

## Pay Guide - Medical Practitioners Award

[MA000031]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2020.

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 \*)

### Adult

### 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	\$1,001.75	\$26.36	\$39.54	\$65.90	\$39.54	\$52.72	\$52.72
Resident medical practitioner - pay point 1	\$1,063.52	\$27.99	\$41.99	\$69.98	\$41.99	\$55.98	\$55.98
Resident medical practitioner - pay point 2	\$1,106.35	\$29.11	\$43.67	\$72.78	\$43.67	\$58.22	\$58.22
Resident medical practitioner - pay point 3	\$1,117.12	\$29.40	\$44.10	\$73.50	\$44.10	\$58.80	\$58.80
Registrar - pay point 1	\$1,210.08	\$31.84	\$47.76	\$79.60	\$47.76	\$63.68	\$63.68
Registrar - pay point 2	\$1,259.69	\$33.15	\$49.73	\$82.88	\$49.73	\$66.30	\$66.30
Registrar - pay point 3	\$1,317.17	\$34.66	\$51.99	\$86.65	\$51.99	\$69.32	\$69.32
Registrar - pay point 4	\$1,357.40	\$35.72	\$53.58	\$89.30	\$53.58	\$71.44	\$71.44
Senior registrar - pay point 1	\$1,581.40	\$41.62	\$62.43	\$104.05	\$62.43	\$83.24	\$83.24
Senior registrar - pay point 2	\$1,643.79	\$43.26	\$64.89	\$108.15	\$64.89	\$86.52	\$86.52
Career medical practitioner - pay point 1	\$1,597.67	\$42.04	\$63.06	\$105.10	\$63.06	\$84.08	\$84.08
Career medical practitioner - pay point 2	\$1,656.96	\$43.60	\$65.40	\$109.00	\$65.40	\$87.20	\$87.20
Career medical practitioner - pay point 3	\$1,689.83	\$44.47	\$66.71	\$111.18	\$66.71	\$88.94	\$88.94
Career medical practitioner - pay point 4	\$1,752.00	\$46.11	\$69.17	\$115.28	\$69.17	\$92.22	\$92.22
Senior career medical practitioner - pay point 1	\$1,807.27	\$47.56	\$71.34	\$118.90	\$71.34	\$95.12	\$95.12
Senior career medical practitioner - pay point 2	\$1,864.77	\$49.07	\$73.61	\$122.68	\$73.61	\$98.14	\$98.14

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday and Sunday</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>
Senior career medical practitioner - pay point 3	\$1,927.38	\$50.72	\$76.08	\$126.80	\$76.08	\$101.44	\$101.44
Senior career medical practitioner - pay point 4	\$1,985.98	\$52.26	\$78.39	\$130.65	\$78.39	\$104.52	\$104.52
Community medical practitioner - pay point 1	\$1,597.35	\$42.04	\$63.06	\$105.10	\$63.06	\$84.08	\$84.08
Community medical practitioner - pay point 2	\$1,655.73	\$43.57	\$65.36	\$108.93	\$65.36	\$87.14	\$87.14
Community medical practitioner - pay point 3	\$1,709.19	\$44.98	\$67.47	\$112.45	\$67.47	\$89.96	\$89.96
Community medical practitioner - pay point 4	\$1,751.96	\$46.10	\$69.15	\$115.25	\$69.15	\$92.20	\$92.20
Community medical practitioner - pay point 5	\$1,806.98	\$47.55	\$71.33	\$118.88	\$71.33	\$95.10	\$95.10
Community medical practitioner - pay point 6	\$1,864.04	\$49.05	\$73.58	\$122.63	\$73.58	\$98.10	\$98.10
Community medical practitioner - pay point 7	\$1,926.40	\$50.69	\$76.04	\$126.73	\$76.04	\$101.38	\$101.38
Community medical practitioner - pay point 8	\$1,984.77	\$52.23	\$78.35	\$130.58	\$78.35	\$104.46	\$104.46
Specialist*	\$2,015.92	\$53.05	\$79.58	\$132.63	N/A	N/A	N/A
Senior specialist - pay point 1*	\$2,155.56	\$56.73	\$85.10	\$141.83	N/A	N/A	N/A
Senior specialist - pay point 2*	\$2,229.57	\$58.67	\$88.01	\$146.68	N/A	N/A	N/A
Senior specialist - pay point 3*	\$2,305.85	\$60.68	\$91.02	\$151.70	N/A	N/A	N/A
Senior specialist - pay point 4*	\$2,469.31	\$64.98	\$97.47	\$162.45	N/A	N/A	N/A
Senior specialist - pay point 5*	\$2,504.38	\$65.90	\$98.85	\$164.75	N/A	N/A	N/A
Principal specialist*	\$2,555.44	\$67.25	\$100.88	\$168.13	N/A	N/A	N/A
Senior principal specialist*	\$2,645.91	\$69.63	\$104.45	\$174.08	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	\$1,780.44	\$46.85	\$70.28	\$117.13	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	\$1,952.64	\$51.38	\$77.07	\$128.45	N/A	N/A	N/A

