

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards

**Together Queensland, Industrial Union of Employees AND Department of Justice and Attorney-General AND
Others (A/2011/24)**

**DISTRICT HEALTH SERVICES - SENIOR MEDICAL OFFICERS'
AND RESIDENT MEDICAL OFFICERS' AWARD - STATE 2003**

DEPUTY PRESIDENT SWAN
DEPUTY PRESIDENT BLOOMFIELD
COMMISSIONER THOMPSON

30 August 2011

AMENDMENT

This matter coming on for hearing before the Commission at Brisbane on 30 August 2011 this Commission orders that the said Award be amended as follows as from 30 August 2011:

1. By deleting PART 5 from clause 1.2 and inserting the following in lieu thereof:

PART 5 - WAGES AND WAGE RELATED MATTERS

Classification definitions	5.1
Salaries	5.2
Payment of salaries	5.3
Classification structure	5.4
Allowances	5.5

2. By deleting clause 5.1.1 and inserting the following in lieu thereof:

5.1.1 "Intern" means a medical practitioner who holds a practising certificate from the Australian Health Practitioners Registration Authority authorising appointment as such under the *Health Practitioner Regulation National Law Act 2009*.

3. By deleting clause 5.2 and inserting the following in lieu thereof:

5.2 Salaries

The employees may be paid under one of the following classification levels:

Classification Level	Pay Point	Per fortnight \$
L1	RMO1	2,263.20
L2	RMO2	2,441.80
L3	RMO3	2,620.50
L4	Reg 1	3,201.00
L5	Reg 2	3,290.30
L6	Reg 3	3,379.60
L7	Reg 4	3,513.60
L8	Reg 5	3,603.00
L9	Reg 6	3,692.30
L10	SReg 1	4,049.50
L11	SReg 2	4,183.50
L12	SReg 3	4,317.50

L13	SReg 4	4,450.00
L13	C1-1	4,450.00
L14	C1-2	4,585.40
L15	C1-3	4,720.20
L16	C1-4	4,856.80
L17	C1-5	4,992.10
L18	C2-1	5,121.30
L19	C2-2	5,255.30
L20	C2-3	5,409.10
L21	C2-4	5,523.20
L22	C2-5	5,657.20
L23	C2-6	5,791.20
L24	C3-1	5,929.40
L25	C3-2	6,100.90
L18	MO1-1	5,121.30
L19	MO1-2	5,255.30
L20	MO1-3	5,409.10
L21	MO1-4	5,523.20
L22	MO1-5	5,657.20
L23	MO1-6	5,791.20
L24	MO1-7	5,929.40
L25	MO2-1	6,100.90
L26	MO2-2	6,282.40
L27	MO2-3	6,461.10
L28	MO3-1	6,729.00
L29	MO4-1	7,086.30

The above rates incorporate adjustments based upon the *Medical Officers' (Queensland Health) Certified Agreement (No 1) 2005*.

The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2010 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Queensland workplace agreements, award amendments to give effect to enterprise agreements and over-award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Cases or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated wage adjustments.

4. By deleting clauses 5.4, 5.5, 5.6 and 5.7 and inserting the following in lieu thereof:

5.4 Classification structure

5.4.1 Salary ranges shall apply as follows:

	Classification	Level/s	Known As
(a)	Intern	1	RMO1
(b)	Resident Medical Officer	2-3 inclusive	RMO2 to RMO3
(c)	Principal House Officer	4-7 inclusive	PHO1 to PHO4
(d)	Registrar	4-9 inclusive	REG1 to REG6

	Classification	Level/s	Known As
(e)	Senior Registrar	10-13 inclusive	SREG1 to SREG4
(f)	Medical Officer General Practitioner Medical Superintendent / Deputy and Assistant Medical Superintendent	13-14 inclusive	C1-1 to C1-2
(g)	Medical Officer General Practitioner with FRACGP* Medical Officer Credentialed Practice Medical Superintendent / Deputy and Assistant Medical Superintendent with FRACGP*	13-17 inclusive	C1-1 to C1-5
(h)	Medical Officer General Practitioner with FRACGP* – Senior Status Medical Officer Credentialed Practice – Senior Status Medical Superintendent / Deputy and Assistant Medical Superintendent with FRACGP* – Senior Status	18	C2-1
(i)	Medical Officer Advanced Credentialed Practice Medical Superintendent / Deputy and Assistant Medical Superintendent Advanced Credentialed Practice	18-23 inclusive	C2-1 to C2-6
(j)	Medical Officer Advanced Credentialed Practice – Senior Status Medical Superintendent / Deputy and Assistant Medical Superintendent Advanced Credentialed Practice – Senior Status	24-25 inclusive	C3-1 to C3-2
(k)	Staff Specialist Medical Superintendent / Deputy and Assistant Medical Superintendent with FRACMA	18-24 inclusive	MO1-1 to MO1-7
(l)	Staff Specialist – Senior Status Medical Superintendent / Deputy and Assistant Medical Superintendent with FRACMA – Senior Status	25-27 inclusive	MO2-1 to MO2-3
(m)	Staff Specialist – Eminent Status Medical Superintendent / Deputy and Assistant Medical Superintendent with FRACMA – Eminent Status	28	MO3-1
(n)	Staff Specialist – Pre-Eminent Status Medical Superintendent / Deputy and Assistant Medical Superintendent with FRACMA – Pre-Eminent Status	29	MO4-1

* Or other qualification/fellowship as determined by the Queensland Health State Credentials Committee

5.4.2 A new medical officer shall be placed at a point within the relevant salary range according to their years of relevant experience in that capacity or years of eligibility for vocational registration.

