

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)

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

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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.

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.

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	Wkly 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

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.

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, 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.

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

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.

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

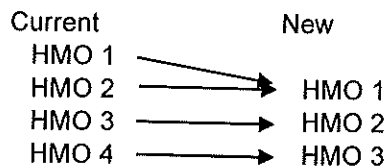
Doctors employed as Medical Administrators will be translated to and classified under the Specialist classification structure. All references to a separate classification structure for the 'Medical Directors Stream' will be discontinued from the date of commencement of this Agreement.

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:

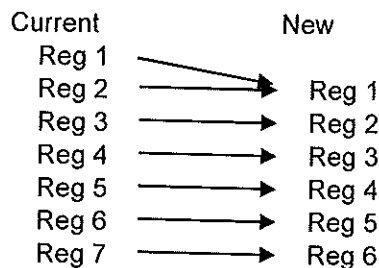


Hospital Medical Officers who as at 31 January 2011 were classified as Hospital Medical Officer Year 1 will be translated to the new Hospital Medical Officer Year 1 incremental rate on 1 February 2011 and will then progress to the new Hospital Medical Officer Year 2 rate on the anniversary of their commencement (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.

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:

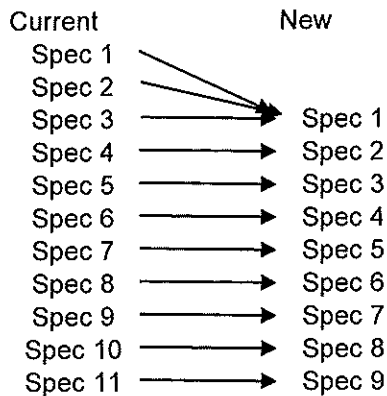


Registrars who as at 31 January 2011 were classified as Registrar Year 1 will be translated to the new Registrar Year 1 incremental rate on 1 February 2011 and will then progress to the new Registrar Year 2 rate on the anniversary of their commencement (or as otherwise provided for by the relevant agreement).

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.

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:

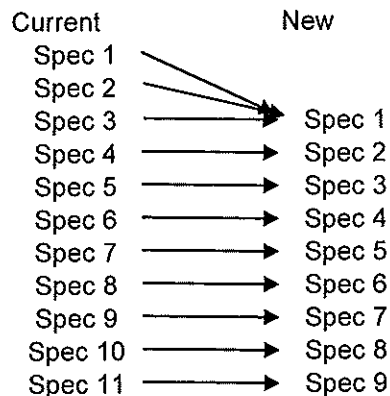


Specialists who as at 31 January 2011 were classified as Specialist Years 1 and 2 will be translated to the new Specialist Year 1 rate on 1 February 2011 and will then progress to the new Specialist Year 2 rate on the anniversary of their commencement date (or as otherwise provided for by the relevant 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.

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:



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.

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)	\$25.12	\$954.60
Year 2	\$27.61	\$1,049.30
Year 3	\$29.37	\$1,115.90
Year 4	\$31.84	\$1,209.90
Medical Officer		
Year 1	\$38.85	\$1,476.40
Year 2	\$41.29	\$1,569.10
Year 3	\$43.72	\$1,661.20
Year 4	\$46.15	\$1,753.70
Year 5	\$48.58	\$1,846.00
Solely Administrative	\$48.58	\$1,846.00
Year 6 and thereafter	\$51.49	\$1,956.80
Senior Medical Officer		
Year 1	\$54.60	\$2,074.80
Year 2	\$57.33	\$2,178.50
Year 3	\$60.19	\$2,287.40
Registrar		
Year 1	\$35.13	\$1,510.60
Year 2	\$36.96	\$1,589.30
Year 3	\$39.07	\$1,680.10
Year 4	\$40.56	\$1,744.10
Year 5	\$42.59	\$1,831.40
Year 6	\$48.45	\$2,083.40
Year 7	\$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)	\$25.94	\$985.60
Year 2	\$28.51	\$1,083.40
Year 3	\$30.32	\$1,152.20
Year 4	\$32.87	\$1,249.20
 Medical Officer		
Year 1	\$40.12	\$1,524.40
Year 2	\$42.63	\$1,620.10
Year 3	\$45.13	\$1,715.20
Year 4	\$47.65	\$1,810.70
Year 5	\$50.16	\$1,906.00
Solely Administrative	\$50.16	1,906.00
Year 6 and thereafter	\$53.17	\$2,020.40
 Senior Medical Officer		
Year 1	\$56.37	\$2,142.20
Year 2	\$59.19	\$2,249.30
Year 3	\$62.15	\$2,361.70
 Registrar		
Year 1	\$36.27	\$1,559.70
Year 2	\$38.16	\$1,641.00
Year 3	\$40.34	\$1,734.70
Year 4	\$41.88	\$1,800.80
Year 5	\$43.97	\$1,890.90
Year 6	\$50.02	\$2,151.10
Year 7	\$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)	\$26.78	\$1,017.60
Year 2	\$29.44	\$1,118.60
Year 3	\$31.31	\$1,189.60
Year 4	\$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	\$37.45	\$1,610.40
Year 2	\$39.40	\$1,694.30
Year 3	\$41.63	\$1,791.10
Year 4	\$43.24	\$1,859.30
Year 5	\$45.40	\$1,952.40
Year 6	\$51.65	\$2,221.00
Year 7	\$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