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday and Sunday</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>
Deputy Director of medical services - pay point 3*	\$2,155.56	\$56.73	\$85.10	\$141.83	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	\$2,386.13	\$62.79	\$94.19	\$156.98	N/A	N/A	N/A
Director of medical services - pay point 1*	\$2,015.41	\$53.04	\$79.56	\$132.60	N/A	N/A	N/A
Director of medical services - pay point 2*	\$2,228.53	\$58.64	\$87.96	\$146.60	N/A	N/A	N/A
Director of medical services - pay point 3*	\$2,555.44	\$67.25	\$100.88	\$168.13	N/A	N/A	N/A
Director of medical services - pay point 4*	\$2,764.13	\$72.74	\$109.11	\$181.85	N/A	N/A	N/A

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<b>Classification</b>	<b>Recall to duty - Monday to Friday</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Intern	\$39.54	\$52.72	\$52.72	\$26.36 per hour, plus \$25.04 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 1	\$41.99	\$55.98	\$55.98	\$27.99 per hour, plus \$26.59 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 2	\$43.67	\$58.22	\$58.22	\$29.11 per hour, plus \$26.59 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 3	\$44.10	\$58.80	\$58.80	\$29.40 per hour, plus \$26.59 per occasion	N/A	N/A	N/A

<b>Classification</b>	<b>Recall to duty - Monday to Friday</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Registrar - pay point 1	\$47.76	\$63.68	\$63.68	\$31.84 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Registrar - pay point 2	\$49.73	\$66.30	\$66.30	\$33.15 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Registrar - pay point 3	\$51.99	\$69.32	\$69.32	\$34.66 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Registrar - pay point 4	\$53.58	\$71.44	\$71.44	\$35.72 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Senior registrar - pay point 1	\$62.43	\$83.24	\$83.24	\$41.62 per hour, plus \$39.54 per occasion	N/A	N/A	N/A
Senior registrar - pay point 2	\$64.89	\$86.52	\$86.52	\$43.26 per hour, plus \$39.54 per occasion	N/A	N/A	N/A
Career medical practitioner - pay point 1	\$63.06	\$84.08	\$84.08	N/A	\$47.30	\$52.55	\$63.06
Career medical practitioner - pay point 2	\$65.40	\$87.20	\$87.20	N/A	\$49.05	\$54.50	\$65.40
Career medical practitioner - pay point 3	\$66.71	\$88.94	\$88.94	N/A	\$50.03	\$55.59	\$66.71
Career medical practitioner - pay point 4	\$69.17	\$92.22	\$92.22	N/A	\$51.87	\$57.64	\$69.17
Senior career medical practitioner - pay point 1	\$71.34	\$95.12	\$95.12	N/A	\$53.51	\$59.45	\$71.34
Senior career medical practitioner - pay point 2	\$73.61	\$98.14	\$98.14	N/A	\$55.20	\$61.34	\$73.61
Senior career medical practitioner - pay point 3	\$76.08	\$101.44	\$101.44	N/A	\$57.06	\$63.40	\$76.08

