

# VHIA SALARY CIRCULAR

**Number:** 838  
**Addressee:** PUBLIC SECTOR – CEO, HR MANAGERS AND DIRECTORS  
**From:** CHIEF EXECUTIVE OFFICER  
**Date:** 28 JULY 2023  
**Subject:** DOCTORS IN TRAINING (VICTORIAN PUBLIC HEALTH SECTOR) (AMA VICTORIA/ASMOF) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2022-2026 & MEDICAL SPECIALISTS (VICTORIAN PUBLIC HEALTH SECTOR) (AMA VICTORIA/ASMOF) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2022-2026

Dear Member

We attach the second wage increase under the Doctors in Training (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026 & Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026. This takes effect on the **first full pay period on or after 1 September 2023.**

### **Commencement of Designated Location Bonus**

The Designated Location Bonus commenced from 1 July 2023, the Designated Location Bonus rates for the remainder of the life of the Agreements are as follows:

<b>Doctors In Training:</b>	<b>Specialists</b>
<ul style="list-style-type: none"><li>• 1 July 2023 – 30 June 2024 - \$5,000</li><li>• 1 July 2024 – 30 June 2025 - \$6,000</li><li>• 1 July 2025 – 30 June 2026 - \$7,000</li></ul>	<ul style="list-style-type: none"><li>• 1 July 2023 – 30 June 2024 - \$9,000</li><li>• 1 July 2024 – 30 June 2025 - \$10,000</li><li>• 1 July 2025 – 30 June 2026 - \$12,000</li></ul>

**Note:** A Doctor who has completed an **Eligible Year of Employment** as of 1 July 2023 will be eligible for payment of the Designated Location Bonus as of 1 July 2023.

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](mailto:query@vhia.com.au).

Kind regards



**Tim Nagle**  
**Acting Chief Executive Officer**

Victorian Hospitals' Industrial Association

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**DOCTORS IN TRAINING – ALLOWANCES – EFFECTIVE FFPPOA 1 SEPTEMBER 2023**

		Paycode	FFPPOA 1 Sep 2023
<b><u>General On-call (not including public holidays)</u></b>			
Hospital Medical Officer Year 1 (Intern)		HM11	\$39.96
Hospital Medical Officer Year 2		HM12	\$42.50
Hospital Medical Officer Year 3		HM13	\$46.07
Medical Officer Year 1		HM14	\$56.23
Medical Officer Year 2		HM15	\$59.76
Medical Officer Year 3		HM16	\$63.27
Medical Officer Year 4		HM17	\$66.79
Medical Officer Year 5		HM18	\$70.30
Solely Administrative		HM19	\$70.30
Medical Officer Year 6 and thereafter		HM20	\$74.52
Senior Medical Officer Year 1		HM21	\$79.02
Senior Medical Officer Year 2		HM22	\$82.97
Senior Medical Officer Year 3 and thereafter		HM23	\$87.11
Registrar Year 1		HM25	\$60.53
Registrar Year 2		HM26	\$63.98
Registrar Year 3		HM27	\$66.42
Registrar Year 4		HM28	\$69.75
Registrar Year 5		HM29	\$79.34
Registrar Year 6 and thereafter		HM30	\$83.31
<b><u>General On-call - public holidays</u></b>			

		Paycode	FFPPOA 1 Sep 2023
Hospital Medical Officer Year 1 (Intern)		HM11	\$55.95
Hospital Medical Officer Year 2		HM12	\$59.50
Hospital Medical Officer Year 3		HM13	\$64.50
Medical Officer Year 1		HM14	\$78.72
Medical Officer Year 2		HM15	\$83.66
Medical Officer Year 3		HM16	\$88.57
Medical Officer Year 4		HM17	\$93.50
Medical Officer Year 5		HM18	\$98.42
Solely Administrative		HM19	\$98.42
Medical Officer Year 6 and thereafter		HM20	\$104.33
Senior Medical Officer Year 1		HM21	\$110.62
Senior Medical Officer Year 2		HM22	\$116.15
Senior Medical Officer Year 3 and thereafter		HM23	\$121.96
Registrar Year 1		HM25	\$84.74
Registrar Year 2		HM26	\$89.58
Registrar Year 3		HM27	\$92.99
Registrar Year 4		HM28	\$97.65
Registrar Year 5		HM29	\$111.08
Registrar Year 6 and thereafter		HM30	\$116.64