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:

	<i>Column 1</i> Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	<i>Column 2</i> Minimum Weekly Rate
Specialist		
Specialist Year 1	\$2,521.00	\$3,107.80
Specialist Year 2	\$2,569.80	\$3,168.00
Specialist Year 3	\$2,618.60	\$3,228.20
Specialist Year 4	\$2,793.90	\$3,444.30
Specialist Year 5	\$2,902.40	\$3,578.00
Specialist Year 6	\$3,016.00	\$3,718.20
Specialist Year 7	\$3,133.40	\$3,862.90
Specialist Year 8	\$3,255.50	\$4,013.40
Specialist Year 9	\$3,319.60	\$4,092.40
Specialist Year 10	\$3,515.90	\$4,334.40
Specialist Year 11	\$3,600.50	\$4,438.70
Executive Specialist		
Bottom of Range	\$3,600.50	\$4,438.70
Top of Range	\$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:

	<i>Column 1</i>	<i>Column 2</i>
	Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	Minimum Weekly Rate
Specialist		
Specialist Year 1	\$2,602.90	\$3,208.80
Specialist Year 2	\$2,653.30	\$3,271.00
Specialist Year 3	\$2,703.70	\$3,333.10
Specialist Year 4	\$2,884.70	\$3,556.20
Specialist Year 5	\$2,996.70	\$3,694.30
Specialist Year 6	\$3,114.00	\$3,839.00
Specialist Year 7	\$3,235.20	\$3,988.40
Specialist Year 8	\$3,361.30	\$4,143.80
Specialist Year 9	\$3,427.50	\$4,225.40
Specialist Year 10	\$3,630.20	\$4,475.30
Specialist Year 11	\$3,717.50	\$4,583.00
Executive Specialist		
Bottom of Range	\$3,717.50	\$4,583.00
Top of Range	\$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:

	<i>Column 1</i> Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	<i>Column 2</i> Minimum Weekly Rate
Specialist		
Specialist Year 1	\$2,687.50	\$3,313.10
Specialist Year 2	\$2,739.50	\$3,377.30
Specialist Year 3	\$2,791.60	\$3,441.40
Specialist Year 4	\$2,978.50	\$3,671.80
Specialist Year 5	\$3,094.10	\$3,814.40
Specialist Year 6	\$3,215.20	\$3,963.80
Specialist Year 7	\$3,340.30	\$4,118.00
Specialist Year 8	\$3,470.50	\$4,278.50
Specialist Year 9	\$3,538.90	\$4,362.70
Specialist Year 10	\$3,748.20	\$4,620.70
Specialist Year 11	\$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

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:

	<i>Column 1</i>	<i>Column 2</i>
	Minimum Weekly Rate if the Specialist receives additional private practice income including from a SPF/PPF	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

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:

