

VHIA SALARY CIRCULAR

Number: 748
Addressee: PUBLIC SECTOR – CEO, HR MANAGERS AND DIRECTORS
From: CHIEF EXECUTIVE OFFICER
Date: 2 DECEMBER 2019
Subject: VICTORIAN PUBLIC HEALTH SECTOR – DOCTORS IN TRAINING
ENTERPRISE AGREEMENT 2018-2021 & VICTORIAN PUBLIC HEALTH
SECTOR – MEDICAL SPECIALISTS ENTERPRISE AGREEMENT 2018-2021

Dear Member

Just a reminder that the next wage increase under the Victorian Public Health Sector – Doctors In Training Enterprise Agreement 2018 – 2021 and the Victorian Public Sector – Medical Specialists Enterprise Agreement 2018 - 2021 takes effect on the **first full pay period on or after 1 January 2020.**

Attached also is the [excel spreadsheet](#).

If further information is required, please contact Query Team or on 9861 4000 or send an email to query@vhia.com.au.

Kind regards



Stuart McCullough
Chief Executive Officer

Victorian Hospitals' Industrial Association

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DOCTORS IN TRAINING – ALLOWANCES – EFFECTIVE FPPCOA 1 JANUARY 2020

HOSPITAL MEDICAL OFFICER

1st year of experience
 2nd year of experience
 3rd year of experience

GENERAL ON-CALL				STAND BY ON-CALL			
On Call		On Call Public Holiday		On Call		On Call Public Holiday	
Old Rate	New Rate	Old Rate	New RATE	Old Rate	New Rate	Old Rate	New Rate
\$	\$	\$	\$	\$	\$	\$	\$
\$61.00	\$62.80	\$85.40	\$88.00	\$35.80	\$36.80	\$50.10	\$51.60
\$64.70	\$66.60	\$90.80	\$93.50	\$38.00	\$39.20	\$53.30	\$54.80
\$70.10	\$72.20	\$98.50	\$101.50	\$41.20	\$42.50	\$57.70	\$59.50

MEDICAL OFFICERS

1st year of experience
 2nd year of experience
 3rd year of experience
 4th year of experience
 5th year of experience
 Solely Administrative
 6th yr of experience and thereafter
 Senior Medical Officer Year 1
 Senior Medical Officer Year 2
 Senior Medical Officer Year 3

\$85.70	\$88.30	\$119.90	\$123.50	\$50.30	\$51.80	\$70.50	\$72.60
\$91.30	\$94.00	\$127.40	\$131.20	\$53.50	\$55.10	\$74.90	\$77.10
\$96.20	\$99.10	\$135.00	\$139.10	\$56.60	\$58.30	\$79.30	\$81.60
\$101.90	\$105.00	\$142.60	\$146.90	\$59.80	\$61.60	\$83.70	\$86.20
\$107.00	\$110.20	\$150.10	\$154.60	\$62.90	\$64.80	\$88.10	\$90.70
\$107.00	\$110.20	\$150.10	\$154.60	\$62.90	\$64.80	\$88.10	\$90.70
\$113.50	\$116.90	\$159.10	\$163.90	\$66.70	\$68.70	\$93.40	\$96.20
\$120.30	\$123.90	\$168.80	\$173.90	\$70.70	\$72.80	\$99.00	\$102.00
\$126.60	\$130.40	\$177.30	\$182.60	\$74.30	\$76.50	\$104.00	\$107.10
\$133.10	\$137.10	\$186.20	\$191.80	\$78.00	\$80.30	\$109.10	\$112.40

REGISTRAR

1st year of experience
 2nd year of experience
 3rd year of experience
 4th year of experience
 5th year of experience
 6th year of experience

\$90.40	\$93.10	\$126.40	\$130.20	\$54.20	\$55.80	\$75.80	\$78.10
\$95.40	\$98.30	\$133.60	\$137.60	\$57.30	\$59.00	\$80.20	\$82.60
\$99.00	\$102.00	\$138.40	\$142.60	\$59.40	\$61.20	\$83.20	\$85.70
\$103.90	\$107.00	\$145.40	\$149.80	\$62.40	\$64.30	\$87.40	\$90.00
\$118.20	\$121.70	\$165.30	\$170.30	\$71.00	\$73.10	\$99.40	\$102.40
\$123.90	\$127.60	\$173.60	\$178.80	\$74.60	\$76.80	\$104.40	\$107.50

