



Fair Work
OMBUDSMAN

Pay Guide - Medical Practitioners Award

[MA000031]

Published 21 December 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2021.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

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

Adult

Full-time & part-time

Table 1 of 3

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	\$1,026.79	\$27.02	\$40.53	\$67.55	\$40.53	\$54.04	\$54.04
Resident medical practitioner - pay point 1	\$1,090.12	\$28.69	\$43.04	\$71.73	\$43.04	\$57.38	\$57.38
Resident medical practitioner - pay point 2	\$1,134.00	\$29.84	\$44.76	\$74.60	\$44.76	\$59.68	\$59.68
Resident medical practitioner - pay point 3	\$1,145.04	\$30.13	\$45.20	\$75.33	\$45.20	\$60.26	\$60.26
Registrar - pay point 1	\$1,240.33	\$32.64	\$48.96	\$81.60	\$48.96	\$65.28	\$65.28
Registrar - pay point 2	\$1,291.19	\$33.98	\$50.97	\$84.95	\$50.97	\$67.96	\$67.96
Registrar - pay point 3	\$1,350.10	\$35.53	\$53.30	\$88.83	\$53.30	\$71.06	\$71.06
Registrar - pay point 4	\$1,391.35	\$36.61	\$54.92	\$91.53	\$54.92	\$73.22	\$73.22
Senior registrar - pay point 1	\$1,620.94	\$42.66	\$63.99	\$106.65	\$63.99	\$85.32	\$85.32
Senior registrar - pay point 2	\$1,684.88	\$44.34	\$66.51	\$110.85	\$66.51	\$88.68	\$88.68
Career medical practitioner - pay point 1	\$1,637.62	\$43.10	\$64.65	\$107.75	\$64.65	\$86.20	\$86.20
Career medical practitioner - pay point 2	\$1,698.38	\$44.69	\$67.04	\$111.73	\$67.04	\$89.38	\$89.38
Career medical practitioner - pay point 3	\$1,732.08	\$45.58	\$68.37	\$113.95	\$68.37	\$91.16	\$91.16
Career medical practitioner - pay point 4	\$1,795.81	\$47.26	\$70.89	\$118.15	\$70.89	\$94.52	\$94.52
Senior career medical practitioner - pay point 1	\$1,852.44	\$48.75	\$73.13	\$121.88	\$73.13	\$97.50	\$97.50
Senior career medical practitioner - pay point 2	\$1,911.38	\$50.30	\$75.45	\$125.75	\$75.45	\$100.60	\$100.60

