

VHIA SALARY CIRCULAR

Number: 874
Addressee: Public Sector Members
Date: 1 July 2025
Agreement: Medical Specialists (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 from 1
 July 2025 as determined by the Fair Work Commission on 3
 June 2025

Classification	Paycode	FFPPOA 1 March 2022	FFPPOA 1 Sept 2023	FFPPOA 1 March 2025	Award Classification	Award Rate (1/7/25)	Rate Above Award	% Above Award
Specialist Year 1								
Full-time - no additional Private Practice Income (Column 2)	HM33	\$4,797.50	\$4,917.44	\$5,040.37	Specialist	\$2,231.23	\$2,809.14	55.73%
Full-time - receives Private Practice Income (Column 1)	HM33	\$3,891.76	\$3,989.05	\$4,088.78	Specialist	\$2,231.23	\$1,857.55	45.43%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN16	\$152.48	\$156.29	\$160.20	Specialist	\$2,231.23	\$3,856.37	63.35%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN18	\$158.85	\$162.82	\$166.89	Specialist	\$2,231.23	\$4,110.59	64.82%
Fractional (17.6+ hrs per week) (per hour)	HN19	\$161.52	\$165.56	\$169.70	Specialist	\$2,231.23	\$4,217.37	65.40%
Specialist Year 2								
Full-time - no additional Private Practice Income (Column 2)	HM34	\$5,118.70	\$5,246.66	\$5,377.83	Specialist	\$2,231.23	\$3,146.60	58.51%
Full-time - receives Private Practice Income (Column 1)	HM34	\$4,152.23	\$4,256.04	\$4,362.44	Specialist	\$2,231.23	\$2,131.21	48.85%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN21	\$154.95	\$158.82	\$162.79	Specialist	\$2,231.23	\$3,954.79	63.93%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN23	\$161.52	\$165.56	\$169.70	Specialist	\$2,231.23	\$4,217.37	65.40%
Fractional (17.6+ hrs per week) (per hour)	HN24	\$164.50	\$168.62	\$172.83	Specialist	\$2,231.23	\$4,336.31	66.03%
Specialist Year 3								
Full-time - no additional Private Practice Income (Column 2)	HM35	\$5,317.52	\$5,450.46	\$5,586.70	Specialist	\$2,231.23	\$3,355.47	60.06%
Full-time - receives Private Practice Income (Column 1)	HM35	\$4,313.55	\$4,421.39	\$4,531.92	Specialist	\$2,231.23	\$2,300.69	50.77%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN26	\$161.01	\$165.03	\$169.16	Specialist	\$2,231.23	\$4,196.85	65.29%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN28	\$168.10	\$172.30	\$176.61	Specialist	\$2,231.23	\$4,479.95	66.75%
Fractional (17.6+ hrs per week) (per hour)	HN29	\$171.18	\$175.46	\$179.85	Specialist	\$2,231.23	\$4,603.07	67.35%
Specialist Year 4								
Full-time - no additional Private Practice Income (Column 2)	HM36	\$5,525.79	\$5,663.94	\$5,805.54	Senior Specialist (PP1)	\$2,385.77	\$3,419.77	58.91%
Full-time - receives Private Practice Income (Column 1)	HM36	\$4,482.26	\$4,594.32	\$4,709.18	Senior Specialist (PP1)	\$2,385.77	\$2,323.41	49.34%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN31	\$167.38	\$171.56	\$175.85	Senior Specialist (PP1)	\$2,385.77	\$4,296.53	64.30%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN33	\$174.47	\$178.83	\$183.30	Senior Specialist (PP1)	\$2,385.77	\$4,579.63	65.75%