<b>Meal Allowance</b>	Old Rate	FFPPOA 1 Sep 2023
In excess of 11 hours in 24 hrs (per incidence)	\$10.59	\$10.86
In excess of 16 hours in 24 hrs (per incidence)	\$8.51	\$8.72
Meal allowance – each subsequent six hour period worked (per incidence)	\$8.51	\$8.72

<b>Location Allowance (per week)</b>	\$48.38	\$49.59
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<b>Travelling Allowance (cents)</b>		
Engine less than 3800cc	\$0.90	\$0.93
Engine 3800cc and over	\$1.10	\$1.13

<b>Uniforms and Laundry (per week)</b>	\$9.39	\$9.63
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<b>CME Allowance - Per Week</b>		
<b>Classification</b>	<b>Old Rate</b>	<b>FFPPOA 1 Sep 2023</b>
Hospital Medical Officer Year 1 (Intern)	\$74.60	<b>\$74.60</b>
Hospital Medical Officer Years 2 & 3	\$90.90	<b>\$90.90</b>
Medical Officers and Senior Medical Officers	\$90.90	<b>\$90.90</b>
Registrar	\$118.90	<b>\$118.90</b>

<b>Shift Penalty (per shift)</b>	<b>OLD RATE</b>	<b>FFPPOA 1 Sep 2023</b>
Hospital Medical Officer	\$38.99	\$39.96
Medical Officer	\$54.86	\$56.23
Senior Medical Officer	\$77.09	\$79.02
Registrar	\$59.05	\$60.53

<b>Night Shift (per hour) 25%</b>	<b>OLD RATE</b>	<b>FFPPOA 1 Sep 2023</b>
Hospital Medical Officer Year 1 (Intern)	\$10.26	\$10.52
Hospital Medical Officer Year 2	\$10.91	\$11.18
Hospital Medical Officer Year 3	\$11.83	\$12.12
Medical Officer Year 1	\$14.44	\$14.80
Medical Officer Year 2	\$15.34	\$15.73
Medical Officer Year 3	\$16.24	\$16.65
Medical Officer Year 4	\$17.15	\$17.58
Medical Officer Year 5	\$18.05	\$18.50
Solely Administrative	\$18.05	\$18.50
Medical Officer Year 6 and thereafter	\$19.13	\$19.61
Senior Medical Officer Year 1	\$20.29	\$20.79
Senior Medical Officer Year 2	\$21.30	\$21.83
Senior Medical Officer Year 3 and thereafter	\$22.37	\$22.92
Registrar Year 1	\$13.73	\$14.08
Registrar Year 2	\$14.52	\$14.88
Registrar Year 3	\$15.07	\$15.45
Registrar Year 4	\$15.83	\$16.22
Registrar Year 5	\$18.00	\$18.45
Registrar Year 6 and thereafter	\$18.90	\$19.38

<b>Deductions for Board and Lodging</b>	<b>FFPPOA 1 Sep 2023</b>
<b><u>Doctor living in while on Rotation - meals purchased by the Doctor</u></b>	
Self-contained, furnished accommodation	\$7.21
Other	\$7.21
Spousal quarters	\$7.21