	<i>Column 1</i>	<i>Column 2</i>
	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	\$99.20	\$100.20	\$102.50	\$104.50	\$106.30
Specialist Year 2 & 3	\$101.50	\$102.60	\$104.80	\$106.90	\$108.70
Specialist Year 4	\$103.20	\$104.30	\$106.80	\$108.70	\$110.70
Specialist Year 5	\$107.40	\$108.40	\$111.00	\$113.10	\$115.10
Specialist Year 6	\$111.40	\$112.60	\$115.20	\$117.50	\$119.40
Specialist Year 7	\$115.60	\$116.80	\$119.50	\$121.80	\$124.00
Specialist Year 8	\$119.80	\$121.10	\$123.80	\$126.10	\$128.60
Specialist Year 9	\$123.80	\$125.10	\$128.30	\$130.20	\$132.80
Specialist Year 10	\$127.80	\$129.20	\$132.40	\$134.30	\$137.10
Specialist Year 11	\$132.50	\$133.50	\$136.80	\$138.70	\$141.60
Executive Specialist					
Bottom of Range	\$132.50	\$133.50	\$136.80	\$138.70	\$141.60
Top of Range	\$151.00	\$152.40	\$156.00	\$159.10	\$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
Specialist Year 1	\$102.40	\$103.50	\$105.80	\$107.90	\$109.80
Specialist Year 2 & 3	\$104.80	\$105.90	\$108.20	\$110.40	\$112.20
Specialist Year 4	\$106.60	\$107.70	\$110.30	\$112.20	\$114.30
Specialist Year 5	\$110.90	\$111.90	\$114.60	\$116.80	\$118.80
Specialist Year 6	\$115.00	\$116.30	\$118.90	\$121.30	\$123.30
Specialist Year 7	\$119.40	\$120.60	\$123.40	\$125.80	\$128.00
Specialist Year 8	\$123.70	\$125.00	\$127.80	\$130.20	\$132.80
Specialist Year 9	\$127.80	\$129.20	\$132.50	\$134.40	\$137.10
Specialist Year 10	\$132.00	\$133.40	\$136.70	\$138.70	\$141.60
Specialist Year 11	\$136.80	\$137.80	\$141.20	\$143.20	\$146.20
Executive Specialist					
Bottom of Range	\$136.80	\$137.80	\$141.20	\$143.20	\$146.20
Top of Range	\$155.90	\$157.40	\$161.10	\$164.30	\$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:

	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					
Specialist Year 1	\$105.70	\$106.90	\$109.20	\$111.40	\$113.40
Specialist Year 2 & 3	\$108.20	\$109.30	\$111.70	\$114.00	\$115.80
Specialist Year 4	\$110.10	\$111.20	\$113.90	\$115.80	\$118.00
Specialist Year 5	\$114.50	\$115.50	\$118.30	\$120.60	\$122.70
Specialist Year 6	\$118.70	\$120.10	\$122.80	\$125.20	\$127.30
Specialist Year 7	\$123.30	\$124.50	\$127.40	\$129.90	\$132.20
Specialist Year 8	\$127.70	\$129.10	\$132.00	\$134.40	\$137.10
Specialist Year 9	\$132.00	\$133.40	\$136.80	\$138.80	\$141.60
Specialist Year 10	\$136.30	\$137.70	\$141.10	\$143.20	\$146.20
Specialist Year 11	\$141.20	\$142.30	\$145.80	\$147.90	\$151.00
Executive Specialist					
Bottom of Range	\$141.20	\$142.30	\$145.80	\$147.90	\$151.00
Top of Range	\$161.00	\$162.50	\$166.30	\$169.60	\$172.70

7.3.4 From the first pay period commencing on or after 1 February 2011 the former Specialist Year 1 increment is removed and the incremental levels are renamed as follows:

	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					
Specialist Year 1	\$108.20	\$109.30	\$111.70	\$114.00	\$115.80
Specialist Year 2	\$110.10	\$111.20	\$113.90	\$115.80	\$118.00
Specialist Year 3	\$114.50	\$115.50	\$118.30	\$120.60	\$122.70
Specialist Year 4	\$118.70	\$120.10	\$122.80	\$125.20	\$127.30
Specialist Year 5	\$123.30	\$124.50	\$127.40	\$129.90	\$132.20
Specialist Year 6	\$127.70	\$129.10	\$132.00	\$134.40	\$137.10
Specialist Year 7	\$132.00	\$133.40	\$136.80	\$138.80	\$141.60
Specialist Year 8	\$136.30	\$137.70	\$141.10	\$143.20	\$146.20
Specialist Year 9	\$141.20	\$142.30	\$145.80	\$147.90	\$151.00
Executive Specialist					
Bottom of Range	\$141.20	\$142.30	\$145.80	\$147.90	\$151.00
Top of Range	\$161.00	\$162.50	\$166.30	\$169.60	\$172.70