<b>Classification</b>	<b>Recall to duty - Monday to Friday</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Senior career medical practitioner - pay point 4	\$78.39	\$104.52	\$104.52	N/A	\$58.79	\$65.33	\$78.39
Community medical practitioner - pay point 1	\$63.06	\$84.08	\$84.08	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 2	\$65.36	\$87.14	\$87.14	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 3	\$67.47	\$89.96	\$89.96	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 4	\$69.15	\$92.20	\$92.20	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 5	\$71.33	\$95.10	\$95.10	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 6	\$73.58	\$98.10	\$98.10	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 7	\$76.04	\$101.38	\$101.38	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 8	\$78.35	\$104.46	\$104.46	N/A	N/A	N/A	N/A
Specialist*	N/A	N/A	N/A	N/A	\$59.68	N/A	N/A
Senior specialist - pay point 1*	N/A	N/A	N/A	N/A	\$63.82	N/A	N/A
Senior specialist - pay point 2*	N/A	N/A	N/A	N/A	\$66.00	N/A	N/A
Senior specialist - pay point 3*	N/A	N/A	N/A	N/A	\$68.27	N/A	N/A
Senior specialist - pay point 4*	N/A	N/A	N/A	N/A	\$73.10	N/A	N/A
Senior specialist - pay point 5*	N/A	N/A	N/A	N/A	\$74.14	N/A	N/A
Principal specialist*	N/A	N/A	N/A	N/A	\$75.66	N/A	N/A
Senior principal specialist*	N/A	N/A	N/A	N/A	\$78.33	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	N/A	N/A	N/A	\$52.71	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	N/A	N/A	N/A	\$57.80	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	N/A	N/A	N/A	\$63.82	N/A	N/A

<b>Classification</b>	<b>Recall to duty - Monday to Friday</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Deputy Director of medical services - pay point 4*	N/A	N/A	N/A	N/A	\$70.64	N/A	N/A
Director of medical services - pay point 1*	N/A	N/A	N/A	N/A	\$59.67	N/A	N/A
Director of medical services - pay point 2*	N/A	N/A	N/A	N/A	\$65.97	N/A	N/A
Director of medical services - pay point 3*	N/A	N/A	N/A	N/A	\$75.66	N/A	N/A
Director of medical services - pay point 4*	N/A	N/A	N/A	N/A	\$81.83	N/A	N/A

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<b>Classification</b>	<b>Shiftwork - Sunday</b>	<b>Shiftwork - Saturday - 7am to midnight</b>	<b>Shiftwork - Sunday - 7am to midnight</b>	<b>Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight</b>	<b>Shiftwork - midnight to 5am</b>	<b>Shiftwork - midnight to 5am (more than 4 weeks in a row)</b>
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

<b>Classification</b>	<b>Shiftwork - Sunday</b>	<b>Shiftwork - Saturday - 7am to midnight</b>	<b>Shiftwork - Sunday - 7am to midnight</b>	<b>Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight</b>	<b>Shiftwork - midnight to 5am</b>	<b>Shiftwork - midnight to 5am (more than 4 weeks in a row)</b>
Career medical practitioner - pay point 1	\$73.57	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 2	\$76.30	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 3	\$77.82	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 4	\$80.69	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 1	\$83.23	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 2	\$85.87	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 3	\$88.76	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 4	\$91.46	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 1	N/A	N/A	N/A	\$43.09	\$43.72	\$44.14
Community medical practitioner - pay point 2	N/A	N/A	N/A	\$44.66	\$45.31	\$45.75
Community medical practitioner - pay point 3	N/A	N/A	N/A	\$46.10	\$46.78	\$47.23
Community medical practitioner - pay point 4	N/A	N/A	N/A	\$47.25	\$47.94	\$48.41
Community medical practitioner - pay point 5	N/A	N/A	N/A	\$48.74	\$49.45	\$49.93
Community medical practitioner - pay point 6	N/A	N/A	N/A	\$50.28	\$51.01	\$51.50
Community medical practitioner - pay point 7	N/A	N/A	N/A	\$51.96	\$52.72	\$53.22