<b>Deductions for Board and Lodging</b>	<b>FFPPOA 1 Sep 2023</b>
<b><u>Doctor living in while on Rotation - meals provided by the Hospital</u></b>	
Self-contained, furnished accommodation	\$35.79
Other	\$35.79
Spousal quarters	\$35.79
<b><u>Doctor living in at the Hospital - meals purchased by the Doctor</u></b>	
Self-contained, furnished accommodation	\$87.40
Other	\$51.62
Spousal quarters	\$103.09
<b><u>Doctor living in at the Hospital - meals provided by the Hospital</u></b>	
Self-contained, furnished accommodation	\$108.92
Other	\$77.42
Spousal quarters	\$128.88

## SPECIALISTS – ALLOWANCES – EFFECTIVE FPPCOA 1 SEPTEMBER 2023

Old Rate	FFPPOA 1 Sep 2023
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### Travelling Allowance (cents) – per km

Engine capacity less than 3800cc	\$0.90	\$0.93
Engine capacity 3800cc and over	\$1.10	\$1.13

### Insurance Allowance (per annum)

Insurance allowance -amounts paid pro-rata for Fractional Doctors	\$595.95	\$612.34
Continuing Medical Education Support Reimbursement Caps (Annual Amounts) *	\$29,000.16	\$29,725.16
*pro rata for Fractional Doctors (1/35 <sup>th</sup> per contracted hour)		

<b>Annual Leave Loading Maximum (Full time Doctors) – see clause 48.1</b>	<b>November 2021</b>	<b>November 2022</b>
Maximum payment based on ABS November figure of the year preceding	\$1935.70	\$2003.20

## SHIFT PENALITES

### Full-time Doctors

#### Full Time Doctors who don't receive Private Practice Income – FFPPOA 1 September 2023

		Hourly Penalty Rates for work performed within the applicable timeframe			
	Paycode	Monday to Thursday, between 6:00pm and midnight (25%)	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7.00am and midnight (75%)	Saturday, between 7:00am and midnight; Friday, between 6:00pm and midnight (50%)	Sunday, between midnight and 7:00am (Monday) (100%)
Specialist Year 1	HM33	\$32.35	\$97.05	\$64.70	\$129.41
Specialist Year 2	HM34	\$34.52	\$103.55	\$69.04	\$138.07
Specialist Year 3	HM35	\$35.86	\$107.57	\$71.72	\$143.43
Specialist Year 4	HM36	\$37.26	\$111.79	\$74.53	\$149.05
Specialist Year 5	HM37	\$38.71	\$116.14	\$77.43	\$154.85
Specialist Year 6	HM38	\$40.22	\$120.67	\$80.45	\$160.89
Specialist Year 7	HM39	\$41.01	\$123.04	\$82.03	\$164.06
Specialist Year 8	HM40	\$43.44	\$130.32	\$86.88	\$173.76
Specialist Year 9	HM41	\$44.48	\$133.45	\$88.97	\$177.94
Executive Specialist - Bottom of Range	HM42	\$44.48	\$133.45	\$88.97	\$177.94
Executive Specialist - Top of Range	HM43	\$51.16	\$153.47	\$102.31	\$204.63

#### Full Time Doctors who receive Private Practice Income (Column 1) – FFPPOA 1 September 2023

Hourly Penalty Rates for work performed within the applicable timeframe					
	Paycode	Monday to Thursday, between 6:00pm and midnight (25%)	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7.00am and midnight (75%)	Saturday, between 7:00am and midnight; Friday, between 6:00pm and midnight (50%)	Sunday, between midnight and 7:00am (Monday) (100%)
Specialist Year 1	HM33	\$26.24	\$78.73	\$52.49	\$104.98
Specialist Year 2	HM34	\$28.00	\$84.00	\$56.00	\$112.00
Specialist Year 3	HM35	\$29.09	\$87.26	\$58.18	\$116.35
Specialist Year 4	HM36	\$30.23	\$90.68	\$60.45	\$120.90
Specialist Year 5	HM37	\$31.40	\$94.21	\$62.80	\$125.61
Specialist Year 6	HM38	\$32.63	\$97.88	\$65.25	\$130.50
Specialist Year 7	HM39	\$33.27	\$99.80	\$66.54	\$133.07
Specialist Year 8	HM40	\$35.24	\$105.71	\$70.47	\$140.95
Specialist Year 9	HM41	\$36.08	\$108.25	\$72.17	\$144.34
Executive Specialist - Bottom of Range	HM42	\$36.08	\$108.25	\$72.17	\$144.34
Executive Specialist - Top of Range	HM43	\$41.50	\$124.49	\$82.99	\$165.99