Fractional (17.6+ hrs per week) (per hour)	HN34	\$177.45	\$181.89	\$186.43	Senior Specialist (PP1)	\$2,385.77	\$4,698.57	66.32%
Specialist Year 5								
Full-time - no additional Private Practice Income (Column 2)	HM37	\$5,740.85	\$5,884.37	\$6,031.48	Senior Specialist (PP2)	\$2,467.71	\$3,563.77	59.09%
Full-time - receives Private Practice Income (Column 1)	HM37	\$4,656.73	\$4,773.15	\$4,892.48	Senior Specialist (PP2)	\$2,467.71	\$2,424.77	49.56%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN36	\$173.54	\$177.88	\$182.33	Senior Specialist (PP2)	\$2,467.71	\$4,460.83	64.38%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN38	\$181.05	\$185.57	\$190.21	Senior Specialist (PP2)	\$2,467.71	\$4,760.27	65.86%
Fractional (17.6+ hrs per week) (per hour)	HN39	\$184.33	\$188.94	\$193.67	Senior Specialist (PP2)	\$2,467.71	\$4,891.75	66.47%
Specialist Year 6								
Full-time - no additional Private Practice Income (Column 2)	HM38	\$5,964.74	\$6,113.86	\$6,266.71	Senior Specialist (PP3)	\$2,552.15	\$3,714.56	59.27%
Full-time - receives Private Practice Income (Column 1)	HM38	\$4,838.19	\$4,959.14	\$5,083.12	Senior Specialist (PP3)	\$2,552.15	\$2,530.97	49.79%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN41	\$179.92	\$184.41	\$189.02	Senior Specialist (PP3)	\$2,552.15	\$4,630.61	64.47%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN43	\$187.42	\$192.10	\$196.90	Senior Specialist (PP3)	\$2,552.15	\$4,930.05	65.89%
Fractional (17.6+ hrs per week) (per hour)	HN44	\$191.22	\$196.00	\$200.90	Senior Specialist (PP3)	\$2,552.15	\$5,082.05	66.57%
Specialist Year 7								
Full-time - no additional Private Practice Income (Column 2)	HM39	\$6,082.08	\$6,234.13	\$6,389.99	Senior Specialist (PP4)	\$2,733.04	\$3,656.95	57.23%
Full-time - receives Private Practice Income (Column 1)	HM39	\$4,933.44	\$5,056.77	\$5,183.19	Senior Specialist (PP4)	\$2,733.04	\$2,450.15	47.27%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN46	\$185.98	\$190.63	\$195.39	Senior Specialist (PP4)	\$2,733.04	\$4,691.78	63.19%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN48	\$193.48	\$198.32	\$203.27	Senior Specialist (PP4)	\$2,733.04	\$4,991.22	64.62%
Fractional (17.6+ hrs per week) (per hour)	HN49	\$197.38	\$202.32	\$207.38	Senior Specialist (PP4)	\$2,733.04	\$5,147.40	65.32%
Specialist Year 8								
Full-time - no additional Private Practice Income (Column 2)	HM40	\$6,441.71	\$6,602.75	\$6,767.82	Senior Specialist (PP5)	\$2,771.88	\$3,995.94	59.04%
Full-time - receives Private Practice Income (Column 1)	HM40	\$5,225.35	\$5,355.99	\$5,489.88	Senior Specialist (PP5)	\$2,771.88	\$2,718.00	49.51%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN51	\$191.94	\$196.74	\$201.65	Senior Specialist (PP5)	\$2,771.88	\$4,890.82	63.83%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN53	\$199.75	\$204.74	\$209.86	Senior Specialist (PP5)	\$2,771.88	\$5,202.80	65.24%
Fractional (17.6+ hrs per week) (per hour)	HN54	\$203.86	\$208.95	\$214.18	Senior Specialist (PP5)	\$2,771.88	\$5,366.96	65.94%
Specialist Year 9								
Full-time - no additional Private Practice Income (Column 2)	HM41	\$6,596.65	\$6,761.57	\$6,930.61	Principal Specialist	\$2,828.38	\$4,102.23	59.19%
Full-time - receives Private Practice Income (Column 1)	HM41	\$5,351.01	\$5,484.79	\$5,621.91	Principal Specialist	\$2,828.38	\$2,793.53	49.69%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN56	\$198.41	\$203.37	\$208.45	Principal Specialist	\$2,828.38	\$5,092.72	64.29%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN58	\$206.22	\$211.37	\$216.66	Principal Specialist	\$2,828.38	\$5,404.70	65.65%
Fractional (17.6+ hrs per week) (per hour)	HN59	\$210.53	\$215.80	\$221.19	Principal Specialist	\$2,828.38	\$5,576.84	66.35%
Executive Specialist - Bottom of Range								
Full-time - no additional Private Practice Income (Column 2)	HM42	\$6,596.65	\$6,761.57	\$6,930.61	Director of Medical Services (PP4)	\$3,059.38	\$3,871.23	55.86%
Full-time - receives Private Practice Income (Column 1)	HM42	\$5,351.01	\$5,484.79	\$5,621.91	Director of Medical Services (PP4)	\$3,059.38	\$2,562.53	45.58%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN61	\$198.41	\$203.37	\$208.45	Director of Medical Services (PP4)	\$3,059.38	\$4,861.72	61.38%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN63	\$206.22	\$211.37	\$216.66	Director of Medical Services (PP4)	\$3,059.38	\$5,173.70	62.84%
Fractional (17.6+ hrs per week) (per hour)	HN64	\$210.53	\$215.80	\$221.19	Director of Medical Services (PP4)	\$3,059.38	\$5,345.84	63.60%
Executive Specialist - Top of Range								
Full-time - no additional Private Practice Income (Column 2)	HM43	\$7,586.24	\$7,775.89	\$7,970.29	Director of Medical Services (PP4)	\$3,059.38	\$4,910.91	61.62%
Full-time - receives Private Practice Income (Column 1)	HM43	\$6,153.59	\$6,307.43	\$6,465.12	Director of Medical Services (PP4)	\$3,059.38	\$3,405.74	52.68%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN66	\$226.67	\$232.33	\$238.14	Director of Medical Services (PP4)	\$3,059.38	\$5,989.94	66.19%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN68	\$236.33	\$242.23	\$248.29	Director of Medical Services (PP4)	\$3,059.38	\$6,375.64	67.57%

