

Pay Guide - Medical Practitioners Award 2010

[MA000031]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

The rates for Senior doctors below include on-call allowance (marked *)

Full-time & part-time

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| Classification | Weekly pay rate | Hourly pay rate | Saturday and Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|--|-----------------|-----------------|---------------------|----------------|---|---|-------------------|
| Intern | \$923.52 | \$24.30 | \$36.45 | \$60.75 | \$36.45 | \$48.60 | \$48.60 |
| Resident medical practitioner - pay point 1 | \$980.48 | \$25.80 | \$38.70 | \$64.50 | \$38.70 | \$51.60 | \$51.60 |
| Resident medical practitioner - pay point 2 | \$1,019.96 | \$26.84 | \$40.26 | \$67.10 | \$40.26 | \$53.68 | \$53.68 |
| Resident medical practitioner - pay point 3 | \$1,029.88 | \$27.10 | \$40.65 | \$67.75 | \$40.65 | \$54.20 | \$54.20 |
| Registrar - pay point 1 | \$1,115.60 | \$29.36 | \$44.04 | \$73.40 | \$44.04 | \$58.72 | \$58.72 |
| Registrar - pay point 2 | \$1,161.31 | \$30.56 | \$45.84 | \$76.40 | \$45.84 | \$61.12 | \$61.12 |
| Registrar - pay point 3 | \$1,214.31 | \$31.96 | \$47.94 | \$79.90 | \$47.94 | \$63.92 | \$63.92 |
| Registrar - pay point 4 | \$1,251.38 | \$32.93 | \$49.40 | \$82.33 | \$49.40 | \$65.86 | \$65.86 |
| Senior registrar - pay point 1 | \$1,457.92 | \$38.37 | \$57.56 | \$95.93 | \$57.56 | \$76.74 | \$76.74 |
| Senior registrar - pay point 2 | \$1,515.42 | \$39.88 | \$59.82 | \$99.70 | \$59.82 | \$79.76 | \$79.76 |
| Career medical practitioner - pay point 1 | \$1,472.90 | \$38.76 | \$58.14 | \$96.90 | \$58.14 | \$77.52 | \$77.52 |
| Career medical practitioner - pay point 2 | \$1,527.58 | \$40.20 | \$60.30 | \$100.50 | \$60.30 | \$80.40 | \$80.40 |
| Career medical practitioner - pay point 3 | \$1,557.88 | \$41.00 | \$61.50 | \$102.50 | \$61.50 | \$82.00 | \$82.00 |
| Career medical practitioner - pay point 4 | \$1,615.17 | \$42.50 | \$63.75 | \$106.25 | \$63.75 | \$85.00 | \$85.00 |
| Senior career medical practitioner - pay point 1 | \$1,666.15 | \$43.85 | \$65.78 | \$109.63 | \$65.78 | \$87.70 | \$87.70 |
| Senior career medical practitioner - pay point 2 | \$1,719.13 | \$45.24 | \$67.86 | \$113.10 | \$67.86 | \$90.48 | \$90.48 |

| Classification | Weekly pay rate | Hourly pay rate | Saturday and Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|--|------------------------|------------------------|----------------------------|-----------------------|--|--|--------------------------|
| Senior career medical practitioner - pay point 3 | \$1,776.87 | \$46.76 | \$70.14 | \$116.90 | \$70.14 | \$93.52 | \$93.52 |
| Senior career medical practitioner - pay point 4 | \$1,830.90 | \$48.18 | \$72.27 | \$120.45 | \$72.27 | \$96.36 | \$96.36 |
| Community medical practitioner - pay point 1 | \$1,472.60 | \$38.75 | \$58.13 | \$96.88 | \$58.13 | \$77.50 | \$77.50 |
| Community medical practitioner - pay point 2 | \$1,526.42 | \$40.17 | \$60.26 | \$100.43 | \$60.26 | \$80.34 | \$80.34 |
| Community medical practitioner - pay point 3 | \$1,575.71 | \$41.47 | \$62.21 | \$103.68 | \$62.21 | \$82.94 | \$82.94 |
| Community medical practitioner - pay point 4 | \$1,615.13 | \$42.50 | \$63.75 | \$106.25 | \$63.75 | \$85.00 | \$85.00 |
| Community medical practitioner - pay point 5 | \$1,665.87 | \$43.84 | \$65.76 | \$109.60 | \$65.76 | \$87.68 | \$87.68 |
| Community medical practitioner - pay point 6 | \$1,718.46 | \$45.22 | \$67.83 | \$113.05 | \$67.83 | \$90.44 | \$90.44 |
| Community medical practitioner - pay point 7 | \$1,775.98 | \$46.74 | \$70.11 | \$116.85 | \$70.11 | \$93.48 | \$93.48 |
| Community medical practitioner - pay point 8 | \$1,829.79 | \$48.15 | \$72.23 | \$120.38 | \$72.23 | \$96.30 | \$96.30 |
| Specialist* | \$1,858.49 | \$48.91 | \$73.37 | \$122.28 | N/A | N/A | N/A |
| Senior specialist - pay point 1* | \$1,987.22 | \$52.29 | \$78.44 | \$130.73 | N/A | N/A | N/A |
| Senior specialist - pay point 2* | \$2,055.46 | \$54.09 | \$81.14 | \$135.23 | N/A | N/A | N/A |
| Senior specialist - pay point 3* | \$2,125.79 | \$55.95 | \$83.93 | \$139.88 | N/A | N/A | N/A |
| Senior specialist - pay point 4* | \$2,276.47 | \$59.91 | \$89.87 | \$149.78 | N/A | N/A | N/A |
| Senior specialist - pay point 5* | \$2,308.81 | \$60.75 | \$91.13 | \$151.88 | N/A | N/A | N/A |
| Principal specialist* | \$2,355.88 | \$62.00 | \$93.00 | \$155.00 | N/A | N/A | N/A |
| Senior principal specialist* | \$2,439.29 | \$64.20 | \$96.30 | \$160.50 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 1* | \$1,641.39 | \$43.20 | \$64.80 | \$108.00 | N/A | N/A | N/A |