Fractional Classification prior to FFPPOA 1 July 2022	Fractional Classification after FFPPOA 1 July 2022
0.1 – 7 hours p/week	0.1 – 10.5 hours p/week
7.1 – 10.5 hours p/week	
10.6 – 14 hours p/week	10.6 – 17.5 hours p/week
14.1 – 17.5 hours p/week	
17.5+ hours p/week	17.5 hours p/week

**Fractional Doctors – FFPPOA 1 September 2023**

Hourly Penalty Rates for work performed within the applicable timeframe					
	Paycode	Monday to Thursday, between 6:00pm and midnight (25%)	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7.00am and midnight (75%)	Saturday, between 7:00am and midnight; Friday, between 6:00pm and midnight (50%)	Sunday, between midnight and 7:00am (Monday) (100%)
<b>Specialist Year 1</b>					
0.1 – 10.5 hrs p/wk	HN16	\$39.07	\$117.22	\$78.15	\$156.29
10.6 – 17.5 hrs p/wk	HN18	\$40.71	\$122.12	\$81.41	\$162.82
17.6+ hrs p/wk	HN19	\$41.39	\$124.17	\$82.78	\$165.56
<b>Specialist Year 2</b>					

		Hourly Penalty Rates for work performed within the applicable timeframe			
	Paycode	Monday to Thursday, between 6:00pm and midnight (25%)	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7.00am and midnight (75%)	Saturday, between 7:00am and midnight; Friday, between 6:00pm and midnight (50%)	Sunday, between midnight and 7:00am (Monday) (100%)
0.1 – 10.5 hrs p/wk	HN21	\$39.71	\$119.12	\$79.41	\$158.82
10.6 – 17.5 hrs p/wk	HN23	\$41.39	\$124.17	\$82.78	\$165.56
17.6+ hrs p/wk	HN24	\$42.15	\$126.46	\$84.31	\$168.62
<b>Specialist Year 3</b>					
0.1 – 10.5 hrs p/wk	HN26	\$41.26	\$123.78	\$82.52	\$165.03
10.6 – 17.5 hrs p/wk	HN28	\$43.08	\$129.23	\$86.15	\$172.30
17.6+ hrs p/wk	HN29	\$43.87	\$131.60	\$87.73	\$175.46
<b>Specialist Year 4</b>					
0.1 – 10.5 hrs p/wk	HN31	\$42.89	\$128.67	\$85.78	\$171.56
10.6 – 17.5 hrs p/wk	HN33	\$44.71	\$134.12	\$89.42	\$178.83
17.6+ hrs p/wk	HN34	\$45.47	\$136.41	\$90.94	\$181.89
<b>Specialist Year 5</b>					
0.1 – 10.5 hrs p/wk	HN36	\$44.47	\$133.41	\$88.94	\$177.88
10.6 – 17.5 hrs p/wk	HN38	\$46.39	\$139.18	\$92.79	\$185.57
17.6+ hrs p/wk	HN39	\$47.24	\$141.71	\$94.47	\$188.94
<b>Specialist Year 6</b>					
0.1 – 10.5 hrs p/wk	HN41	\$46.10	\$138.31	\$92.21	\$184.41
10.6 – 17.5 hrs p/wk	HN43	\$48.03	\$144.08	\$96.05	\$192.10
17.6+ hrs p/wk	HN44	\$49.00	\$147.00	\$98.00	\$196.00
<b>Specialist Year 7</b>					
0.1 – 10.5 hrs p/wk	HN46	\$47.66	\$142.97	\$95.31	\$190.63
10.6 – 17.5 hrs p/wk	HN48	\$49.58	\$148.74	\$99.16	\$198.32
17.6+ hrs p/wk	HN49	\$50.58	\$151.74	\$101.16	\$202.32
<b>Specialist Year 8</b>					
0.1 – 10.5 hrs p/wk	HN51	\$49.18	\$147.55	\$98.37	\$196.74
10.6 – 17.5 hrs p/wk	HN53	\$51.18	\$153.55	\$102.37	\$204.74
17.6+ hrs p/wk	HN54	\$52.24	\$156.71	\$104.48	\$208.95