Fractional (17.6+ hrs per week) (per hour)	HN69	\$240.54	\$246.55	\$252.71	Director of Medical Services (PP4)	\$3,059.38	\$6,543.60	68.14%
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Shift Penalties - FFPPOA 1 March 2025

Hourly Penalty Rates for work performed within the applicable timeframe				
Classification	Paycode	Monday to Thursday between 6:00pm and midnight	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7:00am and midnight	Saturday, between 7:00am and midnight & Friday, between 6:00pm and midnight
Full-time - no additional Private Practice Income (Column 2)				
Specialist Year 1	HM33	\$33.16	\$99.48	\$66.32
Specialist Year 2	HM34	\$35.38	\$106.14	\$70.76
Specialist Year 3	HM35	\$36.75	\$110.26	\$73.51
Specialist Year 4	HM36	\$38.19	\$114.58	\$76.39
Specialist Year 5	HM37	\$39.68	\$119.04	\$79.36
Specialist Year 6	HM38	\$41.23	\$123.68	\$82.46
Specialist Year 7	HM39	\$42.04	\$126.12	\$84.08
Specialist Year 8	HM40	\$44.53	\$133.58	\$89.05
Specialist Year 9	HM41	\$45.60	\$136.79	\$91.19
Executive Specialist - Bottom of Range	HM42	\$45.60	\$136.79	\$91.19
Executive Specialist - Top of Range	HM43	\$52.44	\$157.31	\$104.87
Full-time - receives Private Practice Income (Column 1)				
Specialist Year 1	HM33	\$26.90	\$80.70	\$53.80
Specialist Year 2	HM34	\$28.70	\$86.10	\$57.40
Specialist Year 3	HM35	\$29.82	\$89.45	\$59.63
Specialist Year 4	HM36	\$30.98	\$92.94	\$61.96
Specialist Year 5	HM37	\$32.19	\$96.56	\$64.37
Specialist Year 6	HM38	\$33.44	\$100.32	\$66.88
Specialist Year 7	HM39	\$34.10	\$102.30	\$68.20
Specialist Year 8	HM40	\$36.12	\$108.35	\$72.24
Specialist Year 9	HM41	\$36.99	\$110.96	\$73.97
Executive Specialist - Bottom of Range	HM42	\$36.99	\$110.96	\$73.97
Executive Specialist - Top of Range	HM43	\$42.53	\$127.60	\$85.07
Fractional				
Specialist Year 1				
0.1 – 10.5 hrs p/wk	HN16	\$40.05	\$120.15	\$80.10
10.6 – 17.5 hrs p/wk	HN18	\$41.72	\$125.17	\$83.45
17.6+ hrs p/wk	HN19	\$42.43	\$127.28	\$84.85
Specialist Year 2				
0.1 – 10.5 hrs p/wk	HN21	\$40.70	\$122.09	\$81.40
10.6 – 17.5 hrs p/wk	HN23	\$42.43	\$127.28	\$84.85
17.6+ hrs p/wk	HN24	\$43.21	\$129.62	\$86.42
Specialist Year 3				
0.1 – 10.5 hrs p/wk	HN26	\$42.29	\$126.87	\$84.58
10.6 – 17.5 hrs p/wk	HN28	\$44.15	\$132.46	\$88.30
17.6+ hrs p/wk	HN29	\$44.96	\$134.89	\$89.92
Specialist Year 4				
0.1 – 10.5 hrs p/wk	HN31	\$43.96	\$131.89	\$87.93
10.6 – 17.5 hrs p/wk	HN33	\$45.83	\$137.48	\$91.65
17.6+ hrs p/wk	HN34	\$46.61	\$139.82	\$93.22
Specialist Year 5				
0.1 – 10.5 hrs p/wk	HN36	\$45.58	\$136.75	\$91.17
10.6 – 17.5 hrs p/wk	HN38	\$47.55	\$142.66	\$95.11
17.6+ hrs p/wk	HN39	\$48.42	\$145.25	\$96.83
Specialist Year 6				