| Classification | Weekly pay rate | Hourly pay rate | Saturday and Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday |
|--|------------------------|------------------------|----------------------------|-----------------------|--|--|--------------------------|
| Deputy director of medical services - pay point 2* | \$1,800.17 | \$47.38 | \$71.07 | \$118.45 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 3* | \$1,987.22 | \$52.29 | \$78.44 | \$130.73 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 4* | \$2,199.79 | \$57.89 | \$86.84 | \$144.73 | N/A | N/A | N/A |
| Director of medical services - pay point 1* | \$1,858.03 | \$48.90 | \$73.35 | \$122.25 | N/A | N/A | N/A |
| Director of medical services - pay point 2* | \$2,054.50 | \$54.07 | \$81.11 | \$135.18 | N/A | N/A | N/A |
| Director of medical services - pay point 3* | \$2,355.88 | \$62.00 | \$93.00 | \$155.00 | N/A | N/A | N/A |
| Director of medical services - pay point 4* | \$2,548.29 | \$67.06 | \$100.59 | \$167.65 | N/A | N/A | N/A |

Table 2 of 3

| Classification | Recall to duty - Monday to Friday | Recall to duty - Saturday and Sunday | Recall to duty - public holiday | Shiftwork - starts or finishes after 9pm and before 6am | Shiftwork - Monday to Friday - 6pm to midnight | Shiftwork - Monday to Friday - midnight to 8am | Shiftwork - Saturday |
|---|--|---|--|--|---|---|-----------------------------|
| Intern | \$36.45 | \$48.60 | \$48.60 | \$24.30 per hour, plus \$23.09 per occasion | N/A | N/A | N/A |
| Resident medical practitioner - pay point 1 | \$38.70 | \$51.60 | \$51.60 | \$25.80 per hour, plus \$24.51 per occasion | N/A | N/A | N/A |
| Resident medical practitioner - pay point 2 | \$40.26 | \$53.68 | \$53.68 | \$26.84 per hour, plus \$24.51 per occasion | N/A | N/A | N/A |
| Resident medical practitioner - pay point 3 | \$40.65 | \$54.20 | \$54.20 | \$27.10 per hour, plus \$24.51 per occasion | N/A | N/A | N/A |
| Registrar - pay point 1 | \$44.04 | \$58.72 | \$58.72 | \$29.36 per hour, plus \$27.89 per occasion | N/A | N/A | N/A |
| Registrar - pay point 2 | \$45.84 | \$61.12 | \$61.12 | \$30.56 per hour, plus \$27.89 per occasion | N/A | N/A | N/A |
| Registrar - pay point 3 | \$47.94 | \$63.92 | \$63.92 | \$31.96 per hour, plus \$27.89 per occasion | N/A | N/A | N/A |
| Registrar - pay point 4 | \$49.40 | \$65.86 | \$65.86 | \$32.93 per hour, plus \$27.89 per occasion | N/A | N/A | N/A |
| Senior registrar - pay point 1 | \$57.56 | \$76.74 | \$76.74 | \$38.37 per hour, plus \$36.45 per occasion | N/A | N/A | N/A |