		Hourly Penalty Rates for work performed within the applicable timeframe			
	Paycode	Monday to Thursday, between 6:00pm and midnight (25%)	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7:00am and midnight (75%)	Saturday, between 7:00am and midnight; Friday, between 6:00pm and midnight (50%)	Sunday, between midnight and 7:00am (Monday) (100%)
<b>Specialist Year 9</b>					
0.1 – 10.5 hrs p/wk	<b>HN56</b>	\$50.84	\$152.53	\$101.69	\$203.37
10.6 – 17.5 hrs p/wk	<b>HN58</b>	\$52.84	\$158.53	\$105.69	\$211.37
17.6+ hrs p/wk	<b>HN59</b>	\$53.95	\$161.85	\$107.90	\$215.80
<b>Executive Specialist - Bottom of Range</b>					
0.1 – 10.5 hrs p/wk	<b>HN61</b>	\$50.84	\$152.53	\$101.69	\$203.37
10.6 – 17.5 hrs p/wk	<b>HN63</b>	\$52.84	\$158.53	\$105.69	\$211.37
17.6+ hrs p/wk	<b>HN64</b>	\$53.95	\$161.85	\$107.90	\$215.80
<b>Executive Specialist - Top of Range</b>					
0.1 – 10.5 hrs p/wk	<b>HN66</b>	\$58.08	\$174.25	\$116.17	\$232.33
10.6 – 17.5 hrs p/wk	<b>HN68</b>	\$60.56	\$181.67	\$121.12	\$242.23
17.6+ hrs p/wk	<b>HN69</b>	\$61.64	\$184.91	\$123.28	\$246.55

## RATES OF PAY - EFFECTIVE FPPCOA 1 SEPTEMBER 2023

CLASSIFICATIONS	CODE	OLD RATE	NEW RATE
<b>HOSPITAL MEDICAL OFFICERS</b>			
Year 1 (Intern)	HM11	\$1,559.54	\$1,598.53
Year 2	HM12	\$1,658.49	\$1,699.95
Year 3	HM13	\$1,797.92	\$1,842.87
<b>MEDICAL OFFICERS</b>			
Year 1	HM14	\$2,194.23	\$2,249.08
Year 2	HM15	\$2,332.01	\$2,390.31
Year 3	HM16	\$2,468.88	\$2,530.60
Year 4	HM17	\$2,606.25	\$2,671.41
Year 5	HM18	\$2,743.53	\$2,812.12
Solely Administrative	HM19	\$2,743.53	\$2,812.12
Year 6 and thereafter	HM20	\$2,908.13	\$2,980.84
Senior Medical Officer Year 1	HM21	\$3,083.53	\$3,160.62
Senior Medical Officer Year 2	HM22	\$3,237.76	\$3,318.70
Senior Medical Officer Year 3 and thereafter	HM23	\$3,399.48	\$3,484.47
<b>REGISTRAR</b>			
Year 1	HM25	\$2,362.12	\$2,421.17
Year 2	HM26	\$2,496.93	\$2,559.35
Year 3	HM27	\$2,592.07	\$2,656.88
Year 4	HM28	\$2,721.95	\$2,790.00
Year 5	HM29	\$3,096.27	\$3,173.68
Year 6 and thereafter	HM30	\$3,251.22	\$3,332.50