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	\$1,975.58	\$51.99	\$77.99	\$129.98	\$77.99	\$103.98	\$103.98
Senior career medical practitioner - pay point 4	\$2,035.63	\$53.57	\$80.36	\$133.93	\$80.36	\$107.14	\$107.14
Community medical practitioner - pay point 1	\$1,637.29	\$43.09	\$64.64	\$107.73	\$64.64	\$86.18	\$86.18
Community medical practitioner - pay point 2	\$1,697.12	\$44.66	\$66.99	\$111.65	\$66.99	\$89.32	\$89.32
Community medical practitioner - pay point 3	\$1,751.92	\$46.10	\$69.15	\$115.25	\$69.15	\$92.20	\$92.20
Community medical practitioner - pay point 4	\$1,795.77	\$47.26	\$70.89	\$118.15	\$70.89	\$94.52	\$94.52
Community medical practitioner - pay point 5	\$1,852.15	\$48.74	\$73.11	\$121.85	\$73.11	\$97.48	\$97.48
Community medical practitioner - pay point 6	\$1,910.63	\$50.28	\$75.42	\$125.70	\$75.42	\$100.56	\$100.56
Community medical practitioner - pay point 7	\$1,974.56	\$51.96	\$77.94	\$129.90	\$77.94	\$103.92	\$103.92
Community medical practitioner - pay point 8	\$2,034.38	\$53.54	\$80.31	\$133.85	\$80.31	\$107.08	\$107.08
Specialist*	\$2,066.31	\$54.37	\$81.56	\$135.93	N/A	N/A	N/A
Senior specialist - pay point 1*	\$2,209.44	\$58.15	\$87.23	\$145.38	N/A	N/A	N/A
Senior specialist - pay point 2*	\$2,285.32	\$60.14	\$90.21	\$150.35	N/A	N/A	N/A
Senior specialist - pay point 3*	\$2,363.49	\$62.19	\$93.29	\$155.48	N/A	N/A	N/A
Senior specialist - pay point 4*	\$2,531.03	\$66.61	\$99.92	\$166.53	N/A	N/A	N/A
Senior specialist - pay point 5*	\$2,566.99	\$67.55	\$101.33	\$168.88	N/A	N/A	N/A
Principal specialist*	\$2,619.33	\$68.93	\$103.40	\$172.33	N/A	N/A	N/A
Senior principal specialist*	\$2,712.05	\$71.37	\$107.06	\$178.43	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	\$1,824.94	\$48.03	\$72.05	\$120.08	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	\$2,001.47	\$52.67	\$79.01	\$131.68	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 3*	\$2,209.44	\$58.15	\$87.23	\$145.38	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	\$2,445.78	\$64.36	\$96.54	\$160.90	N/A	N/A	N/A
Director of medical services - pay point 1*	\$2,065.80	\$54.36	\$81.54	\$135.90	N/A	N/A	N/A
Director of medical services - pay point 2*	\$2,284.26	\$60.11	\$90.17	\$150.28	N/A	N/A	N/A
Director of medical services - pay point 3*	\$2,619.33	\$68.93	\$103.40	\$172.33	N/A	N/A	N/A
Director of medical services - pay point 4*	\$2,833.24	\$74.56	\$111.84	\$186.40	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 between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday
Intern	\$40.53	\$54.04	\$54.04	\$27.02 per hour, plus \$25.67 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 1	\$43.04	\$57.38	\$57.38	\$28.69 per hour, plus \$27.25 per occasion	N/A	N/A	N/A
Resident medical practitioner - pay point 2	\$44.76	\$59.68	\$59.68	\$29.84 per hour, plus \$27.25 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 between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday
Resident medical practitioner - pay point 3	\$45.20	\$60.26	\$60.26	\$30.13 per hour, plus \$27.25 per occasion	N/A	N/A	N/A
Registrar - pay point 1	\$48.96	\$65.28	\$65.28	\$32.64 per hour, plus \$31.01 per occasion	N/A	N/A	N/A
Registrar - pay point 2	\$50.97	\$67.96	\$67.96	\$33.98 per hour, plus \$31.01 per occasion	N/A	N/A	N/A
Registrar - pay point 3	\$53.30	\$71.06	\$71.06	\$35.53 per hour, plus \$31.01 per occasion	N/A	N/A	N/A
Registrar - pay point 4	\$54.92	\$73.22	\$73.22	\$36.61 per hour, plus \$31.01 per occasion	N/A	N/A	N/A
Senior registrar - pay point 1	\$63.99	\$85.32	\$85.32	\$42.66 per hour, plus \$40.52 per occasion	N/A	N/A	N/A
Senior registrar - pay point 2	\$66.51	\$88.68	\$88.68	\$44.34 per hour, plus \$40.52 per occasion	N/A	N/A	N/A
Career medical practitioner - pay point 1	\$64.65	\$86.20	\$86.20	N/A	\$48.49	\$53.88	\$64.65
Career medical practitioner - pay point 2	\$67.04	\$89.38	\$89.38	N/A	\$50.28	\$55.86	\$67.04