| Classification | Recall to duty - Monday to Friday | Recall to duty - Saturday and Sunday | Recall to duty - public holiday | Shiftwork - starts or finishes after 9pm and before 6am | Shiftwork - Monday to Friday - 6pm to midnight | Shiftwork - Monday to Friday - midnight to 8am | Shiftwork - Saturday |
|--|--|---|--|--|---|---|-----------------------------|
| Senior registrar - pay point 2 | \$59.82 | \$79.76 | \$79.76 | \$39.88 per hour, plus \$36.45 per occasion | N/A | N/A | N/A |
| Career medical practitioner - pay point 1 | \$58.14 | \$77.52 | \$77.52 | N/A | \$43.61 | \$48.45 | \$58.14 |
| Career medical practitioner - pay point 2 | \$60.30 | \$80.40 | \$80.40 | N/A | \$45.23 | \$50.25 | \$60.30 |
| Career medical practitioner - pay point 3 | \$61.50 | \$82.00 | \$82.00 | N/A | \$46.13 | \$51.25 | \$61.50 |
| Career medical practitioner - pay point 4 | \$63.75 | \$85.00 | \$85.00 | N/A | \$47.81 | \$53.13 | \$63.75 |
| Senior career medical practitioner - pay point 1 | \$65.78 | \$87.70 | \$87.70 | N/A | \$49.33 | \$54.81 | \$65.78 |
| Senior career medical practitioner - pay point 2 | \$67.86 | \$90.48 | \$90.48 | N/A | \$50.90 | \$56.55 | \$67.86 |
| Senior career medical practitioner - pay point 3 | \$70.14 | \$93.52 | \$93.52 | N/A | \$52.61 | \$58.45 | \$70.14 |
| Senior career medical practitioner - pay point 4 | \$72.27 | \$96.36 | \$96.36 | N/A | \$54.20 | \$60.23 | \$72.27 |
| Community medical practitioner - pay point 1 | \$58.13 | \$77.50 | \$77.50 | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 2 | \$60.26 | \$80.34 | \$80.34 | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 3 | \$62.21 | \$82.94 | \$82.94 | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 4 | \$63.75 | \$85.00 | \$85.00 | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 5 | \$65.76 | \$87.68 | \$87.68 | N/A | N/A | N/A | N/A |

| Classification | Recall to duty - Monday to Friday | Recall to duty - Saturday and Sunday | Recall to duty - public holiday | Shiftwork - starts or finishes after 9pm and before 6am | Shiftwork - Monday to Friday - 6pm to midnight | Shiftwork - Monday to Friday - midnight to 8am | Shiftwork - Saturday |
|--|--|---|--|--|---|---|-----------------------------|
| Community medical practitioner - pay point 6 | \$67.83 | \$90.44 | \$90.44 | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 7 | \$70.11 | \$93.48 | \$93.48 | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 8 | \$72.23 | \$96.30 | \$96.30 | N/A | N/A | N/A | N/A |
| Specialist* | \$73.37 | \$97.82 | \$97.82 | N/A | \$55.02 | N/A | N/A |
| Senior specialist - pay point 1* | \$78.44 | \$104.58 | \$104.58 | N/A | \$58.83 | N/A | N/A |
| Senior specialist - pay point 2* | \$81.14 | \$108.18 | \$108.18 | N/A | \$60.85 | N/A | N/A |
| Senior specialist - pay point 3* | \$83.93 | \$111.90 | \$111.90 | N/A | \$62.94 | N/A | N/A |
| Senior specialist - pay point 4* | \$89.87 | \$119.82 | \$119.82 | N/A | \$67.40 | N/A | N/A |
| Senior specialist - pay point 5* | \$91.13 | \$121.50 | \$121.50 | N/A | \$68.34 | N/A | N/A |
| Principal specialist* | \$93.00 | \$124.00 | \$124.00 | N/A | \$69.75 | N/A | N/A |
| Senior principal specialist* | \$96.30 | \$128.40 | \$128.40 | N/A | \$72.23 | N/A | N/A |
| Deputy director of medical services - pay point 1* | \$64.80 | \$86.40 | \$86.40 | N/A | \$48.60 | N/A | N/A |
| Deputy director of medical services - pay point 2* | \$71.07 | \$94.76 | \$94.76 | N/A | \$53.30 | N/A | N/A |
| Deputy director of medical services - pay point 3* | \$78.44 | \$104.58 | \$104.58 | N/A | \$58.83 | N/A | N/A |
| Deputy director of medical services - pay point 4* | \$86.84 | \$115.78 | \$115.78 | N/A | \$65.13 | N/A | N/A |
| Director of medical services - pay point 1* | \$73.35 | \$97.80 | \$97.80 | N/A | \$55.01 | N/A | N/A |
| Director of medical services - pay point 2* | \$81.11 | \$108.14 | \$108.14 | N/A | \$60.83 | N/A | N/A |
| Director of medical services - pay point 3* | \$93.00 | \$124.00 | \$124.00 | N/A | \$69.75 | N/A | N/A |
| Director of medical services - pay point 4* | \$100.59 | \$134.12 | \$134.12 | N/A | \$75.44 | N/A | N/A |

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| Classification | Shiftwork - Sunday | Shiftwork - Saturday - 7am to midnight | Shiftwork - Sunday - 7am to midnight | Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight | Shiftwork - midnight to 5am | Shiftwork - midnight to 5am (more than 4 weeks in a row) |
|--|---------------------------|---|---|---|------------------------------------|---|
| Intern | N/A | N/A | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 1 | N/A | N/A | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 2 | N/A | N/A | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 3 | N/A | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 1 | N/A | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 2 | N/A | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 3 | N/A | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 4 | N/A | N/A | N/A | N/A | N/A | N/A |
| Senior registrar - pay point 1 | N/A | N/A | N/A | N/A | N/A | N/A |
| Senior registrar - pay point 2 | N/A | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 1 | \$67.83 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 2 | \$70.35 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 3 | \$71.75 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 4 | \$74.38 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 1 | \$76.74 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 2 | \$79.17 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 3 | \$81.83 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 4 | \$84.32 | N/A | N/A | N/A | N/A | N/A |