<b>Classification</b>	<b>Shiftwork - Sunday</b>	<b>Shiftwork - Saturday - 7am to midnight</b>	<b>Shiftwork - Sunday - 7am to midnight</b>	<b>Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight</b>	<b>Shiftwork - midnight to 5am</b>	<b>Shiftwork - midnight to 5am (more than 4 weeks in a row)</b>
Community medical practitioner - pay point 8	N/A	N/A	N/A	\$53.54	\$54.32	\$54.84
Specialist*	N/A	\$79.58	\$92.84	N/A	N/A	N/A
Senior specialist - pay point 1*	N/A	\$85.10	\$99.28	N/A	N/A	N/A
Senior specialist - pay point 2*	N/A	\$88.01	\$102.67	N/A	N/A	N/A
Senior specialist - pay point 3*	N/A	\$91.02	\$106.19	N/A	N/A	N/A
Senior specialist - pay point 4*	N/A	\$97.47	\$113.72	N/A	N/A	N/A
Senior specialist - pay point 5*	N/A	\$98.85	\$115.33	N/A	N/A	N/A
Principal specialist*	N/A	\$100.88	\$117.69	N/A	N/A	N/A
Senior principal specialist*	N/A	\$104.45	\$121.85	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	\$70.28	\$81.99	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	\$77.07	\$89.92	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	\$85.10	\$99.28	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	N/A	\$94.19	\$109.88	N/A	N/A	N/A
Director of medical services - pay point 1*	N/A	\$79.56	\$92.82	N/A	N/A	N/A
Director of medical services - pay point 2*	N/A	\$87.96	\$102.62	N/A	N/A	N/A
Director of medical services - pay point 3*	N/A	\$100.88	\$117.69	N/A	N/A	N/A
Director of medical services - pay point 4*	N/A	\$109.11	\$127.30	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	\$32.95	\$46.13	\$72.49	\$46.13	\$59.31	\$59.31	\$39.54
Resident medical practitioner - pay point 1	\$34.99	\$48.98	\$76.97	\$48.98	\$62.98	\$62.98	\$41.99
Resident medical practitioner - pay point 2	\$36.39	\$50.94	\$80.05	\$50.94	\$65.50	\$65.50	\$43.67
Resident medical practitioner - pay point 3	\$36.75	\$51.45	\$80.85	\$51.45	\$66.15	\$66.15	\$44.10
Registrar - pay point 1	\$39.80	\$55.72	\$87.56	\$55.72	\$71.64	\$71.64	\$47.76
Registrar - pay point 2	\$41.44	\$58.01	\$91.16	\$58.01	\$74.59	\$74.59	\$49.73
Registrar - pay point 3	\$43.33	\$60.66	\$95.32	\$60.66	\$77.99	\$77.99	\$51.99
Registrar - pay point 4	\$44.65	\$62.51	\$98.23	\$62.51	\$80.37	\$80.37	\$53.58
Senior registrar - pay point 1	\$52.03	\$72.84	\$114.46	\$72.84	\$93.65	\$93.65	\$62.43
Senior registrar - pay point 2	\$54.08	\$75.71	\$118.97	\$75.71	\$97.34	\$97.34	\$64.89
Career medical practitioner - pay point 1	\$52.55	\$73.57	\$115.61	\$73.57	\$94.59	\$94.59	\$63.06
Career medical practitioner - pay point 2	\$54.50	\$76.30	\$119.90	\$76.30	\$98.10	\$98.10	\$65.40
Career medical practitioner - pay point 3	\$55.59	\$77.82	\$122.29	\$77.82	\$100.06	\$100.06	\$66.71
Career medical practitioner - pay point 4	\$57.64	\$80.69	\$126.80	\$80.69	\$103.75	\$103.75	\$69.17
Senior career medical practitioner - pay point 1	\$59.45	\$83.23	\$130.79	\$83.23	\$107.01	\$107.01	\$71.34
Senior career medical practitioner - pay point 2	\$61.34	\$85.87	\$134.94	\$85.87	\$110.41	\$110.41	\$73.61
Senior career medical practitioner - pay point 3	\$63.40	\$88.76	\$139.48	\$88.76	\$114.12	\$114.12	\$76.08
Senior career medical practitioner - pay point 4	\$65.33	\$91.46	\$143.72	\$91.46	\$117.59	\$117.59	\$78.39