Classification	Recall to duty - Monday to Friday	Recall to duty - Saturday and Sunday	Recall to duty - public holiday	Shiftwork - Starts or finishes between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday
Career medical practitioner - pay point 3	\$68.37	\$91.16	\$91.16	N/A	\$51.28	\$56.98	\$68.37
Career medical practitioner - pay point 4	\$70.89	\$94.52	\$94.52	N/A	\$53.17	\$59.08	\$70.89
Senior career medical practitioner - pay point 1	\$73.13	\$97.50	\$97.50	N/A	\$54.84	\$60.94	\$73.13
Senior career medical practitioner - pay point 2	\$75.45	\$100.60	\$100.60	N/A	\$56.59	\$62.88	\$75.45
Senior career medical practitioner - pay point 3	\$77.99	\$103.98	\$103.98	N/A	\$58.49	\$64.99	\$77.99
Senior career medical practitioner - pay point 4	\$80.36	\$107.14	\$107.14	N/A	\$60.27	\$66.96	\$80.36
Community medical practitioner - pay point 1	\$64.64	\$86.18	\$86.18	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 2	\$66.99	\$89.32	\$89.32	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 3	\$69.15	\$92.20	\$92.20	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 4	\$70.89	\$94.52	\$94.52	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 5	\$73.11	\$97.48	\$97.48	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 6	\$75.42	\$100.56	\$100.56	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 7	\$77.94	\$103.92	\$103.92	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 8	\$80.31	\$107.08	\$107.08	N/A	N/A	N/A	N/A
Specialist*	N/A	N/A	N/A	N/A	\$61.17	N/A	N/A
Senior specialist - pay point 1*	N/A	N/A	N/A	N/A	\$65.42	N/A	N/A
Senior specialist - pay point 2*	N/A	N/A	N/A	N/A	\$67.66	N/A	N/A
Senior specialist - pay point 3*	N/A	N/A	N/A	N/A	\$69.96	N/A	N/A
Senior specialist - pay point 4*	N/A	N/A	N/A	N/A	\$74.94	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 between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday
Senior specialist - pay point 5*	N/A	N/A	N/A	N/A	\$75.99	N/A	N/A
Principal specialist*	N/A	N/A	N/A	N/A	\$77.55	N/A	N/A
Senior principal specialist*	N/A	N/A	N/A	N/A	\$80.29	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	N/A	N/A	N/A	\$54.03	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	N/A	N/A	N/A	\$59.25	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	N/A	N/A	N/A	\$65.42	N/A	N/A
Deputy Director of medical services - pay point 4*	N/A	N/A	N/A	N/A	\$72.41	N/A	N/A
Director of medical services - pay point 1*	N/A	N/A	N/A	N/A	\$61.16	N/A	N/A
Director of medical services - pay point 2*	N/A	N/A	N/A	N/A	\$67.62	N/A	N/A
Director of medical services - pay point 3*	N/A	N/A	N/A	N/A	\$77.55	N/A	N/A
Director of medical services - pay point 4*	N/A	N/A	N/A	N/A	\$83.88	N/A	N/A

Table 3 of 3

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

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)
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	\$75.43	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 2	\$78.21	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 3	\$79.77	N/A	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 4	\$82.71	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 1	\$85.31	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 2	\$88.03	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 3	\$90.98	N/A	N/A	N/A	N/A	N/A
Senior career medical practitioner - pay point 4	\$93.75	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 1	N/A	N/A	N/A	\$44.17	\$44.81	\$45.24
Community medical practitioner - pay point 2	N/A	N/A	N/A	\$45.78	\$46.45	\$46.89
Community medical practitioner - pay point 3	N/A	N/A	N/A	\$47.25	\$47.94	\$48.41
Community medical practitioner - pay point 4	N/A	N/A	N/A	\$48.44	\$49.15	\$49.62