| Classification | Shiftwork - Sunday | Shiftwork - Saturday - 7am to midnight | Shiftwork - Sunday - 7am to midnight | Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight | Shiftwork - midnight to 5am | Shiftwork - midnight to 5am (more than 4 weeks in a row) |
|--|---------------------------|---|---|---|------------------------------------|---|
| Community medical practitioner - pay point 1 | N/A | N/A | N/A | \$39.72 | \$40.30 | \$40.69 |
| Community medical practitioner - pay point 2 | N/A | N/A | N/A | \$41.17 | \$41.78 | \$42.18 |
| Community medical practitioner - pay point 3 | N/A | N/A | N/A | \$42.51 | \$43.13 | \$43.54 |
| Community medical practitioner - pay point 4 | N/A | N/A | N/A | \$43.56 | \$44.20 | \$44.63 |
| Community medical practitioner - pay point 5 | N/A | N/A | N/A | \$44.94 | \$45.59 | \$46.03 |
| Community medical practitioner - pay point 6 | N/A | N/A | N/A | \$46.35 | \$47.03 | \$47.48 |
| Community medical practitioner - pay point 7 | N/A | N/A | N/A | \$47.91 | \$48.61 | \$49.08 |
| Community medical practitioner - pay point 8 | N/A | N/A | N/A | \$49.35 | \$50.08 | \$50.56 |
| Specialist* | N/A | \$73.37 | \$85.59 | N/A | N/A | N/A |
| Senior specialist - pay point 1* | N/A | \$78.44 | \$91.51 | N/A | N/A | N/A |
| Senior specialist - pay point 2* | N/A | \$81.14 | \$94.66 | N/A | N/A | N/A |
| Senior specialist - pay point 3* | N/A | \$83.93 | \$97.91 | N/A | N/A | N/A |
| Senior specialist - pay point 4* | N/A | \$89.87 | \$104.84 | N/A | N/A | N/A |
| Senior specialist - pay point 5* | N/A | \$91.13 | \$106.31 | N/A | N/A | N/A |
| Principal specialist* | N/A | \$93.00 | \$108.50 | N/A | N/A | N/A |
| Senior principal specialist* | N/A | \$96.30 | \$112.35 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 1* | N/A | \$64.80 | \$75.60 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 2* | N/A | \$71.07 | \$82.92 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 3* | N/A | \$78.44 | \$91.51 | N/A | N/A | N/A |

| Classification | Shiftwork - Sunday | Shiftwork - Saturday - 7am to midnight | Shiftwork - Sunday - 7am to midnight | Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight | Shiftwork - midnight to 5am | Shiftwork - midnight to 5am (more than 4 weeks in a row) |
|--|---------------------------|---|---|---|------------------------------------|---|
| Deputy director of medical services - pay point 4* | N/A | \$86.84 | \$101.31 | N/A | N/A | N/A |
| Director of medical services - pay point 1* | N/A | \$73.35 | \$85.58 | N/A | N/A | N/A |
| Director of medical services - pay point 2* | N/A | \$81.11 | \$94.62 | N/A | N/A | N/A |
| Director of medical services - pay point 3* | N/A | \$93.00 | \$108.50 | N/A | N/A | N/A |
| Director of medical services - pay point 4* | N/A | \$100.59 | \$117.36 | N/A | N/A | N/A |

Casual

Table 1 of 3

| Classification | Hourly pay rate | Saturday and Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Recall to duty - Monday to Friday |
|--|-----------------|---------------------|----------------|---|---|-------------------|-----------------------------------|
| Intern | \$30.38 | \$42.53 | \$66.83 | \$42.53 | \$54.68 | \$54.68 | \$42.53 |
| Resident medical practitioner - pay point 1 | \$32.25 | \$45.15 | \$70.95 | \$45.15 | \$58.05 | \$58.05 | \$45.15 |
| Resident medical practitioner - pay point 2 | \$33.55 | \$46.97 | \$73.81 | \$46.97 | \$60.39 | \$60.39 | \$46.97 |
| Resident medical practitioner - pay point 3 | \$33.88 | \$47.43 | \$74.53 | \$47.43 | \$60.98 | \$60.98 | \$47.43 |
| Registrar - pay point 1 | \$36.70 | \$51.38 | \$80.74 | \$51.38 | \$66.06 | \$66.06 | \$51.38 |
| Registrar - pay point 2 | \$38.20 | \$53.48 | \$84.04 | \$53.48 | \$68.76 | \$68.76 | \$53.48 |
| Registrar - pay point 3 | \$39.95 | \$55.93 | \$87.89 | \$55.93 | \$71.91 | \$71.91 | \$55.93 |
| Registrar - pay point 4 | \$41.16 | \$57.63 | \$90.56 | \$57.63 | \$74.09 | \$74.09 | \$57.63 |
| Senior registrar - pay point 1 | \$47.96 | \$67.15 | \$105.52 | \$67.15 | \$86.33 | \$86.33 | \$67.15 |
| Senior registrar - pay point 2 | \$49.85 | \$69.79 | \$109.67 | \$69.79 | \$89.73 | \$89.73 | \$69.79 |
| Career medical practitioner - pay point 1 | \$48.45 | \$67.83 | \$106.59 | \$67.83 | \$87.21 | \$87.21 | \$67.83 |
| Career medical practitioner - pay point 2 | \$50.25 | \$70.35 | \$110.55 | \$70.35 | \$90.45 | \$90.45 | \$70.35 |
| Career medical practitioner - pay point 3 | \$51.25 | \$71.75 | \$112.75 | \$71.75 | \$92.25 | \$92.25 | \$71.75 |
| Career medical practitioner - pay point 4 | \$53.13 | \$74.38 | \$116.88 | \$74.38 | \$95.63 | \$95.63 | \$74.38 |
| Senior career medical practitioner - pay point 1 | \$54.81 | \$76.74 | \$120.59 | \$76.74 | \$98.66 | \$98.66 | \$76.74 |
| Senior career medical practitioner - pay point 2 | \$56.55 | \$79.17 | \$124.41 | \$79.17 | \$101.79 | \$101.79 | \$79.17 |
| Senior career medical practitioner - pay point 3 | \$58.45 | \$81.83 | \$128.59 | \$81.83 | \$105.21 | \$105.21 | \$81.83 |

