$89.29
Registrars				
Year 1	HM25	\$59.05	\$60.53	\$62.04
Year 2	HM26	\$62.42	\$63.98	\$65.58
Year 3	HM27	\$64.80	\$66.42	\$68.08
Year 4	HM28	\$68.05	\$69.75	\$71.49
Year 5	HM29	\$77.41	\$79.34	\$81.33
Year 6 and thereafter	HM30	\$81.28	\$83.31	\$85.40

General On-call (public holidays only) - paid per on-call period of 16 hours or part-thereof

Classification	Paycode	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Hospital Medical Officers				
Year 1 (Intern)	HM11	\$54.58	\$55.95	\$57.35
Year 2	HM12	\$58.05	\$59.50	\$60.99
Year 3	HM13	\$62.93	\$64.50	\$66.11
Medical Officers				
Year 1	HM14	\$76.80	\$78.72	\$80.69
Year 2	HM15	\$81.62	\$83.66	\$85.75
Year 3	HM16	\$86.41	\$88.57	\$90.79
Year 4	HM17	\$91.22	\$93.50	\$95.84
Year 5	HM18	\$96.02	\$98.42	\$100.88
Solely Administrative	HM19	\$96.02	\$98.42	\$100.88
Year 6 and thereafter	HM20	\$101.78	\$104.33	\$106.94
Senior Medical Officer Year 1	HM21	\$107.92	\$110.62	\$113.39
Senior Medical Officer Year 2	HM22	\$113.32	\$116.15	\$119.06
Senior Medical Officer Year 3 and thereafter	HM23	\$118.98	\$121.96	\$125.01
Registrars				
Year 1	HM25	\$82.67	\$84.74	\$86.86
Year 2	HM26	\$87.39	\$89.58	\$91.82
Year 3	HM27	\$90.72	\$92.99	\$95.32
Year 4	HM28	\$95.27	\$97.65	\$100.09
Year 5	HM29	\$108.37	\$111.08	\$113.86

Year 6 and thereafter	HM30	\$113.79	\$116.64	\$119.55
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Night Shift (per hour) & Friday between 6:00pm and midnight (hourly penalty rates for work performed within the applicable timeframe)

Classification	Paycode	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Hospital Medical Officers				
Year 1 (Intern)	HM11	\$10.26	\$10.52	\$10.78
Year 2	HM12	\$10.91	\$11.18	\$11.46
Year 3	HM13	\$11.83	\$12.12	\$12.43
Medical Officers				
Year 1	HM14	\$14.44	\$14.80	\$15.17
Year 2	HM15	\$15.34	\$15.73	\$16.12
Year 3	HM16	\$16.24	\$16.65	\$17.06
Year 4	HM17	\$17.15	\$17.58	\$18.01
Year 5	HM18	\$18.05	\$18.50	\$18.96
Solely Administrative	HM19	\$18.05	\$18.50	\$18.96
Year 6 and thereafter	HM20	\$19.13	\$19.61	\$20.10
Senior Medical Officer Year 1	HM21	\$20.29	\$20.79	\$21.31
Senior Medical Officer Year 2	HM22	\$21.30	\$21.83	\$22.38
Senior Medical Officer Year 3 and thereafter	HM23	\$22.37	\$22.92	\$23.50
Registrars				
Year 1	HM25	\$13.73	\$14.08	\$16.33
Year 2	HM26	\$14.52	\$14.88	\$17.26
Year 3	HM27	\$15.07	\$15.45	\$17.92
Year 4	HM28	\$15.83	\$16.22	\$18.81
Year 5	HM29	\$18.00	\$18.45	\$21.40
Year 6 and thereafter	HM30	\$18.90	\$19.38	\$22.47

Shift Penalty (per shift)

Classification	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Hospital Medical Officers	\$38.99	\$39.96	\$40.96
Medical Officers	\$54.86	\$56.23	\$57.63
Senior Medical Officers	\$77.09	\$79.02	\$80.99
Registrars	\$59.05	\$60.53	\$62.04

CME Allowance (per week)

Classification	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Hospital Medical Officers Year 1 (Intern)	\$74.60	\$74.60	\$74.60
Hospital Medical Officers Years 2&3	\$90.90	\$90.90	\$90.90
Medical Officer and Senior Medical Officers	\$90.90	\$90.90	\$90.90
Registrars	\$118.90	\$118.90	\$118.90

CME Allowance is intended to remain the same rate over the life of the Agreement and not

Uniform & Laundry Allowance (per week)

Classification	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
All Employees	\$9.39	\$9.63	\$9.87

Location Allowance (per week)

Classification	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
All Employees	\$48.38	\$49.59	\$50.83

Meal Allowance

Form of Overtime	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
In excess of 11 hours in 24 hrs (per incidence)	\$10.59	\$10.86	\$11.13
In excess of 16 hours in 24 hrs (per incidence)	\$8.51	\$8.72	\$8.94
Meal allowance – each subsequent six hour period worked (per incidence)	\$8.51	\$8.72	\$8.94

Travelling Allowance (per kilometer)

Engine size	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Engine less than 3800cc	\$0.90	\$0.93	\$0.95
Engine 3800cc and over	\$1.10	\$1.13	\$1.16

Deductions for board and lodging

Form of lodging	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025
Doctors living in while on Rotation - meals purchased by the Doctor			
Self-contained, furnished accomodation	\$7.04	\$7.21	\$7.39
Other	\$7.04	\$7.21	\$7.39
Spousal quarters	\$7.04	\$7.21	\$7.39
Doctors living in while on Rotation - meals provided by the Hospital			
Self-contained, furnished accomodation	\$34.91	\$35.79	\$36.68
Other	\$34.91	\$35.79	\$36.68
Spousal quarters	\$34.91	\$35.79	\$36.68
Doctors living in at the Hospital - meals purchased by the Doctor			
Self-contained, furnished accomodation	\$85.27	\$87.40	\$89.59
Other	\$50.36	\$51.62	\$52.91
Spousal quarters	\$100.57	\$103.09	\$105.66
Doctors living in at the Hospital - meals purchased by the Hospital			
Self-contained, furnished accomodation	\$106.26	\$108.92	\$111.64
Other	\$75.53	\$77.42	\$79.36
Spousal quarters	\$125.74	\$128.88	\$132.10

Designated Location Bonus (clause 57A) - see clause 57A.4 for the list of Designated Locations to which this payment applies

Date	Designated Location Bonus
1 July 2023 - 30 June 2024	\$5,000
1 July 2024 - 30 June 2025	\$6,000
1 July 2025 - 30 June 2026	\$7,000