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday and Sunday</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Recall to duty - Monday to Friday</b>
Community medical practitioner - pay point 1	\$52.55	\$73.57	\$115.61	\$73.57	\$94.59	\$94.59	\$63.06
Community medical practitioner - pay point 2	\$54.46	\$76.25	\$119.82	\$76.25	\$98.03	\$98.03	\$65.36
Community medical practitioner - pay point 3	\$56.23	\$78.72	\$123.70	\$78.72	\$101.21	\$101.21	\$67.47
Community medical practitioner - pay point 4	\$57.63	\$80.68	\$126.78	\$80.68	\$103.73	\$103.73	\$69.15
Community medical practitioner - pay point 5	\$59.44	\$83.21	\$130.76	\$83.21	\$106.99	\$106.99	\$71.33
Community medical practitioner - pay point 6	\$61.31	\$85.84	\$134.89	\$85.84	\$110.36	\$110.36	\$73.58
Community medical practitioner - pay point 7	\$63.36	\$88.71	\$139.40	\$88.71	\$114.05	\$114.05	\$76.04
Community medical practitioner - pay point 8	\$65.29	\$91.40	\$143.63	\$91.40	\$117.52	\$117.52	\$78.35
Specialist*	\$66.31	\$92.84	\$145.89	N/A	N/A	N/A	N/A
Senior specialist - pay point 1*	\$70.91	\$99.28	\$156.01	N/A	N/A	N/A	N/A
Senior specialist - pay point 2*	\$73.34	\$102.67	\$161.34	N/A	N/A	N/A	N/A
Senior specialist - pay point 3*	\$75.85	\$106.19	\$166.87	N/A	N/A	N/A	N/A
Senior specialist - pay point 4*	\$81.23	\$113.72	\$178.70	N/A	N/A	N/A	N/A
Senior specialist - pay point 5*	\$82.38	\$115.33	\$181.23	N/A	N/A	N/A	N/A
Principal specialist*	\$84.06	\$117.69	\$184.94	N/A	N/A	N/A	N/A
Senior principal specialist*	\$87.04	\$121.85	\$191.48	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	\$58.56	\$81.99	\$128.84	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	\$64.23	\$89.92	\$141.30	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	\$70.91	\$99.28	\$156.01	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	\$78.49	\$109.88	\$172.67	N/A	N/A	N/A	N/A

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Saturday and Sunday</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours</b>	<b>Overtime - Monday to Saturday - after 2 hours</b>	<b>Overtime - Sunday</b>	<b>Recall to duty - Monday to Friday</b>
Director of medical services - pay point 1*	\$66.30	\$92.82	\$145.86	N/A	N/A	N/A	N/A
Director of medical services - pay point 2*	\$73.30	\$102.62	\$161.26	N/A	N/A	N/A	N/A
Director of medical services - pay point 3*	\$84.06	\$117.69	\$184.94	N/A	N/A	N/A	N/A
Director of medical services - pay point 4*	\$90.93	\$127.30	\$200.04	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Intern	\$52.72	\$52.72	\$32.95 per hour, plus \$25.04 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 1	\$55.98	\$55.98	\$34.99 per hour, plus \$26.59 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 2	\$58.22	\$58.22	\$36.39 per hour, plus \$26.59 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 3	\$58.80	\$58.80	\$36.75 per hour, plus \$26.59 per occasion	N/A	N/A	N/A
Registrar - pay point 1	\$63.68	\$63.68	\$39.80 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Registrar - pay point 2	\$66.30	\$66.30	\$41.44 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Registrar - pay point 3	\$69.32	\$69.32	\$43.33 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Registrar - pay point 4	\$71.44	\$71.44	\$44.65 per hour, plus \$30.25 per occasion	N/A	N/A	N/A
Senior registrar - pay point 1	\$83.24	\$83.24	\$52.03 per hour, plus \$39.54 per occasion	N/A	N/A	N/A