| Classification | Hourly pay rate | Saturday and Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Recall to duty - Monday to Friday |
|--|------------------------|----------------------------|-----------------------|--|--|--------------------------|--|
| Senior career medical practitioner - pay point 4 | \$60.23 | \$84.32 | \$132.50 | \$84.32 | \$108.41 | \$108.41 | \$84.32 |
| Community medical practitioner - pay point 1 | \$48.44 | \$67.81 | \$106.56 | \$67.81 | \$87.19 | \$87.19 | \$67.81 |
| Community medical practitioner - pay point 2 | \$50.21 | \$70.30 | \$110.47 | \$70.30 | \$90.38 | \$90.38 | \$70.30 |
| Community medical practitioner - pay point 3 | \$51.84 | \$72.57 | \$114.04 | \$72.57 | \$93.31 | \$93.31 | \$72.57 |
| Community medical practitioner - pay point 4 | \$53.13 | \$74.38 | \$116.88 | \$74.38 | \$95.63 | \$95.63 | \$74.38 |
| Community medical practitioner - pay point 5 | \$54.80 | \$76.72 | \$120.56 | \$76.72 | \$98.64 | \$98.64 | \$76.72 |
| Community medical practitioner - pay point 6 | \$56.53 | \$79.14 | \$124.36 | \$79.14 | \$101.75 | \$101.75 | \$79.14 |
| Community medical practitioner - pay point 7 | \$58.43 | \$81.80 | \$128.54 | \$81.80 | \$105.17 | \$105.17 | \$81.80 |
| Community medical practitioner - pay point 8 | \$60.19 | \$84.26 | \$132.41 | \$84.26 | \$108.34 | \$108.34 | \$84.26 |
| Specialist* | \$61.14 | \$85.59 | \$134.50 | N/A | N/A | N/A | \$85.59 |
| Senior specialist - pay point 1* | \$65.36 | \$91.51 | \$143.80 | N/A | N/A | N/A | \$91.51 |
| Senior specialist - pay point 2* | \$67.61 | \$94.66 | \$148.75 | N/A | N/A | N/A | \$94.66 |
| Senior specialist - pay point 3* | \$69.94 | \$97.91 | \$153.86 | N/A | N/A | N/A | \$97.91 |
| Senior specialist - pay point 4* | \$74.89 | \$104.84 | \$164.75 | N/A | N/A | N/A | \$104.84 |
| Senior specialist - pay point 5* | \$75.94 | \$106.31 | \$167.06 | N/A | N/A | N/A | \$106.31 |
| Principal specialist* | \$77.50 | \$108.50 | \$170.50 | N/A | N/A | N/A | \$108.50 |
| Senior principal specialist* | \$80.25 | \$112.35 | \$176.55 | N/A | N/A | N/A | \$112.35 |
| Deputy director of medical services - pay point 1* | \$54.00 | \$75.60 | \$118.80 | N/A | N/A | N/A | \$75.60 |
| Deputy director of medical services - pay point 2* | \$59.23 | \$82.92 | \$130.30 | N/A | N/A | N/A | \$82.92 |

| Classification | Hourly pay rate | Saturday and Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - Sunday | Recall to duty - Monday to Friday |
|--|------------------------|----------------------------|-----------------------|--|--|--------------------------|--|
| Deputy director of medical services - pay point 3* | \$65.36 | \$91.51 | \$143.80 | N/A | N/A | N/A | \$91.51 |
| Deputy director of medical services - pay point 4* | \$72.36 | \$101.31 | \$159.20 | N/A | N/A | N/A | \$101.31 |
| Director of medical services - pay point 1* | \$61.13 | \$85.58 | \$134.48 | N/A | N/A | N/A | \$85.58 |
| Director of medical services - pay point 2* | \$67.59 | \$94.62 | \$148.69 | N/A | N/A | N/A | \$94.62 |
| Director of medical services - pay point 3* | \$77.50 | \$108.50 | \$170.50 | N/A | N/A | N/A | \$108.50 |
| Director of medical services - pay point 4* | \$83.83 | \$117.36 | \$184.42 | N/A | N/A | N/A | \$117.36 |

