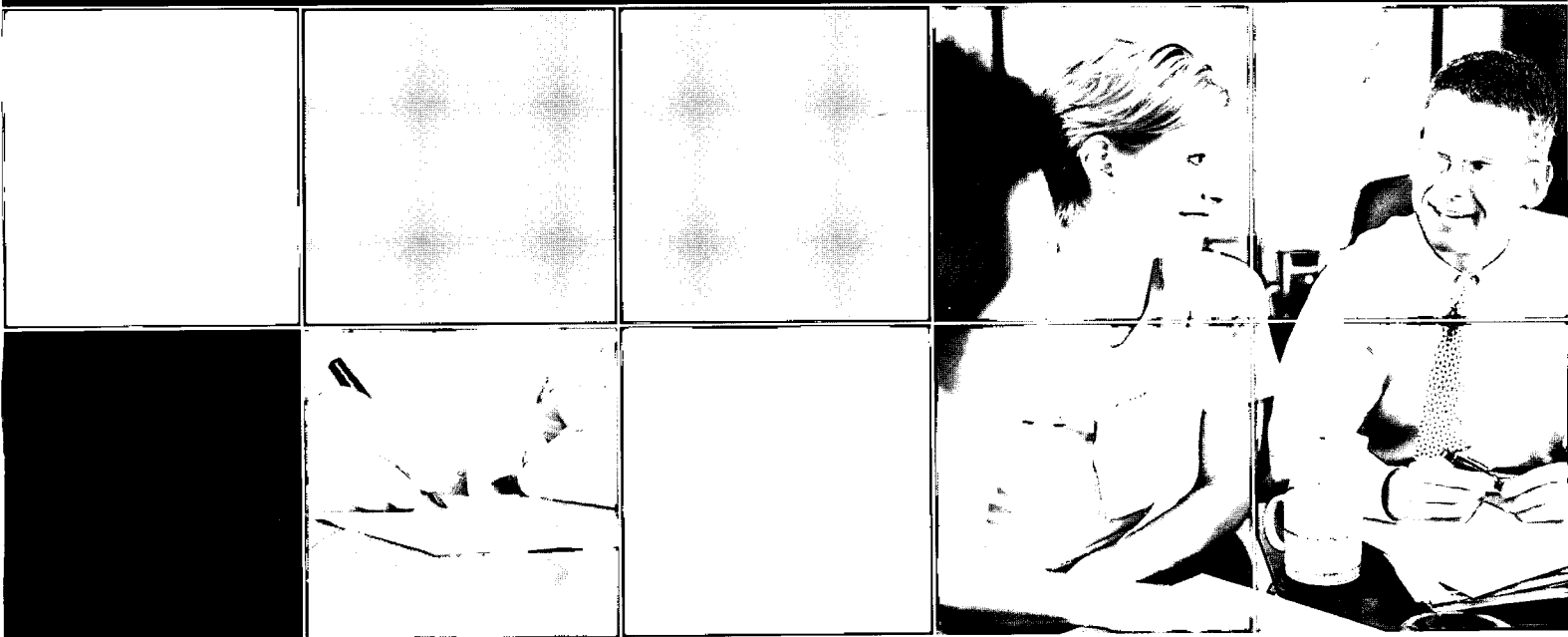
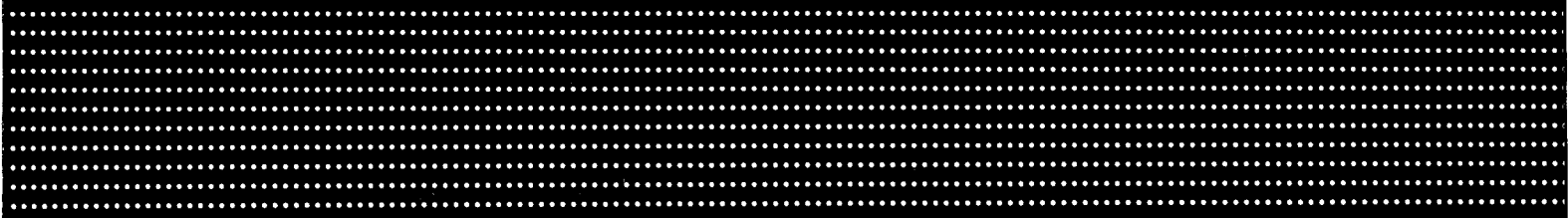


Medical Remuneration Heads of Agreement 2009





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

Clause	Page	Clause	Page
General			
1	1	7.2	11
2	2	7.2.1	11
3	3	7.2.2	11
4	3	7.2.3	12
5	3	7.2.4	12
5.1	3	7.2.5	13
5.1.1	3	7.3	14
5.1.2	3	7.3.1	14
5.1.3	3	7.3.2	15
5.1.4	3	7.3.3	16
5.1.5	4	7.3.4	17
5.2	4	7.3.5	17
5.2.1	4	Changes to other conditions of employment	
5.2.2	4	8	18
6	4	8.1	18
6.1	4	8.2	18
6.1.1	4	9	20
6.1.2	5	10	20
6.1.3	5	11	20
6.1.4	5	12	20
6.1.5	5	13	20
6.2	5	14	21
6.2.1	5	15	21
6.2.2	6	16	21
6.2.3	6	17	21
6.2.4	7	18	21
Pay Scales			
December 2008–October 2011			
7	8	19	21
7.1	8	20	21
7.1.1	8	21	21
7.1.2	8	Attachment New Classification Codes	
7.1.3	9		22
7.1.4	9		
7.1.5	10		

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 (ie 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	<u>Registrar 1</u>
Registrar 3	<u>Registrar 2</u>
Registrar 4	<u>Registrar 3</u>
Registrar 5	<u>Registrar 4</u>
Registrar 6	<u>Registrar 5</u>
Registrar 7	<u>Registrar 6</u>

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	<u>Specialist Year 1</u>
Specialist Year 4	<u>Specialist Year 2</u>
Specialist Year 5	<u>Specialist Year 3</u>
Specialist Year 6	<u>Specialist Year 4</u>
Specialist Year 7	<u>Specialist Year 5</u>
Specialist Year 8	<u>Specialist Year 6</u>
Specialist Year 9	<u>Specialist Year 7</u>
Specialist Year 10	<u>Specialist Year 8</u>
Specialist Year 11	<u>Specialist Year 9</u>

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

		Hourly Rate	Weekly Rate
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

		Hourly Rate	Weekly Rate
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

		Hourly Rate	Weekly Rate
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

		Hourly Rate	Weekly Rate
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

		Hourly Rate	Weekly Rate
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

		Hourly Rate	Weekly Rate
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
HN10 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