Meal Allowance	Old Rate	FPPCOA 1 Jan 2020
In excess of 11 hours in 24 hrs (per incidence)	\$9.72	\$10.01
In excess of 16 hours in 24 hrs (per incidence)	\$7.81	\$8.04
Meal allowance – each subsequent six hour period worked (per incidence)	\$7.81	\$8.04

Location Allowance (per week)	\$44.39	\$45.72
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Travelling Allowance (cents)	Old Rate	FPPCOA 1 Jan 2020
Engine less than 3800cc	\$0.83	\$0.85
Engine 3800cc and over	\$1.01	\$1.04

Uniforms and Laundry (per week)	\$8.61	\$8.87
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CME Allowance - Per Week		
Classification	Old Rate	FPPCOA 1 Jan 2020
Hospital Medical Officer Year 1 (Intern)	\$61.20	\$63.10
Hospital Medical Officer Years 2 & 3	\$72.10	\$74.30
Medical Officers and Senior Medical Officers	\$72.10	\$74.30
Registrar	\$93.90	\$96.80

Shift Penalty (per shift)	Old Rate	FPPCOA 1 Jan 2020
Hospital Medical Officer	\$35.77	\$36.84
Medical Officer	\$50.32	\$51.83
Senior Medical Officer	\$70.72	\$72.84
Registrar	\$54.17	\$55.80

Night Shift (per shift)	Old Rate	FPPCOA 1 Jan 2020
Hospital Medical Officer Year 1 (Intern)	\$357.68	\$368.40
Hospital Medical Officer Year 2	\$380.38	\$391.78
Hospital Medical Officer Year 3	\$412.33	\$424.70
Medical Officer Year 1	\$503.23	\$518.33
Medical Officer Year 2	\$534.83	\$550.88
Medical Officer Year 3	\$566.23	\$583.20
Medical Officer Year 4	\$597.73	\$615.65
Medical Officer Year 5	\$629.20	\$648.08
Solely Administrative	\$629.20	\$648.08
Medical Officer Year 6 and thereafter	\$666.98	\$686.98
Senior Medical Officer Year 1	\$707.18	\$728.40
Senior Medical Officer Year 2	\$742.55	\$764.83
Senior Medical Officer Year 3 and thereafter	\$779.63	\$803.03
Registrar Year 1	\$541.73	\$557.98
Registrar Year 2	\$572.65	\$589.83
Registrar Year 3	\$594.48	\$612.30
Registrar Year 4	\$624.25	\$642.98
Registrar Year 5	\$710.10	\$731.40
Registrar Year 6 and thereafter	\$745.63	\$768.00

Deductions for Board and Lodging - Weekly	Old Rate	FPPCOA 1 Jan 2020
<i>Doctor living in while on Rotation - meals purchased by the Doctor</i>		
Self-contained, furnished accommodation	\$6.65	\$6.85
Other	\$6.65	\$6.85
Spousal quarters	\$6.65	\$6.85
<i>Doctor living in while on Rotation - meals provided by the Hospital</i>		
Self-contained, furnished accommodation	\$32.99	\$33.98
Other	\$32.99	\$33.98
Spousal quarters	\$32.99	\$33.98
<i>Doctor living in at the Hospital - meals purchased by the Doctor</i>		

Self-contained, furnished accommodation	\$80.58	\$82.99
Other	\$47.58	\$49.01
Spousal quarters	\$95.02	\$97.88
<u>Doctor living in at the Hospital - meals provided by the Hospital</u>		
Self-contained, furnished accommodation	\$100.40	\$103.42
Other	\$71.37	\$73.51
Spousal quarters	\$118.81	\$122.37

SPECIALISTS – ALLOWANCES – EFFECTIVE FPPCOA 1 JANUARY 2020

Old Rate	FPPCOA 1 Jan 2020
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Travelling Allowance (cents) – per km

Engine capacity less than 3800cc	\$0.83	\$0.85
Engine capacity 3800cc and over	\$1.01	\$1.04

Insurance Allowance (per annum)

Insurance allowance -amounts paid pro-rata for Fractional Doctors	\$547	\$563
Continuing Medical Education Support Reimbursement Caps (Annual Amounts) *	\$26,604	\$27,402
*pro rata for Fractional Doctors (1/35 th per contracted hour)		