Table 2 of 3

| Classification | Recall to duty - Saturday and Sunday | Recall to duty - public holiday | Shiftwork - starts or finishes after 9pm and before 6am | Shiftwork - Monday to Friday - 6pm to midnight | Shiftwork - Monday to Friday - midnight to 8am | Shiftwork - Saturday | Shiftwork - Sunday |
|---|---|--|--|---|---|-----------------------------|---------------------------|
| Intern | \$54.68 | \$54.68 | \$30.38 per hour, plus \$23.09 per occasion | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 1 | \$58.05 | \$58.05 | \$32.25 per hour, plus \$24.51 per occasion | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 2 | \$60.39 | \$60.39 | \$33.55 per hour, plus \$24.51 per occasion | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 3 | \$60.98 | \$60.98 | \$33.88 per hour, plus \$24.51 per occasion | N/A | N/A | N/A | N/A |
| Registrar - pay point 1 | \$66.06 | \$66.06 | \$36.70 per hour, plus \$27.89 per occasion | N/A | N/A | N/A | N/A |
| Registrar - pay point 2 | \$68.76 | \$68.76 | \$38.20 per hour, plus \$27.89 per occasion | N/A | N/A | N/A | N/A |
| Registrar - pay point 3 | \$71.91 | \$71.91 | \$39.95 per hour, plus \$27.89 per occasion | N/A | N/A | N/A | N/A |
| Registrar - pay point 4 | \$74.09 | \$74.09 | \$41.16 per hour, plus \$27.89 per occasion | N/A | N/A | N/A | N/A |
| Senior registrar - pay point 1 | \$86.33 | \$86.33 | \$47.96 per hour, plus \$36.45 per occasion | N/A | N/A | N/A | N/A |

| Classification | Recall to duty - Saturday and Sunday | Recall to duty - public holiday | Shiftwork - starts or finishes after 9pm and before 6am | Shiftwork - Monday to Friday - 6pm to midnight | Shiftwork - Monday to Friday - midnight to 8am | Shiftwork - Saturday | Shiftwork - Sunday |
|--|---|--|--|---|---|-----------------------------|---------------------------|
| Senior registrar - pay point 2 | \$89.73 | \$89.73 | \$49.85 per hour, plus \$36.45 per occasion | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 1 | \$87.21 | \$87.21 | N/A | \$53.30 | \$58.14 | \$67.83 | \$77.52 |
| Career medical practitioner - pay point 2 | \$90.45 | \$90.45 | N/A | \$55.28 | \$60.30 | \$70.35 | \$80.40 |
| Career medical practitioner - pay point 3 | \$92.25 | \$92.25 | N/A | \$56.38 | \$61.50 | \$71.75 | \$82.00 |
| Career medical practitioner - pay point 4 | \$95.63 | \$95.63 | N/A | \$58.44 | \$63.75 | \$74.38 | \$85.00 |
| Senior career medical practitioner - pay point 1 | \$98.66 | \$98.66 | N/A | \$60.29 | \$65.78 | \$76.74 | \$87.70 |
| Senior career medical practitioner - pay point 2 | \$101.79 | \$101.79 | N/A | \$62.21 | \$67.86 | \$79.17 | \$90.48 |
| Senior career medical practitioner - pay point 3 | \$105.21 | \$105.21 | N/A | \$64.30 | \$70.14 | \$81.83 | \$93.52 |
| Senior career medical practitioner - pay point 4 | \$108.41 | \$108.41 | N/A | \$66.25 | \$72.27 | \$84.32 | \$96.36 |
| Community medical practitioner - pay point 1 | \$87.19 | \$87.19 | N/A | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 2 | \$90.38 | \$90.38 | N/A | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 3 | \$93.31 | \$93.31 | N/A | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 4 | \$95.63 | \$95.63 | N/A | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 5 | \$98.64 | \$98.64 | N/A | N/A | N/A | N/A | N/A |

| Classification | Recall to duty - Saturday and Sunday | Recall to duty - public holiday | Shiftwork - starts or finishes after 9pm and before 6am | Shiftwork - Monday to Friday - 6pm to midnight | Shiftwork - Monday to Friday - midnight to 8am | Shiftwork - Saturday | Shiftwork - Sunday |
|--|---|--|--|---|---|-----------------------------|---------------------------|
| Community medical practitioner - pay point 6 | \$101.75 | \$101.75 | N/A | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 7 | \$105.17 | \$105.17 | N/A | N/A | N/A | N/A | N/A |
| Community medical practitioner - pay point 8 | \$108.34 | \$108.34 | N/A | N/A | N/A | N/A | N/A |
| Specialist* | \$110.05 | \$110.05 | N/A | \$67.25 | N/A | N/A | N/A |
| Senior specialist - pay point 1* | \$117.65 | \$117.65 | N/A | \$71.90 | N/A | N/A | N/A |
| Senior specialist - pay point 2* | \$121.70 | \$121.70 | N/A | \$74.37 | N/A | N/A | N/A |
| Senior specialist - pay point 3* | \$125.89 | \$125.89 | N/A | \$76.93 | N/A | N/A | N/A |
| Senior specialist - pay point 4* | \$134.80 | \$134.80 | N/A | \$82.38 | N/A | N/A | N/A |
| Senior specialist - pay point 5* | \$136.69 | \$136.69 | N/A | \$83.53 | N/A | N/A | N/A |
| Principal specialist* | \$139.50 | \$139.50 | N/A | \$85.25 | N/A | N/A | N/A |
| Senior principal specialist* | \$144.45 | \$144.45 | N/A | \$88.28 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 1* | \$97.20 | \$97.20 | N/A | \$59.40 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 2* | \$106.61 | \$106.61 | N/A | \$65.15 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 3* | \$117.65 | \$117.65 | N/A | \$71.90 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 4* | \$130.25 | \$130.25 | N/A | \$79.60 | N/A | N/A | N/A |
| Director of medical services - pay point 1* | \$110.03 | \$110.03 | N/A | \$67.24 | N/A | N/A | N/A |
| Director of medical services - pay point 2* | \$121.66 | \$121.66 | N/A | \$74.35 | N/A | N/A | N/A |
| Director of medical services - pay point 3* | \$139.50 | \$139.50 | N/A | \$85.25 | N/A | N/A | N/A |
| Director of medical services - pay point 4* | \$150.89 | \$150.89 | N/A | \$92.21 | N/A | N/A | N/A |