7.3.5 From the first pay period commencing on or after 1 October 2011
 Fractional Specialists will be paid the following minimum hourly rates:

	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					
Specialist Year 1	\$111.70	\$112.90	\$115.30	\$117.70	\$119.60
Specialist Year 2	\$113.70	\$114.80	\$117.60	\$119.60	\$121.80
Specialist Year 3	\$118.20	\$119.30	\$122.10	\$124.50	\$126.70
Specialist Year 4	\$122.60	\$124.00	\$126.80	\$129.30	\$131.40
Specialist Year 5	\$127.30	\$128.50	\$131.50	\$134.10	\$136.50
Specialist Year 6	\$131.90	\$133.30	\$136.30	\$138.80	\$141.60
Specialist Year 7	\$136.30	\$137.70	\$141.20	\$143.30	\$146.20
Specialist Year 8	\$140.70	\$142.20	\$145.70	\$147.90	\$151.00
Specialist Year 9	\$145.80	\$146.90	\$150.50	\$152.70	\$155.90
Executive Specialist					
Bottom of Range	\$145.80	\$146.90	\$150.50	\$152.70	\$155.90
Top of Range	\$166.20	\$167.80	\$171.70	\$175.10	\$178.30

8. Continuing Medical Education Support

8.1 Continuing Medical Education Allowance HMOs MOs and Registrars

A Continuing Medical Education Allowance will be paid fortnightly to the following classifications from the first pay period on or after 1 December 2008:

- HMO – 1 (Intern): \$1,000 per annum
- HMO 2-4: \$1,500 per annum
- Medical Officer: \$1,500 per annum
- Senior Medical Officer: \$1,500 per annum
- Registrar: \$2,500 per annum

The weekly rate for the allowance is as follows.

Classification (per week)	1 December 2008	1 October 2009	1 October 2010	1 October 2011
Intern (HMO-1)	\$19.20	\$19.80	\$20.40	\$21.10
HMO	\$28.70	\$29.60	\$30.60	\$31.60
MO	\$28.70	\$29.60	\$29.60	\$31.60
SMO	\$28.70	\$29.60	\$29.60	\$31.60
Registrar	\$47.90	\$49.50	\$51.10	\$52.80

The above allowance is pro rata for part-time employees.

Claims for CME reimbursement under the previous Heads of Agreement (up to \$1000) will be honoured where such claim was submitted to the hospital before the signing of this Heads of Agreement.

8.2 Continuing Medical Education Reimbursement Specialists

8.2.1 Funded Support entitlement:

- (a) The entitlement for Full-Time Specialists is for reimbursement of approved costs up to a value of \$20,650 in the 2008/9 financial year; \$21,321 in the 2009/10 financial year; \$22,014 in the 2010/11 financial year; and \$22,730 in the 2011/12 financial year and thereafter, inclusive of the support at (b) below and subject to (e) below.
- (b) Where support was provided to Specialists prior to 1 July 2006 (including from private practice, special purpose or similar funds), those arrangements will be unchanged by this Clause. This includes support that in the absence of this Clause would have normally been available to new employees of a health service.
- (c) The entitlement to funding support for Specialists employed on a salaried Fractional basis is pro-rata, based on the Specialist's base Fractional appointment (up to \$2,065 in the 2008/9 financial year; \$2,132 in the 2009/10 financial year; \$2,201 in the 2010/11 financial year; and \$2,273 in the 2011/12 financial year and thereafter, for each 0.1 fraction / 3.5 hours), provided that where a Specialist holds more than one Fractional appointment with an employer listed in Schedules 1-5 of the *Health Services Act 1988*, the total benefit available to the Specialist each year will not exceed the benefit available to a single Full-Time Specialist.
- (d) Subject to sub-clauses (2) and (3) below, funds will be paid to the Specialist as a reimbursement of costs reasonably and necessarily incurred for Continuing Medical Education activities or purposes directly relevant to the Specialist's employment with the employer.
- (e) The funding provided for in this Clause is a "benchmark" entitlement. A Chief Medical Officer/delegate may approve higher levels of support dependent on the monies available in the appropriate fund.