Annual Leave Loading Maximum (Full time Doctors) – see clause 48.1	November 2018	November 2019
Maximum payment based on ABS November figure of the year preceding	\$1784.40	November 2019 figure will not be released by the ABS until Feb 2020

SHIFT PENALITES

Full-time Doctors

Evening Shift 6pm till midnight		
Classification/Pay Point	Old rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$1,100.28	\$1,133.28
Specialist Year 2	\$1,173.93	\$1,209.15
Specialist Year 3	\$1,219.55	\$1,256.13
Specialist Year 4	\$1,267.30	\$1,305.33
Specialist Year 5	\$1,316.63	\$1,356.13
Specialist Year 6	\$1,367.95	\$1,409.00
Specialist Year 7	\$1,394.88	\$1,436.73
Specialist Year 8	\$1,477.35	\$1,521.68
Specialist Year 9	\$1,512.90	\$1,558.28
Executive Specialist - Bottom of Range	\$1,512.90	\$1,558.28
Executive Specialist - Top of Range	\$1,739.85	\$1,792.05

Fractional Doctors (per hour)

Evening Shift 6pm till midnight

0.1 - 7 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$34.58	\$35.60
Specialist Year 2	\$35.20	\$36.25
Specialist Year 3	\$36.60	\$37.70
Specialist Year 4	\$37.98	\$39.13
Specialist Year 5	\$39.40	\$40.58

Specialist Year 6	\$40.85	\$42.08
Specialist Year 7	\$42.18	\$43.45
Specialist Year 8	\$43.58	\$44.88
Specialist Year 9	\$45.18	\$46.53
Executive Specialist - Bottom of Range	\$45.18	\$46.53
Executive Specialist - Top of Range	\$51.45	\$53.00

7.1 - 10.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$34.98	\$36.03
Specialist Year 2	\$35.53	\$36.60
Specialist Year 3	\$36.93	\$38.03
Specialist Year 4	\$38.40	\$39.55
Specialist Year 5	\$39.80	\$41.00
Specialist Year 6	\$41.25	\$42.50
Specialist Year 7	\$42.65	\$43.93
Specialist Year 8	\$44.03	\$45.35
Specialist Year 9	\$45.50	\$46.88
Executive Specialist - Bottom of Range	\$45.50	\$46.88
Executive Specialist - Top of Range	\$52.00	\$53.55

10.6 - 14 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$35.70	\$36.78
Specialist Year 2	\$36.40	\$37.50
Specialist Year 3	\$37.80	\$38.93
Specialist Year 4	\$39.28	\$40.45
Specialist Year 5	\$40.73	\$41.95
Specialist Year 6	\$42.18	\$43.45
Specialist Year 7	\$43.73	\$45.03
Specialist Year 8	\$45.15	\$46.50
Specialist Year 9	\$46.60	\$48.00
Executive Specialist - Bottom of Range	\$46.60	\$48.00
Executive Specialist - Top of Range	\$53.15	\$54.75

14.1 - 17.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$36.43	\$37.53
Specialist Year 2	\$37.05	\$38.15
Specialist Year 3	\$38.55	\$39.70
Specialist Year 4	\$40.03	\$41.23
Specialist Year 5	\$41.53	\$42.78
Specialist Year 6	\$42.98	\$44.28
Specialist Year 7	\$44.38	\$45.70
Specialist Year 8	\$45.80	\$47.18
Specialist Year 9	\$47.30	\$48.73

Executive Specialist - Bottom of Range	\$47.30	\$48.73
Executive Specialist - Top of Range	\$54.20	\$55.83

17.6+ hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$37.05	\$38.15
Specialist Year 2	\$37.73	\$38.85
Specialist Year 3	\$39.25	\$40.43
Specialist Year 4	\$40.70	\$41.93
Specialist Year 5	\$42.28	\$43.55
Specialist Year 6	\$43.85	\$45.18
Specialist Year 7	\$45.28	\$46.63
Specialist Year 8	\$46.75	\$48.15
Specialist Year 9	\$48.28	\$49.73
Executive Specialist - Bottom of Range	\$48.28	\$49.73
Executive Specialist - Top of Range	\$55.18	\$56.83