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 5	N/A	N/A	N/A	\$49.96	\$50.69	\$51.18
Community medical practitioner - pay point 6	N/A	N/A	N/A	\$51.54	\$52.29	\$52.79
Community medical practitioner - pay point 7	N/A	N/A	N/A	\$53.26	\$54.04	\$54.56
Community medical practitioner - pay point 8	N/A	N/A	N/A	\$54.88	\$55.68	\$56.22
Specialist*	N/A	\$81.56	\$95.15	N/A	N/A	N/A
Senior specialist - pay point 1*	N/A	\$87.23	\$101.76	N/A	N/A	N/A
Senior specialist - pay point 2*	N/A	\$90.21	\$105.25	N/A	N/A	N/A
Senior specialist - pay point 3*	N/A	\$93.29	\$108.83	N/A	N/A	N/A
Senior specialist - pay point 4*	N/A	\$99.92	\$116.57	N/A	N/A	N/A
Senior specialist - pay point 5*	N/A	\$101.33	\$118.21	N/A	N/A	N/A
Principal specialist*	N/A	\$103.40	\$120.63	N/A	N/A	N/A
Senior principal specialist*	N/A	\$107.06	\$124.90	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	\$72.05	\$84.05	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	\$79.01	\$92.17	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	\$87.23	\$101.76	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	N/A	\$96.54	\$112.63	N/A	N/A	N/A
Director of medical services - pay point 1*	N/A	\$81.54	\$95.13	N/A	N/A	N/A
Director of medical services - pay point 2*	N/A	\$90.17	\$105.19	N/A	N/A	N/A
Director of medical services - pay point 3*	N/A	\$103.40	\$120.63	N/A	N/A	N/A
Director of medical services - pay point 4*	N/A	\$111.84	\$130.48	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	\$33.78	\$47.29	\$74.31	\$47.29	\$60.80	\$60.80	\$40.53
Resident medical practitioner - pay point 1	\$35.86	\$50.21	\$78.90	\$50.21	\$64.55	\$64.55	\$43.04
Resident medical practitioner - pay point 2	\$37.30	\$52.22	\$82.06	\$52.22	\$67.14	\$67.14	\$44.76
Resident medical practitioner - pay point 3	\$37.66	\$52.73	\$82.86	\$52.73	\$67.79	\$67.79	\$45.20
Registrar - pay point 1	\$40.80	\$57.12	\$89.76	\$57.12	\$73.44	\$73.44	\$48.96
Registrar - pay point 2	\$42.48	\$59.47	\$93.45	\$59.47	\$76.46	\$76.46	\$50.97
Registrar - pay point 3	\$44.41	\$62.18	\$97.71	\$62.18	\$79.94	\$79.94	\$53.30
Registrar - pay point 4	\$45.76	\$64.07	\$100.68	\$64.07	\$82.37	\$82.37	\$54.92
Senior registrar - pay point 1	\$53.33	\$74.66	\$117.32	\$74.66	\$95.99	\$95.99	\$63.99
Senior registrar - pay point 2	\$55.43	\$77.60	\$121.94	\$77.60	\$99.77	\$99.77	\$66.51
Career medical practitioner - pay point 1	\$53.88	\$75.43	\$118.53	\$75.43	\$96.98	\$96.98	\$64.65
Career medical practitioner - pay point 2	\$55.86	\$78.21	\$122.90	\$78.21	\$100.55	\$100.55	\$67.04
Career medical practitioner - pay point 3	\$56.98	\$79.77	\$125.35	\$79.77	\$102.56	\$102.56	\$68.37
Career medical practitioner - pay point 4	\$59.08	\$82.71	\$129.97	\$82.71	\$106.34	\$106.34	\$70.89
Senior career medical practitioner - pay point 1	\$60.94	\$85.31	\$134.06	\$85.31	\$109.69	\$109.69	\$73.13
Senior career medical practitioner - pay point 2	\$62.88	\$88.03	\$138.33	\$88.03	\$113.18	\$113.18	\$75.45
Senior career medical practitioner - pay point 3	\$64.99	\$90.98	\$142.97	\$90.98	\$116.98	\$116.98	\$77.99
Senior career medical practitioner - pay point 4	\$66.96	\$93.75	\$147.32	\$93.75	\$120.53	\$120.53	\$80.36

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
Community medical practitioner - pay point 1	\$53.86	\$75.41	\$118.50	\$75.41	\$96.95	\$96.95	\$64.64
Community medical practitioner - pay point 2	\$55.83	\$78.16	\$122.82	\$78.16	\$100.49	\$100.49	\$66.99
Community medical practitioner - pay point 3	\$57.63	\$80.68	\$126.78	\$80.68	\$103.73	\$103.73	\$69.15
Community medical practitioner - pay point 4	\$59.08	\$82.71	\$129.97	\$82.71	\$106.34	\$106.34	\$70.89
Community medical practitioner - pay point 5	\$60.93	\$85.30	\$134.04	\$85.30	\$109.67	\$109.67	\$73.11
Community medical practitioner - pay point 6	\$62.85	\$87.99	\$138.27	\$87.99	\$113.13	\$113.13	\$75.42
Community medical practitioner - pay point 7	\$64.95	\$90.93	\$142.89	\$90.93	\$116.91	\$116.91	\$77.94
Community medical practitioner - pay point 8	\$66.93	\$93.70	\$147.24	\$93.70	\$120.47	\$120.47	\$80.31
Specialist*	\$67.96	\$95.15	\$149.52	N/A	N/A	N/A	N/A
Senior specialist - pay point 1*	\$72.69	\$101.76	\$159.91	N/A	N/A	N/A	N/A
Senior specialist - pay point 2*	\$75.18	\$105.25	\$165.39	N/A	N/A	N/A	N/A
Senior specialist - pay point 3*	\$77.74	\$108.83	\$171.02	N/A	N/A	N/A	N/A
Senior specialist - pay point 4*	\$83.26	\$116.57	\$183.18	N/A	N/A	N/A	N/A
Senior specialist - pay point 5*	\$84.44	\$118.21	\$185.76	N/A	N/A	N/A	N/A
Principal specialist*	\$86.16	\$120.63	\$189.56	N/A	N/A	N/A	N/A
Senior principal specialist*	\$89.21	\$124.90	\$196.27	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	\$60.04	\$84.05	\$132.08	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	\$65.84	\$92.17	\$144.84	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	\$72.69	\$101.76	\$159.91	N/A	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	\$80.45	\$112.63	\$176.99	N/A	N/A	N/A	N/A