<b>Classification</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Senior registrar - pay point 2	\$86.52	\$86.52	\$54.08 per hour, plus \$39.54 per occasion	N/A	N/A	N/A
Career medical practitioner - pay point 1	\$84.08	\$84.08	N/A	\$57.81	\$63.06	\$73.57
Career medical practitioner - pay point 2	\$87.20	\$87.20	N/A	\$59.95	\$65.40	\$76.30
Career medical practitioner - pay point 3	\$88.94	\$88.94	N/A	\$61.15	\$66.71	\$77.82
Career medical practitioner - pay point 4	\$92.22	\$92.22	N/A	\$63.40	\$69.17	\$80.69
Senior career medical practitioner - pay point 1	\$95.12	\$95.12	N/A	\$65.40	\$71.34	\$83.23
Senior career medical practitioner - pay point 2	\$98.14	\$98.14	N/A	\$67.47	\$73.61	\$85.87
Senior career medical practitioner - pay point 3	\$101.44	\$101.44	N/A	\$69.74	\$76.08	\$88.76
Senior career medical practitioner - pay point 4	\$104.52	\$104.52	N/A	\$71.86	\$78.39	\$91.46
Community medical practitioner - pay point 1	\$84.08	\$84.08	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 2	\$87.14	\$87.14	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 3	\$89.96	\$89.96	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 4	\$92.20	\$92.20	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 5	\$95.10	\$95.10	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 6	\$98.10	\$98.10	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 7	\$101.38	\$101.38	N/A	N/A	N/A	N/A

<b>Classification</b>	<b>Recall to duty - Saturday and Sunday</b>	<b>Recall to duty - public holiday</b>	<b>Shiftwork - Starts or finishes between 9pm and 6am</b>	<b>Shiftwork - Monday to Friday - 6pm to midnight</b>	<b>Shiftwork - Monday to Friday - midnight to 8am</b>	<b>Shiftwork - Saturday</b>
Community medical practitioner - pay point 8	\$104.46	\$104.46	N/A	N/A	N/A	N/A
Specialist*	N/A	N/A	N/A	\$72.94	N/A	N/A
Senior specialist - pay point 1*	N/A	N/A	N/A	\$78.00	N/A	N/A
Senior specialist - pay point 2*	N/A	N/A	N/A	\$80.67	N/A	N/A
Senior specialist - pay point 3*	N/A	N/A	N/A	\$83.44	N/A	N/A
Senior specialist - pay point 4*	N/A	N/A	N/A	\$89.35	N/A	N/A
Senior specialist - pay point 5*	N/A	N/A	N/A	\$90.61	N/A	N/A
Principal specialist*	N/A	N/A	N/A	\$92.47	N/A	N/A
Senior principal specialist*	N/A	N/A	N/A	\$95.74	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	N/A	N/A	\$64.42	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	N/A	N/A	\$70.65	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	N/A	N/A	\$78.00	N/A	N/A
Deputy Director of medical services - pay point 4*	N/A	N/A	N/A	\$86.34	N/A	N/A
Director of medical services - pay point 1*	N/A	N/A	N/A	\$72.93	N/A	N/A
Director of medical services - pay point 2*	N/A	N/A	N/A	\$80.63	N/A	N/A
Director of medical services - pay point 3*	N/A	N/A	N/A	\$92.47	N/A	N/A
Director of medical services - pay point 4*	N/A	N/A	N/A	\$100.02	N/A	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Shiftwork - Sunday</b>	<b>Shiftwork - Saturday - 7am to midnight</b>	<b>Shiftwork - Sunday - 7am to midnight</b>	<b>Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight</b>	<b>Shiftwork - midnight to 5am</b>	<b>Shiftwork - midnight to 5am (more than 4 weeks in a row)</b>
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	\$84.08	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 2	\$87.20	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 3	\$88.94	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 4	\$92.22	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 1	\$95.12	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 2	\$98.14	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 3	\$101.44	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 4	\$104.52	N/A	N/A	N/A	N/A	N/A