Full-time Doctors

Night Shift midnight to 7:00am - Monday to Saturday		
Classification/Pay Point	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$3,300.83	\$3399.83
Specialist Year 2	\$3,521.78	\$3627.45
Specialist Year 3	\$3,658.65	\$3768.38
Specialist Year 4	\$3,801.90	\$3915.98
Specialist Year 5	\$3,949.88	\$4068.38
Specialist Year 6	\$4,103.85	\$4227.00
Specialist Year 7	\$4,184.63	\$4310.18
Specialist Year 8	\$4,432.05	\$4565.03
Specialist Year 9	\$4,538.70	\$4674.83
Executive Specialist - Bottom of Range	\$4,538.70	\$4674.83
Executive Specialist - Top of Range	\$5,219.55	\$5376.15

Fractional Doctors (per hour)

Night Shift (per shift) midnight to 7:00am - Monday to Saturday		
0.1 - 7 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$103.73	\$106.80
Specialist Year 2	\$105.60	\$108.75
Specialist Year 3	\$109.80	\$113.10
Specialist Year 4	\$113.93	\$117.38
Specialist Year 5	\$118.20	\$121.73
Specialist Year 6	\$122.55	\$126.23
Specialist Year 7	\$126.53	\$130.35
Specialist Year 8	\$130.73	\$134.63

Specialist Year 9	\$135.53	\$139.58
Executive Specialist - Bottom of Range	\$135.53	\$139.58
Executive Specialist - Top of Range	\$154.35	\$159.00

7.1 - 10.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$104.93	\$108.08
Specialist Year 2	\$106.58	\$109.80
Specialist Year 3	\$110.78	\$114.08
Specialist Year 4	\$115.20	\$118.65
Specialist Year 5	\$119.40	\$123.00
Specialist Year 6	\$123.75	\$127.50
Specialist Year 7	\$127.95	\$131.78
Specialist Year 8	\$132.08	\$136.05
Specialist Year 9	\$136.50	\$140.63
Executive Specialist - Bottom of Range	\$136.50	\$140.63
Executive Specialist - Top of Range	\$156.00	\$160.65

10.6 - 14 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$107.10	\$110.33
Specialist Year 2	\$109.20	\$112.50
Specialist Year 3	\$113.40	\$116.78
Specialist Year 4	\$117.83	\$121.35
Specialist Year 5	\$122.18	\$125.85
Specialist Year 6	\$126.53	\$130.35
Specialist Year 7	\$131.18	\$135.08
Specialist Year 8	\$135.45	\$139.50
Specialist Year 9	\$139.80	\$144.00
Executive Specialist - Bottom of Range	\$139.80	\$144.00
Executive Specialist - Top of Range	\$159.45	\$164.25

14.1 - 17.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$109.28	\$112.58
Specialist Year 2	\$111.15	\$114.45
Specialist Year 3	\$115.65	\$119.10
Specialist Year 4	\$120.08	\$123.68
Specialist Year 5	\$124.58	\$128.33
Specialist Year 6	\$128.93	\$132.83
Specialist Year 7	\$133.13	\$137.10
Specialist Year 8	\$137.40	\$141.53
Specialist Year 9	\$141.90	\$146.18
Executive Specialist - Bottom of Range	\$141.90	\$146.18
Executive Specialist - Top of Range	\$162.60	\$167.48

17.6+ hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$111.15	\$114.45
Specialist Year 2	\$113.18	\$116.55
Specialist Year 3	\$117.75	\$121.28
Specialist Year 4	\$122.10	\$125.78
Specialist Year 5	\$126.83	\$130.65
Specialist Year 6	\$131.55	\$135.53
Specialist Year 7	\$135.83	\$139.88
Specialist Year 8	\$140.25	\$144.45
Specialist Year 9	\$144.83	\$149.18
Executive Specialist - Bottom of Range	\$144.83	\$149.18
Executive Specialist - Top of Range	\$165.53	\$170.48

Full-time Doctors

Night Shift midnight to 7:00am - Sunday		
Classification/Pay Point	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$4,401.10	\$4533.10
Specialist Year 2	\$4,695.70	\$4836.60
Specialist Year 3	\$4,878.20	\$5024.50
Specialist Year 4	\$5,069.20	\$5221.30
Specialist Year 5	\$5,266.50	\$5424.50
Specialist Year 6	\$5,471.80	\$5636.00
Specialist Year 7	\$5,579.50	\$5746.90
Specialist Year 8	\$5,909.40	\$6086.70
Specialist Year 9	\$6,051.60	\$6233.10
Executive Specialist - Bottom of Range	\$6,051.60	\$6233.10
Executive Specialist - Top of Range	\$6,959.40	\$7168.20