0.1 – 10.5 hrs p/wk	HN41	\$47.26	\$141.77	\$94.51
10.6 – 17.5 hrs p/wk	HN43	\$49.23	\$147.68	\$98.45
17.6+ hrs p/wk	HN44	\$50.22	\$150.67	\$100.45
Specialist Year 7				
0.1 – 10.5 hrs p/wk	HN46	\$48.85	\$146.54	\$97.70
10.6 – 17.5 hrs p/wk	HN48	\$50.82	\$152.45	\$101.64
17.6+ hrs p/wk	HN49	\$51.84	\$155.53	\$103.69
Specialist Year 8				
0.1 – 10.5 hrs p/wk	HN51	\$50.41	\$151.24	\$100.83
10.6 – 17.5 hrs p/wk	HN53	\$52.46	\$157.39	\$104.93
17.6+ hrs p/wk	HN54	\$53.54	\$160.63	\$107.09
Specialist Year 9				
0.1 – 10.5 hrs p/wk	HN56	\$52.11	\$156.34	\$104.23
10.6 – 17.5 hrs p/wk	HN58	\$54.16	\$162.49	\$108.33
17.6+ hrs p/wk	HN59	\$55.30	\$165.89	\$110.60
Executive Specialist - Bottom of Range				
0.1 – 10.5 hrs p/wk	HN61	\$52.11	\$156.34	\$104.23
10.6 – 17.5 hrs p/wk	HN63	\$54.16	\$162.49	\$108.33
17.6+ hrs p/wk	HN64	\$55.30	\$165.89	\$110.60
Executive Specialist - Top of Range				
0.1 – 10.5 hrs p/wk	HN66	\$59.54	\$178.61	\$119.07
10.6 – 17.5 hrs p/wk	HN68	\$62.07	\$186.22	\$124.14
17.6+ hrs p/wk	HN69	\$63.18	\$189.54	\$126.36

Travelling Allowance (per kilometer)

	FFPPOA 1 March 2025
Engine size	
Engine less than 3800cc	\$0.95
Engine 3800cc and over	\$1.16

Insurance Allowance (per annum) (pro rata for Fractional Doctors (1/35th per contracted hour))

	FFPPOA 1 March 2025
Insurance Allowance	\$629.18

Designated Location Bonus (see clause 44B) and 44B.4 for the list of Designated Locations to which this payment applies

Date	Designated Location Bonus
1 July 2023 - 30 June 2024	\$9,000
1 July 2024 - 30 June 2025	\$10,000
1 July 2025 - 30 June 2026	\$12,000

Continuing Medical Education Support Reimbursement Caps (Annual Amounts) (pro rata for Fractional Doctors (1/35th per contracted hour))

	FFPPOA 1 March 2025
Insurance Allowance	\$30,468.29

Annual Leave Loading Maximum (Full time Doctors) – see clause 48.1

	Nov-23	Nov-24
Maximum payment based on ABS November figure of the year preceding	\$2,076.90	\$2,172.30