<b>Classification</b>	<b>Shiftwork - Sunday</b>	<b>Shiftwork - Saturday - 7am to midnight</b>	<b>Shiftwork - Sunday - 7am to midnight</b>	<b>Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight</b>	<b>Shiftwork - midnight to 5am</b>	<b>Shiftwork - midnight to 5am (more than 4 weeks in a row)</b>
Community medical practitioner - pay point 1	N/A	N/A	N/A	\$53.60	\$54.23	\$54.65
Community medical practitioner - pay point 2	N/A	N/A	N/A	\$55.55	\$56.21	\$56.64
Community medical practitioner - pay point 3	N/A	N/A	N/A	\$57.35	\$58.02	\$58.47
Community medical practitioner - pay point 4	N/A	N/A	N/A	\$58.78	\$59.47	\$59.93
Community medical practitioner - pay point 5	N/A	N/A	N/A	\$60.63	\$61.34	\$61.82
Community medical practitioner - pay point 6	N/A	N/A	N/A	\$62.54	\$63.27	\$63.77
Community medical practitioner - pay point 7	N/A	N/A	N/A	\$64.63	\$65.39	\$65.90
Community medical practitioner - pay point 8	N/A	N/A	N/A	\$66.59	\$67.38	\$67.90
Specialist*	N/A	\$92.84	\$106.10	N/A	N/A	N/A
Senior specialist - pay point 1*	N/A	\$99.28	\$113.46	N/A	N/A	N/A
Senior specialist - pay point 2*	N/A	\$102.67	\$117.34	N/A	N/A	N/A
Senior specialist - pay point 3*	N/A	\$106.19	\$121.36	N/A	N/A	N/A
Senior specialist - pay point 4*	N/A	\$113.72	\$129.96	N/A	N/A	N/A
Senior specialist - pay point 5*	N/A	\$115.33	\$131.80	N/A	N/A	N/A
Principal specialist*	N/A	\$117.69	\$134.50	N/A	N/A	N/A
Senior principal specialist*	N/A	\$121.85	\$139.26	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	\$81.99	\$93.70	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	\$89.92	\$102.76	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	\$99.28	\$113.46	N/A	N/A	N/A