Fractional Doctors (per hour)

Night Shift (per shift) midnight to 7:00am - Sunday		
0.1 - 7 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$138.30	\$142.40
Specialist Year 2	\$140.80	\$145.00
Specialist Year 3	\$146.40	\$150.80
Specialist Year 4	\$151.90	\$156.50
Specialist Year 5	\$157.60	\$162.30
Specialist Year 6	\$163.40	\$168.30
Specialist Year 7	\$168.70	\$173.80
Specialist Year 8	\$174.30	\$179.50
Specialist Year 9	\$180.70	\$186.10
Executive Specialist - Bottom of Range	\$180.70	\$186.10
Executive Specialist - Top of Range	\$205.80	\$212.00

7.1 - 10.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$139.90	\$144.10
Specialist Year 2	\$142.10	\$146.40
Specialist Year 3	\$147.70	\$152.10
Specialist Year 4	\$153.60	\$158.20
Specialist Year 5	\$159.20	\$164.00
Specialist Year 6	\$165.00	\$170.00
Specialist Year 7	\$170.60	\$175.70
Specialist Year 8	\$176.10	\$181.40
Specialist Year 9	\$182.00	\$187.50
Executive Specialist - Bottom of Range	\$182.00	\$187.50
Executive Specialist - Top of Range	\$208.00	\$214.20

10.6 - 14 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$142.80	\$147.10
Specialist Year 2	\$145.60	\$150.00
Specialist Year 3	\$151.20	\$155.70
Specialist Year 4	\$157.10	\$161.80
Specialist Year 5	\$162.90	\$167.80
Specialist Year 6	\$168.70	\$173.80
Specialist Year 7	\$174.90	\$180.10
Specialist Year 8	\$180.60	\$186.00
Specialist Year 9	\$186.40	\$192.00
Executive Specialist - Bottom of Range	\$186.40	\$192.00
Executive Specialist - Top of Range	\$212.60	\$219.00

14.1 - 17.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$145.70	\$150.10
Specialist Year 2	\$148.20	\$152.60
Specialist Year 3	\$154.20	\$158.80
Specialist Year 4	\$160.10	\$164.90
Specialist Year 5	\$166.10	\$171.10
Specialist Year 6	\$171.90	\$177.10
Specialist Year 7	\$177.50	\$182.80
Specialist Year 8	\$183.20	\$188.70
Specialist Year 9	\$189.20	\$194.90
Executive Specialist - Bottom of Range	\$189.20	\$194.90
Executive Specialist - Top of Range	\$216.80	\$223.30

17.6+ hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$148.20	\$152.60

Specialist Year 2	\$150.90	\$155.40
Specialist Year 3	\$157.00	\$161.70
Specialist Year 4	\$162.80	\$167.70
Specialist Year 5	\$169.10	\$174.20
Specialist Year 6	\$175.40	\$180.70
Specialist Year 7	\$181.10	\$186.50
Specialist Year 8	\$187.00	\$192.60
Specialist Year 9	\$193.10	\$198.90
Executive Specialist - Bottom of Range	\$193.10	\$198.90
Executive Specialist - Top of Range	\$220.70	\$227.30

Full-time Doctors

Saturday Penalty - 7:00am to midnight		
Classification/Pay Point	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$2,200.55	\$2266.55
Specialist Year 2	\$2,347.85	\$2418.30
Specialist Year 3	\$2,439.10	\$2512.25
Specialist Year 4	\$2,534.60	\$2610.65
Specialist Year 5	\$2,633.25	\$2712.25
Specialist Year 6	\$2,735.90	\$2818.00
Specialist Year 7	\$2,789.75	\$2873.45
Specialist Year 8	\$2,954.70	\$3043.35
Specialist Year 9	\$3,025.80	\$3116.55
Executive Specialist - Bottom of Range	\$3,025.80	\$3116.55
Executive Specialist - Top of Range	\$3,479.70	\$3584.10