Table 3 of 3

| Classification | Shiftwork - Saturday - 7am to midnight | Shiftwork - Sunday - 7am to midnight | Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight | Shiftwork - midnight to 5am | Shiftwork - midnight to 5am (more than 4 weeks in a row) |
|---|---|---|---|--|---|
| Intern | N/A | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 1 | N/A | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 2 | N/A | N/A | N/A | N/A | N/A |
| Resident medical practitioner - pay point 3 | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 1 | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 2 | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 3 | N/A | N/A | N/A | N/A | N/A |
| Registrar - pay point 4 | N/A | N/A | N/A | N/A | N/A |
| Senior registrar - pay point 1 | N/A | N/A | N/A | N/A | N/A |
| Senior registrar - pay point 2 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 1 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 2 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 3 | N/A | N/A | N/A | N/A | N/A |
| Career medical practitioner - pay point 4 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 1 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 2 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 3 | N/A | N/A | N/A | N/A | N/A |
| Senior career medical practitioner - pay point 4 | N/A | N/A | N/A | N/A | N/A |

| Classification | Shiftwork - Saturday - 7am to midnight | Shiftwork - Sunday - 7am to midnight | Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight | Shiftwork - midnight to 5am | Shiftwork - midnight to 5am (more than 4 weeks in a row) |
|--|---|---|---|------------------------------------|---|
| Community medical practitioner - pay point 1 | N/A | N/A | \$49.41 | \$49.99 | \$50.38 |
| Community medical practitioner - pay point 2 | N/A | N/A | \$51.22 | \$51.82 | \$52.22 |
| Community medical practitioner - pay point 3 | N/A | N/A | \$52.87 | \$53.50 | \$53.91 |
| Community medical practitioner - pay point 4 | N/A | N/A | \$54.19 | \$54.83 | \$55.25 |
| Community medical practitioner - pay point 5 | N/A | N/A | \$55.90 | \$56.55 | \$56.99 |
| Community medical practitioner - pay point 6 | N/A | N/A | \$57.66 | \$58.33 | \$58.79 |
| Community medical practitioner - pay point 7 | N/A | N/A | \$59.59 | \$60.29 | \$60.76 |
| Community medical practitioner - pay point 8 | N/A | N/A | \$61.39 | \$62.11 | \$62.60 |
| Specialist* | \$85.59 | \$97.82 | N/A | N/A | N/A |
| Senior specialist - pay point 1* | \$91.51 | \$104.58 | N/A | N/A | N/A |
| Senior specialist - pay point 2* | \$94.66 | \$108.18 | N/A | N/A | N/A |
| Senior specialist - pay point 3* | \$97.91 | \$111.90 | N/A | N/A | N/A |
| Senior specialist - pay point 4* | \$104.84 | \$119.82 | N/A | N/A | N/A |
| Senior specialist - pay point 5* | \$106.31 | \$121.50 | N/A | N/A | N/A |
| Principal specialist* | \$108.50 | \$124.00 | N/A | N/A | N/A |
| Senior principal specialist* | \$112.35 | \$128.40 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 1* | \$75.60 | \$86.40 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 2* | \$82.92 | \$94.76 | N/A | N/A | N/A |
| Deputy director of medical services - pay point 3* | \$91.51 | \$104.58 | N/A | N/A | N/A |

| Classification | Shiftwork - Saturday - 7am to midnight | Shiftwork - Sunday - 7am to midnight | Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight | Shiftwork - midnight to 5am | Shiftwork - midnight to 5am (more than 4 weeks in a row) |
|--|---|---|---|------------------------------------|---|
| Deputy director of medical services - pay point 4* | \$101.31 | \$115.78 | N/A | N/A | N/A |
| Director of medical services - pay point 1* | \$85.58 | \$97.80 | N/A | N/A | N/A |
| Director of medical services - pay point 2* | \$94.62 | \$108.14 | N/A | N/A | N/A |
| Director of medical services - pay point 3* | \$108.50 | \$124.00 | N/A | N/A | N/A |
| Director of medical services - pay point 4* | \$117.36 | \$134.12 | N/A | N/A | N/A |