<b>Classification</b>	<b>Shiftwork - Sunday</b>	<b>Shiftwork - Saturday - 7am to midnight</b>	<b>Shiftwork - Sunday - 7am to midnight</b>	<b>Shiftwork - starts between 5am and before 6.30am and/or finishes between 6pm and before midnight</b>	<b>Shiftwork - midnight to 5am</b>	<b>Shiftwork - midnight to 5am (more than 4 weeks in a row)</b>
Deputy Director of medical services - pay point 4*	N/A	\$109.88	\$125.58	N/A	N/A	N/A
Director of medical services - pay point 1*	N/A	\$92.82	\$106.08	N/A	N/A	N/A
Director of medical services - pay point 2*	N/A	\$102.62	\$117.28	N/A	N/A	N/A
Director of medical services - pay point 3*	N/A	\$117.69	\$134.50	N/A	N/A	N/A
Director of medical services - pay point 4*	N/A	\$127.30	\$145.48	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	\$13.56 per meal
* On call allowance - Specialist (already included in the rate tables above)	\$4.82 per hour
* On call allowance - Senior specialist - pay point 1 (already included in the rate tables above)	\$5.16 per hour
* On call allowance - Senior specialist - pay point 2 (already included in the rate tables above)	\$5.33 per hour
* On call allowance - Senior specialist - pay point 3 (already included in the rate tables above)	\$5.52 per hour
* On call allowance - Senior specialist - pay point 4 (already included in the rate tables above)	\$5.91 per hour
* On call allowance - Senior specialist - pay point 5 (already included in the rate tables above)	\$5.99 per hour
* On call allowance - Principal specialist (already included in the rate tables above)	\$6.11 per hour
* On call allowance - Senior principal specialist (already included in the rate tables above)	\$6.33 per hour
* On call allowance - Deputy director of medical services - pay point 1 (already included in the rate tables above)	\$4.26 per hour
* On call allowance - Deputy director of medical services - pay point 2 (already included in the rate tables above)	\$4.67 per hour
* On call allowance - Deputy director of medical services - pay point 3 (already included in the rate tables above)	\$5.16 per hour
* On call allowance - Deputy director of medical services - pay point 4 (already included in the rate tables above)	\$5.71 per hour
* On call allowance - Director of medical services - pay point 1 (already included in the rate tables above)	\$4.82 per hour
* On call allowance - Director of medical services - pay point 2 (already included in the rate tables above)	\$5.33 per hour
* On call allowance - Director of medical services - pay point 3 (already included in the rate tables above)	\$6.11 per hour
* On call allowance - Director of medical services - pay point 4 (already included in the rate tables above)	\$6.61 per hour
On call allowance - Intern	\$20.04 per day
On call allowance - Resident medical practitioner - pay point 1	\$21.27 per day
On call allowance - Resident medical practitioner - pay point 2	\$22.13 per day
On call allowance - Resident medical practitioner - pay point 3	\$22.34 per day
On call allowance - Registrar - pay point 1	\$24.20 per day
On call allowance - Registrar - pay point 2	\$25.19 per day

<b>Allowances</b>	<b>Rate</b>
On call allowance - Registrar - pay point 3	\$26.34 per day
On call allowance - Registrar - pay point 4	\$27.15 per day
On call allowance - Senior registrar - pay point 1	\$31.63 per day
On call allowance - Senior registrar - pay point 2	\$32.88 per day
On call allowance - Career medical practitioner - pay point 1	\$31.95 per day
On call allowance - Career medical practitioner - pay point 2	\$33.14 per day
On call allowance - Career medical practitioner - pay point 3	\$33.80 per day
On call allowance - Career medical practitioner - pay point 4	\$35.04 per day
On call allowance - Senior career medical practitioner - pay point 1	\$36.15 per day
On call allowance - Senior career medical practitioner - pay point 2	\$37.30 per day
On call allowance - Senior career medical practitioner - pay point 3	\$38.55 per day
On call allowance - Senior career medical practitioner - pay point 4	\$39.72 per day
On call allowance - Community medical practitioner - pay point 1	\$31.95 per day
On call allowance - Community medical practitioner - pay point 2	\$33.12 per day
On call allowance - Community medical practitioner - pay point 3	\$34.18 per day
On call allowance - Community medical practitioner - pay point 4	\$35.04 per day
On call allowance - Community medical practitioner - pay point 5	\$36.14 per day
On call allowance - Community medical practitioner - pay point 6	\$37.28 per day
On call allowance - Community medical practitioner - pay point 7	\$38.53 per day
On call allowance - Community medical practitioner - pay point 8	\$39.70 per day
Recall to duty - travel time allowance - other than Senior Doctors	Payment of an amount equal to 1 hour at the minimum hourly rate for the employee's classification
Senior Doctor manager allowance - level 1	\$2.87 per hour and a maximum of \$5,665.58 per annum
Senior Doctor manager allowance - level 2	\$6.71 per hour and a maximum of \$13,267.25 per annum
Senior Doctor manager allowance - level 3	\$10.57 per hour and a maximum of \$20,889.30 per annum

Allowances	Rate
Sleepover allowance	\$81.52 for each sleepover period. If the employee works more than 1 hour during the sleepover, the appropriate overtime payment will apply
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	\$0.80 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.