Fractional Doctors (per hour)		
Saturday Penalty - 7:00am to midnight		
0.1 - 7 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$69.15	\$71.20
Specialist Year 2	\$70.40	\$72.50
Specialist Year 3	\$73.20	\$75.40
Specialist Year 4	\$75.95	\$78.25
Specialist Year 5	\$78.80	\$81.15
Specialist Year 6	\$81.70	\$84.15
Specialist Year 7	\$84.35	\$86.90
Specialist Year 8	\$87.15	\$89.75
Specialist Year 9	\$90.35	\$93.05
Executive Specialist - Bottom of Range	\$90.35	\$93.05
Executive Specialist - Top of Range	\$102.90	\$106.00

7.1 - 10.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$69.95	\$72.05

Specialist Year 2	\$71.05	\$73.20
Specialist Year 3	\$73.85	\$76.05
Specialist Year 4	\$76.80	\$79.10
Specialist Year 5	\$79.60	\$82.00
Specialist Year 6	\$82.50	\$85.00
Specialist Year 7	\$85.30	\$87.85
Specialist Year 8	\$88.05	\$90.70
Specialist Year 9	\$91.00	\$93.75
Executive Specialist - Bottom of Range	\$91.00	\$93.75
Executive Specialist - Top of Range	\$104.00	\$107.10

10.6 - 14 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$71.40	\$73.55
Specialist Year 2	\$72.80	\$75.00
Specialist Year 3	\$75.60	\$77.85
Specialist Year 4	\$78.55	\$80.90
Specialist Year 5	\$81.45	\$83.90
Specialist Year 6	\$84.35	\$86.90
Specialist Year 7	\$87.45	\$90.05
Specialist Year 8	\$90.30	\$93.00
Specialist Year 9	\$93.20	\$96.00
Executive Specialist - Bottom of Range	\$93.20	\$96.00
Executive Specialist - Top of Range	\$106.30	\$109.50

14.1 - 17.5 hrs/week		FPPCOA 1 Jan 2020
Specialist Year 1	\$72.85	\$75.05
Specialist Year 2	\$74.10	\$76.30
Specialist Year 3	\$77.10	\$79.40
Specialist Year 4	\$80.05	\$82.45
Specialist Year 5	\$83.05	\$85.55
Specialist Year 6	\$85.95	\$88.55
Specialist Year 7	\$88.75	\$91.40
Specialist Year 8	\$91.60	\$94.35
Specialist Year 9	\$94.60	\$97.45
Executive Specialist - Bottom of Range	\$94.60	\$97.45
Executive Specialist - Top of Range	\$108.40	\$111.65

17.6+ hrs/week		FPPCOA 1 Jan 2020
Specialist Year 1	\$74.10	\$76.30
Specialist Year 2	\$75.45	\$77.70
Specialist Year 3	\$78.50	\$80.85
Specialist Year 4	\$81.40	\$83.85
Specialist Year 5	\$84.55	\$87.10

Specialist Year 6	\$87.70	\$90.35
Specialist Year 7	\$90.55	\$93.25
Specialist Year 8	\$93.50	\$96.30
Specialist Year 9	\$96.55	\$99.45
Executive Specialist - Bottom of Range	\$96.55	\$99.45
Executive Specialist - Top of Range	\$110.35	\$113.65

Full-time Doctors

Sunday Penalty - 7:00am to midnight		
Classification/Pay Point	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$3,300.83	\$3399.83
Specialist Year 2	\$3,521.78	\$3627.45
Specialist Year 3	\$3,658.65	\$3768.38
Specialist Year 4	\$3,801.90	\$3915.98
3949.88 Specialist Year 5	\$3,949.88	\$4068.38
Specialist Year 6	\$4,103.85	\$4227.00
Specialist Year 7	\$4,184.63	\$4310.18
Specialist Year 8	\$4,432.05	\$4565.03
Specialist Year 9	\$4,538.70	\$4674.83
Executive Specialist - Bottom of Range	\$4,538.70	\$4674.83
Executive Specialist - Top of Range	\$5,219.55	\$5376.15