8.2.2 Reimbursable Expenses:

- (a) Pursuant to sub-clause (4) a Specialist is entitled to seek reimbursement for the following Continuing Medical Education related costs:
 - (i) costs relating to professional conferences and workshops, including registration fees, and reasonable travel, accommodation and per diem expenses; and/or
 - (ii) costs associated with enrolment in relevant short courses, workshops or post-graduate courses recognised by the Specialty College for purposes of accruing CME / CPD / MOPS points; and/or
 - (iii) other reasonable costs such as books, CDs, portable technological aids (not including items of a capital nature (eg, ultra-sound imaging devices), mobile telephones or iPods and like audio devices) and subscriptions where such resources are not otherwise provided by, or available from, the employer.

8.2.3 Rates of Reimbursement

- (a) Air travel associated with continuing medical education activities will be reimbursed at the rate of business class for journeys of 3 hours or more, and economy class for journeys of less than 3 hours duration. Claims for private car use for travel associated with continuing medical education activities will be reimbursed at the relevant rate per business kilometre published by the Australian Tax Office from time to time.
- (b) Accommodation, meal and incidental expenses:
 - (A) Reimbursement of reasonable and necessarily incurred accommodation, meal and incidental expenses will be paid subject to the following:
 - (i) Accommodation may be at the hosting hotel or elsewhere as is reasonable for the conference/seminar attended;
 - (ii) Meal and other incidental expense amounts will be in accordance with the amounts set out in the relevant Australian Taxation Office (ATO) Tax Determination dealing with reasonable allowance amounts (currently Tax Determination 2008/18 which can be found on the ATO website at <http://www.ato.gov.au/>).

The ATO daily allowance rates vary according to salary. The rates used should be based on the full-time equivalent salary applicable to the position occupied by the Specialist, i.e. part-time Specialists should be paid the rate relevant to a full-time salary. For the purpose of this clause, "salary" shall mean the Specialist's base salary. The salary used for this purpose is not reduced by any salary sacrifice arrangement.
 - (B) Where the Continuing Medical Education activity does not involve travel (e.g. post-graduate study, local conferences), reasonable and necessary expenses actually incurred should be paid.

8.2.4 Reimbursement Process:

- (a) Reimbursement may be claimed by a Specialist using a common simplified claim form provided by the employer;
- (b) Claims are to be submitted to the Chief Medical Officer/delegate for approval, through the Specialist's Unit Head, and must be accompanied by original receipts and any other necessary supporting documentation, including for FBT purposes (eg travel diary);
- (c) Claims are to be submitted within 3 months of expenditure being incurred and where practicable within the financial year to which they relate.
- (d) The employer will process reimbursements in an expeditious manner not later than 30 days after submission of a fully compliant claim.

- 8.2.5** A Specialist will not be entitled to payout of any unused entitlement under this Clause upon retirement, resignation, redundancy or dismissal.
- 8.2.6** The reimbursement of up to the per annum amounts described in sub-clause (1) is inclusive of any applicable Fringe Benefits Tax.
- 8.2.7** There will be no transfer of any unexpended entitlement to funded support between health services. However, access to some funded support from the new employer should not be unreasonably withheld, provided that the total value of support provided by the relevant health services does not exceed the per annum amounts described in sub-clause (1) in any one financial year.
- 8.2.8** Any dispute as to the reasonableness and/or eligibility of a claim for CME reimbursement under this clause will be handled as follows:
- (a) the employer will refer the claim back to the doctor seeking clarification of the items in question. This clarification request shall be in writing and the response from the doctor shall be in writing;
 - (b) if the matter remains unresolved, either party may refer the matter to an independent person or body for determination.
 - (c) the determination of the independent person or body shall be final.
- 8.2.9** Any dispute in relation to the application of this clause may be dealt with through the Dispute Resolution Procedure.

9. Simplifying Approval of Specialist CME

DHS and VHIA will implement a streamlined and consistent process for the reimbursement of CME expenses across health services and a common simplified claim form.

10. Parental Leave

The terms of the Family Provisions Test Case (AIRC Print PR082005, 8 August 2005) apply to all employees covered by this Agreement.

In addition, effective from 1 December 2008 all medical staff are entitled to payment of nine weeks salary upon commencement of maternity / adoption leave. Effective from 1 October 2009, all medical staff will be entitled to payment of ten weeks' salary upon commencement of maternity / adoption leave.