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.

| Allowances | Rate |
|---|------------------|
| Meal allowance | \$12.62 per meal |
| * On call allowance - Specialist (already included in the rate tables above) | \$4.45 per hour |
| * On call allowance - Senior specialist - pay point 1 (already included in the rate tables above) | \$4.75 per hour |
| * On call allowance - Senior specialist - pay point 2 (already included in the rate tables above) | \$4.92 per hour |
| * On call allowance - Senior specialist - pay point 3 (already included in the rate tables above) | \$5.09 per hour |
| * On call allowance - Senior specialist - pay point 4 (already included in the rate tables above) | \$5.45 per hour |
| * On call allowance - Senior specialist - pay point 5 (already included in the rate tables above) | \$5.52 per hour |
| * On call allowance - Principal specialist (already included in the rate tables above) | \$5.64 per hour |
| * On call allowance - Senior principal specialist (already included in the rate tables above) | \$5.84 per hour |
| * On call allowance - Deputy director of medical services - pay point 1 (already included in the rate tables above) | \$3.93 per hour |
| * On call allowance - Deputy director of medical services - pay point 2 (already included in the rate tables above) | \$4.31 per hour |
| * On call allowance - Deputy director of medical services - pay point 3 (already included in the rate tables above) | \$4.75 per hour |
| * On call allowance - Deputy director of medical services - pay point 4 (already included in the rate tables above) | \$5.26 per hour |
| * On call allowance - Director of medical services - pay point 1 (already included in the rate tables above) | \$4.45 per hour |
| * On call allowance - Director of medical services - pay point 2 (already included in the rate tables above) | \$4.92 per hour |
| * On call allowance - Director of medical services - pay point 3 (already included in the rate tables above) | \$5.64 per hour |
| * On call allowance - Director of medical services - pay point 4 (already included in the rate tables above) | \$6.10 per hour |
| On call allowance - Intern | \$18.47 per day |
| On call allowance - Resident medical practitioner - pay point 1 | \$19.61 per day |
| On call allowance - Resident medical practitioner - pay point 2 | \$20.40 per day |
| On call allowance - Resident medical practitioner - pay point 3 | \$20.60 per day |
| On call allowance - Registrar - pay point 1 | \$22.31 per day |

| Allowances | Rate |
|---|---|
| On call allowance - Registrar - pay point 2 | \$23.23 per day |
| On call allowance - Registrar - pay point 3 | \$24.29 per day |
| On call allowance - Registrar - pay point 4 | \$25.03 per day |
| On call allowance - Senior registrar - pay point 1 | \$29.16 per day |
| On call allowance - Senior registrar - pay point 2 | \$30.31 per day |
| On call allowance - Career medical practitioner - pay point 1 | \$29.46 per day |
| On call allowance - Career medical practitioner - pay point 2 | \$30.55 per day |
| On call allowance - Career medical practitioner - pay point 3 | \$31.16 per day |
| On call allowance - Career medical practitioner - pay point 4 | \$32.30 per day |
| On call allowance - Senior career medical practitioner - pay point 1 | \$33.32 per day |
| On call allowance - Senior career medical practitioner - pay point 2 | \$34.38 per day |
| On call allowance - Senior career medical practitioner - pay point 3 | \$35.54 per day |
| On call allowance - Senior career medical practitioner - pay point 4 | \$36.62 per day |
| On call allowance - Community medical practitioner - pay point 1 | \$29.45 per day |
| On call allowance - Community medical practitioner - pay point 2 | \$30.53 per day |
| On call allowance - Community medical practitioner - pay point 3 | \$31.51 per day |
| On call allowance - Community medical practitioner - pay point 4 | \$32.30 per day |
| On call allowance - Community medical practitioner - pay point 5 | \$33.32 per day |
| On call allowance - Community medical practitioner - pay point 6 | \$34.37 per day |
| On call allowance - Community medical practitioner - pay point 7 | \$35.52 per day |
| On call allowance - Community medical practitioner - pay point 8 | \$36.60 per day |
| Recall to duty - travel time allowance - Monday to Friday | Payment at the minimum hourly rate plus 50% |
| Recall to duty - travel time allowance - Saturday, Sunday and public holidays | Payment at double the minimum hourly rate |
| Senior Doctor manager allowance - level 1 | \$2.64 per hour and a maximum of \$5,223.12 per annum |
| Senior Doctor manager allowance - level 2 | \$6.19 per hour and a maximum of \$12,231.12 per annum |
| Senior Doctor manager allowance - level 3 | \$9.75 per hour and a maximum of \$19,257.91 per annum |
| Sleepover allowance | \$75.15 for each sleepover period. If the employee works more than 1 hour during the sleepover, the appropriate overtime payment will apply |

| Allowances | Rate |
|--|---|
| Telephone reimbursement - required to install and/or maintain a telephone for on call purposes | reimbursement for the telephone installation and rental charges |
| Travelling on duty reimbursement | reimbursement for the reasonable cost of fares, meals and accommodation |
| Vehicle allowance | \$0.78 per km |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.