Fractional Doctors (per hour)		
Sunday Penalty - 7:00am to midnight		
0.1 - 7 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$103.73	\$106.80
Specialist Year 2	\$105.60	\$108.75
Specialist Year 3	\$109.80	\$113.10
Specialist Year 4	\$113.93	\$117.38
Specialist Year 5	\$118.20	\$121.73
Specialist Year 6	\$122.55	\$126.23
Specialist Year 7	\$126.53	\$130.35
Specialist Year 8	\$130.73	\$134.63
Specialist Year 9	\$135.53	\$139.58
Executive Specialist - Bottom of Range	\$135.53	\$139.58
Executive Specialist - Top of Range	\$154.35	\$159.00

7.1 - 10.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$104.93	\$108.08
Specialist Year 2	\$106.58	\$109.80
Specialist Year 3	\$110.78	\$114.08
Specialist Year 4	\$115.20	\$118.65

Specialist Year 5	\$119.40	\$123.00
Specialist Year 6	\$123.75	\$127.50
Specialist Year 7	\$127.95	\$131.78
Specialist Year 8	\$132.08	\$136.05
Specialist Year 9	\$136.50	\$140.63
Executive Specialist - Bottom of Range	\$136.50	\$140.63
Executive Specialist - Top of Range	\$156.00	\$160.65

10.6 - 14 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$107.10	\$110.33
Specialist Year 2	\$109.20	\$112.50
Specialist Year 3	\$113.40	\$116.78
Specialist Year 4	\$117.83	\$121.35
Specialist Year 5	\$122.18	\$125.85
Specialist Year 6	\$126.53	\$130.35
Specialist Year 7	\$131.18	\$135.08
Specialist Year 8	\$135.45	\$139.50
Specialist Year 9	\$139.80	\$144.00
Executive Specialist - Bottom of Range	\$139.80	\$144.00
Executive Specialist - Top of Range	\$159.45	\$164.25

14.1 - 17.5 hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$109.28	\$112.58
Specialist Year 2	\$111.15	\$114.45
Specialist Year 3	\$115.65	\$119.10
Specialist Year 4	\$120.08	\$123.68
Specialist Year 5	\$124.58	\$128.33
Specialist Year 6	\$128.93	\$132.83
Specialist Year 7	\$133.13	\$137.10
Specialist Year 8	\$137.40	\$141.53
Specialist Year 9	\$141.90	\$146.18
Executive Specialist - Bottom of Range	\$141.90	\$146.18
Executive Specialist - Top of Range	\$162.60	\$167.48

17.6+ hrs/week	Old Rate	FPPCOA 1 Jan 2020
Specialist Year 1	\$111.15	\$114.45
Specialist Year 2	\$113.18	\$116.55
Specialist Year 3	\$117.75	\$121.28
Specialist Year 4	\$122.10	\$125.78
Specialist Year 5	\$126.83	\$130.65
Specialist Year 6	\$131.55	\$135.53
Specialist Year 7	\$135.83	\$139.88
Specialist Year 8	\$140.25	\$144.45

Specialist Year 9	\$144.83	\$149.18
Executive Specialist - Bottom of Range	\$144.83	\$149.18
Executive Specialist - Top of Range	\$165.53	\$170.48

RATES OF PAY - EFFECTIVE FPPCOA 1 JANUARY 2020

CLASSIFICATIONS	CODE	OLD RATE	NEW RATE
HOSPITAL MEDICAL OFFICERS			
Year 1 (Intern)	HM11	\$1,430.70	\$1,473.60
Year 2	HM12	\$1,521.50	\$1,567.10
Year 3	HM13	\$1,649.30	\$1,698.80
MEDICAL OFFICERS			
Year 1	HM14	\$2,012.90	\$2,073.30
Year 2	HM15	\$2,139.30	\$2,203.50
Year 3	HM16	\$2,264.90	\$2,332.80
Year 4	HM17	\$2,390.90	\$2,462.60
Year 5	HM18	\$2,516.80	\$2,592.30
Solely Administrative	HM19	\$2,516.80	\$2,592.30
Year 6 and thereafter	HM20	\$2,667.90	\$2,747.90
Senior Medical Officer Year 1	HM21	\$2,828.70	\$2,913.60
Senior Medical Officer Year 2	HM22	\$2,970.20	\$3,059.30
Senior Medical Officer Year 3 and thereafter	HM23	\$3,118.50	\$3,212.10
REGISTRAR			
Year 1	HM25	\$2,166.90	\$2,231.90
Year 2	HM26	\$2,290.60	\$2,359.30
Year 3	HM27	\$2,377.90	\$2,449.20
Year 4	HM28	\$2,497.00	\$2,571.90
Year 5	HM29	\$2,840.40	\$2,925.60
Year 6 and thereafter	HM30	\$2,982.50	\$3,072.00