**FRACTIONAL DOCTORS**

**RATES OF PAY - EFFECTIVE FPPCOA 1 SEPTEMBER 2023**

<b>CLASSIFICATION</b>	<b>0.1– 10.5 hrs per week minimum rate</b>	<b>10.6 – 17.5 hrs per week minimum rate</b>	<b>17.6+ hrs per week minimum rate</b>
SPECIALIST YEAR 1	HN16 \$156.29	HN18 \$162.82	HN19 \$165.56
SPECIALIST YEAR 2	HN21 \$158.82	HN23 \$165.56	HN24 \$168.62
SPECIALIST YEAR 3	HN26 \$165.03	HN28 \$172.30	HN29 \$175.46
SPECIALIST YEAR 4	HN31 \$171.56	HN33 \$178.83	HN34 \$181.89
SPECIALIST YEAR 5	HN36 \$177.88	HN38 \$185.57	HN39 \$188.94
SPECIALIST YEAR 6	HN41 \$184.41	HN43 \$192.10	HN44 \$196.00
SPECIALIST YEAR 7	HN46 \$190.63	HN48 \$198.32	HN49 \$202.32
SPECIALIST YEAR 8	HN51 \$196.74	HN53 \$204.74	HN54 \$208.95
SPECIALIST YEAR 9	HN56 \$203.37	HN58 \$211.37	HN59 \$215.80
EXECUTIVE SPECIALIST – Bottom of range	HN61 \$203.37	HN63 \$211.37	HN64 \$215.80
EXECUTIVE SPECIALIST – Top of range	HN66 \$232.33	HN68 \$242.23	HN69 \$246.55

**FULL-TIME DOCTORS**

**RATES OF PAY - EFFECTIVE FPPCOA 1 SEPTEMBER 2023**

<b>CLASSIFICATION</b>	<b>OLD RATE \$</b>  <b>Full-time Doctors (who receive additional Private Practice Income)</b>	<b>OLD RATE \$</b>  <b>Full-time Doctors</b>	<b>CODE</b>	<b>NEW RATE</b>  <b>Full-time Doctors (who receive additional Private Practice Income)</b>	<b>NEW RATE</b>  <b>Full-time Doctors</b>
SPECIALIST YEAR 1	\$3,891.76	\$4,797.50	<b>HM33</b>	\$3,989.05	\$4,917.44
SPECIALIST YEAR 2	\$4,152.23	\$5,118.70	<b>HM34</b>	\$4,256.04	\$5,246.66
SPECIALIST YEAR 3	\$4,313.55	\$5,317.52	<b>HM35</b>	\$4,421.39	\$5,450.46
SPECIALIST YEAR 4	\$4,482.26	\$5,525.79	<b>HM36</b>	\$4,594.32	\$5,663.94
SPECIALIST YEAR 5	\$4,656.73	\$5,740.85	<b>HM37</b>	\$4,773.15	\$5,884.37
SPECIALIST YEAR 6	\$4,838.19	\$5,964.74	<b>HM38</b>	\$4,959.14	\$6,113.86
SPECIALIST YEAR 7	\$4,933.44	\$6,082.08	<b>HM39</b>	\$5,056.77	\$6,234.13
SPECIALIST YEAR 8	\$5,225.35	\$6,441.71	<b>HM40</b>	\$5,355.99	\$6,602.75
SPECIALIST YEAR 9	\$5,351.01	\$6,596.65	<b>HM41</b>	\$5,484.79	\$6,761.57
EXECUTIVE SPECIALIST – Bottom of range	\$5,351.01	\$6,596.65	<b>HM42</b>	\$5,484.79	\$6,761.57
EXECUTIVE SPECIALIST – Top of range	\$6,153.59	\$7,586.24	<b>HM43</b>	\$6,307.43	\$7,775.89