Provided that, in the case of clause 5.4.1(k), a new medical officer shall be placed at a point within the relevant salary range according to their years of eligibility for specialist registration.

- 5.4.3 (a) In the case of clauses 5.4.1(b), (c), (d), (e), (g), (i), and (k), a medical officer shall progress through the salary range by annual increments on their anniversary date.
- (b) In the case of clause 5.4.1(f), a medical officer shall not be entitled to receive an increase in salary by way of movement between Levels 13 and 14 until the medical officer has been in receipt of such salary for a period of 5 years.
- (c) In the case of clause 5.4.1(h), a medical officer shall not be entitled to proceed by incremental progression to Level 18 unless the medical officer has been in receipt of the Level 17 salary for at least 2 years and has received satisfactory Performance Appraisal and Development reports for at least 2 years:

Provided that a medical officer may be appointed to such position by appointment to an advertised vacancy.

- (d) In the case of clause 5.4.1(j), a medical officer shall not be entitled to proceed by incremental progression to Level 24 unless the medical officer has been in receipt of the Level 23 salary for at least 2 years and has received satisfactory Performance Appraisal and Development reports for at least 2 years:

Provided that a medical officer may be appointed to such position by appointment to an advertised vacancy:

Provided further that a medical officer shall progress to Level 25 by an annual increment on their anniversary date.

- (e) In the case of clause 5.4.1(l), a medical officer shall not be entitled to proceed by incremental progression to Level 25 unless the medical officer has been eligible for specialist registration for at least 7 years and has received satisfactory Performance Appraisal and Development reports for at least 2 years:

Provided that a medical officer may be appointed to such position by appointment to an advertised vacancy:

Provided further that a medical officer shall progress through the salary range by annual increments on their anniversary date.

- (f) In the case of clauses 5.4.1(m) and (n), a medical officer shall not be entitled to proceed via incremental progression to Levels 28 and 29. Appointment to Levels 28 and 29 shall be in accordance with the criteria and application process contained in HR Policy B10 as amended or replaced by agreement of the parties.

- (g) Senior medical officers must be given the opportunity to participate in a performance appraisal and development process that will enable them to meet the requirements of clauses 5.4.1(c), (d) and (e). Where Senior medical officers have not been provided the opportunity to participate in such a process, they will increment to the next level in the absence of substantiated unsatisfactory performance reports.

5.4.4 (a) In *Medical Officers' (Queensland Health) Certified Agreement (No 1) 2005* the parties agreed to introduce new classification levels for medical officers engaged in advanced credentialed practice in disciplines recognised by the State Recognised Practice Committee (SRPC) and approved by the Director-General.

- (b) The following disciplines have been recognised to date:

- Rural generalist medicine;
- Clinical forensic medicine;
- Generalist emergency medicine;
- Addiction medicine;
- Sexual health medicine.

- (c) The following disciplines will be assessed for determination by the Committee under this clause, with the determination having effect from 1 January 2006:

- Breast medicine;
- Mental health.

- (d) The recognition of practice process has and will continue to provide SMOs:

- recognition for qualifications other than specialist qualifications that benefit medical services and patient safety, provide better health outcomes and represent value for money;
- a salary range linked to their credentialed status; and
- improved career pathways.

- (e) The SRPC will continue its work of considering new disciplines for recognition, and will oversee the administration and implementation of Individual Bridging Programs where medical officers were identified as needing to complete recognised qualifications to be eligible for their new pay increments.

- (f) Disciplines which are assessed for determination apart from those listed in clauses 5.4.4 (b) and (c) will have effect from the date of approval of recognition by the chief executive officer of Queensland Health.

- (g) Appointments made to positions in recognised disciplines after the recognition of the discipline will be made in accordance with Queensland Health's SRPC appointment and translation policy.

5. By renumbering clause 5.8 as clause 5.5.

6. By deleting renumbered clause 5.5.4 and inserting the following in lieu thereof:

5.5.4 *Locality allowance*

The conditions and entitlements of locality allowances paid to employees who are appointed to work at named centres are prescribed under the Locality Allowance Directive as issued and amended by the Minister of Industrial Relations under Section 54 of the *Public Service Act 2008*.

Dated 30 August 2011.

By the Commission,
[L.S.] G.D. SAVILL,
Industrial Registrar.

Operative Date: 30 August 2011
Amendment - Certified Agreement provisions
Released: 8 September 2011