11. Recognition of Interstate Long Service Leave Accrual

Doctors who commence employment with a Victorian public health service after 30 November 2008 will have service with an interstate government health service recognised for the purpose of calculating Long Service Leave entitlements on application, provided that such interstate government health service employment was within 2 months of commencing employment with a Victorian public health service.

12. Child Care Costs Reimbursement

Where medical staff are required by the hospital to work outside their ordinary rostered hours of work and where less than 24 hours' notice of the requirement to perform such overtime work has been given by the hospital, other than recall when placed on call, the doctor will be reimbursed for reasonable childcare expenses incurred.

13. Medical Engagement in Decision Making

Formal processes to ensure senior medical staff engagement in decision making will be established at each Health Service.

14. Leadership

The DHS/VHIA commit to developing a leadership training program in conjunction with AMA Victoria.

15. Registrar Training Program

The DHS will roll out the registrar training program pilot.

16. Quality and Workload

Substantial funding injection into healthcare will occur in the form of additional beds to relieve bed blockage and assist staff with workload pressure to enable the delivery of better patient care.

17. 80/20 Clinical/Non Clinical Time - Specialists

DHS/Health Services agree to work towards achieving the implementation of 80/20 Clinical/Non Clinical Time within each specialty.

DHS agrees to progress allocation of 80/20 through the provision of \$80m (\$10m in 08/09, \$10m in 09/10, \$20m in 10/11, \$20m in 11/12, \$20m in 12/13 and ongoing) to Health Services in the life of the Agreement.

Funding will be distributed to Health Services based on agreed criteria which will include an auditable process.

A Clinical Support Time Working Group consisting of representatives of AMA Victoria, specialists employed at the hospital, and hospital management will be established in each hospital.

The role of the Clinical Support Time Working Group will be to review the existing allocation of clinical support time to specialists, and to oversee the distribution of the funding and the implementation of 80/20 within each specialty over the life of the agreement.

18. Review of Private Practice Arrangements in Public Hospitals

The parties agreed to enter into discussions regarding Review of Private Practice arrangements throughout the life of the Agreement.

19. No Extra Claims

The parties bound by this Agreement acknowledge that this Agreement settles all claims in relation to the terms and conditions of employment of the employees to whom it applies and agree that they will not pursue any extra claims during the term of this Agreement.

20. Implementation of Changes

All amendments to the current arrangements will be implemented at the earliest date possible and subsequently by entering into workplace agreements reflecting this offer and current entitlements.

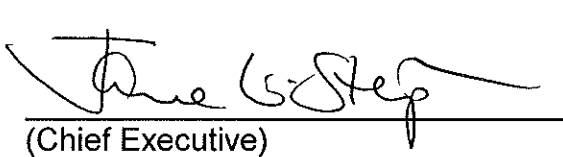
The DHS/VHIA will work to complete MultiBusiness agreements for both junior and senior doctors.

21. Parties Bound by Workplace Agreements

The Workplace Agreements shall be binding upon the employer parties, and any successor, assignee or transmittee of the business or part of the business of the employer, and the Australian Salaried Medical Officers' Federation, and Doctors employed by an employer party.

22. Signed

For and behalf of the Australian Medical Association (Victoria) Limited:



(Chief Executive)

(Date 9 April 2009)



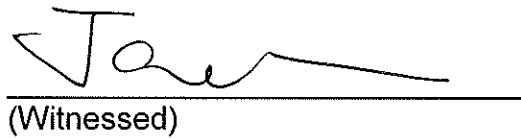
(Witnessed)

For and behalf of the Australian Salaried Medical Officers' Federation:
(Victorian Branch)



(Chief Executive Officer)

(Date 9 April 2009)



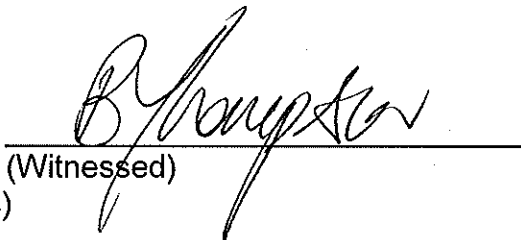
(Witnessed)

For and behalf of the Department Of Human Services



(Executive Director
Metropolitan Health & Aged Care Services)

(Date 9/4 2009)



(Witnessed)

For and behalf of the Victorian Hospitals Industrial Association (on Behalf of
Victorian Public Hospitals)



(Chief Executive Officer)

(Date 9/4/ 2009)



(Witnessed)