FRACTIONAL DOCTORS

RATES OF PAY - EFFECTIVE FPPCOA 1 JANUARY 2020

CLASSIFICATION	0.1 – 7 hrs per week minimum rate	7.1 – 10.5 hrs per week minimum rate	10.6 – 14.0 hrs per week minimum rate	14.1 – 17.5 hrs per week minimum rate	17.6+ hrs per week minimum rate
SPECIALIST YEAR 1	HN15 \$142.40	HN16 \$144.10	HN17 \$147.10	HN18 \$150.10	HN19 \$152.60
SPECIALIST YEAR 2	HN20 \$145.00	HN21 \$146.40	HN22 \$150.00	HN23 \$152.60	HN24 \$155.40
SPECIALIST YEAR 3	HN25 \$150.80	HN26 \$152.10	HN27 \$155.70	HN28 \$158.80	HN29 \$161.70
SPECIALIST YEAR 4	HN30 \$156.50	HN31 \$158.20	HN32 \$161.80	HN33 \$164.90	HN34 \$167.70
SPECIALIST YEAR 5	HN35 \$162.30	HN36 \$164.00	HN37 \$167.80	HN38 \$171.10	HN39 \$174.20
SPECIALIST YEAR 6	HN40 \$168.30	HN41 \$170.00	HN42 \$173.80	HN43 \$177.10	HN44 \$180.70
SPECIALIST YEAR 7	HN45 \$173.80	HN46 \$175.70	HN47 \$180.10	HN48 \$182.80	HN49 \$186.50
SPECIALIST YEAR 8	HN50 \$179.50	HN51 \$181.40	HN52 \$186.00	HN53 \$188.70	HN54 \$192.60
SPECIALISY YEAR 9	HN55 \$186.10	HN56 \$187.50	HN57 \$192.00	HN58 \$194.90	HN59 \$198.90
EXECUTIVE SPECIALIST – Bottom of range	HN60 \$186.10	HN61 \$187.50	HN62 \$192.00	HN63 \$194.90	HN64 \$198.90
EXECUTIVE SPECIALIST – Top of range	HN65 \$212.00	HN66 \$214.20	HN67 \$219.00	HN68 \$223.30	HN69 \$227.30

FULL-TIME DOCTORS

RATES OF PAY - EFFECTIVE FPPCOA 1 JANUARY 2020

CLASSIFICATION	OLD RATE \$ Full-time Doctors (who receive additional Private Practice Income)	OLD RATE \$ Full-time Doctors	CODE	NEW RATE Full-time Doctors (who receive additional Private Practice Income)	NEW RATE Full-time Doctors
SPECIALIST YEAR 1	\$3,570.20	\$4,401.10	HM33	\$3,677.30	\$4,533.10
SPECIALIST YEAR 2	\$3,809.10	\$4,695.70	HM34	\$3,923.40	\$4,836.60
SPECIALIST YEAR 3	\$3,957.10	\$4,878.20	HM35	\$4,075.80	\$5,024.50
SPECIALIST YEAR 4	\$4,111.80	\$5,069.20	HM36	\$4,235.20	\$5,221.30
SPECIALIST YEAR 5	\$4,271.90	\$5,266.50	HM37	\$4,400.10	\$5,424.50
SPECIALIST YEAR 6	\$4,438.40	\$5,471.80	HM38	\$4,571.60	\$5,636.00
SPECIALIST YEAR 7	\$4,525.80	\$5,579.50	HM39	\$4,661.60	\$5,746.90
SPECIALIST YEAR 8	\$4,793.60	\$5,909.40	HM40	\$4,937.40	\$6,086.70
SPECIALIST YEAR 9	\$4,908.80	\$6,051.60	HM41	\$5,056.10	\$6,233.10
EXECUTIVE SPECIALIST – Bottom of range	\$4,908.80	\$6,051.60	HM42	\$5,056.10	\$6,233.10
EXECUTIVE SPECIALIST – Top of range	\$5,645.10	\$6,959.40	HM43	\$5,814.50	\$7,168.20