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
Director of medical services - pay point 1*	\$67.95	\$95.13	\$149.49	N/A	N/A	N/A	N/A
Director of medical services - pay point 2*	\$75.14	\$105.19	\$165.30	N/A	N/A	N/A	N/A
Director of medical services - pay point 3*	\$86.16	\$120.63	\$189.56	N/A	N/A	N/A	N/A
Director of medical services - pay point 4*	\$93.20	\$130.48	\$205.04	N/A	N/A	N/A	N/A

Table 2 of 3

Classification	Recall to duty - Saturday and Sunday	Recall to duty - public holiday	Shiftwork - Starts or finishes between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday	Shiftwork - Sunday
Intern	\$54.04	\$54.04	\$33.78 per hour, plus \$25.67 per occasion	N/A	N/A	N/A	N/A
Resident medical practitioner - pay point 1	\$57.38	\$57.38	\$35.86 per hour, plus \$27.25 per occasion	N/A	N/A	N/A	N/A
Resident medical practitioner - pay point 2	\$59.68	\$59.68	\$37.30 per hour, plus \$27.25 per occasion	N/A	N/A	N/A	N/A
Resident medical practitioner - pay point 3	\$60.26	\$60.26	\$37.66 per hour, plus \$27.25 per occasion	N/A	N/A	N/A	N/A
Registrar - pay point 1	\$65.28	\$65.28	\$40.80 per hour, plus \$31.01 per occasion	N/A	N/A	N/A	N/A
Registrar - pay point 2	\$67.96	\$67.96	\$42.48 per hour, plus \$31.01 per occasion	N/A	N/A	N/A	N/A
Registrar - pay point 3	\$71.06	\$71.06	\$44.41 per hour, plus \$31.01 per occasion	N/A	N/A	N/A	N/A
Registrar - pay point 4	\$73.22	\$73.22	\$45.76 per hour, plus \$31.01 per occasion	N/A	N/A	N/A	N/A
Senior registrar - pay point 1	\$85.32	\$85.32	\$53.33 per hour, plus \$40.52 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 between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday	Shiftwork - Sunday
Senior registrar - pay point 2	\$88.68	\$88.68	\$55.43 per hour, plus \$40.52 per occasion	N/A	N/A	N/A	N/A
Career medical practitioner - pay point 1	\$86.20	\$86.20	N/A	\$59.26	\$64.65	\$75.43	\$86.20
Career medical practitioner - pay point 2	\$89.38	\$89.38	N/A	\$61.45	\$67.04	\$78.21	\$89.38
Career medical practitioner - pay point 3	\$91.16	\$91.16	N/A	\$62.67	\$68.37	\$79.77	\$91.16
Career medical practitioner - pay point 4	\$94.52	\$94.52	N/A	\$64.98	\$70.89	\$82.71	\$94.52
Senior career medical practitioner - pay point 1	\$97.50	\$97.50	N/A	\$67.03	\$73.13	\$85.31	\$97.50
Senior career medical practitioner - pay point 2	\$100.60	\$100.60	N/A	\$69.16	\$75.45	\$88.03	\$100.60
Senior career medical practitioner - pay point 3	\$103.98	\$103.98	N/A	\$71.49	\$77.99	\$90.98	\$103.98
Senior career medical practitioner - pay point 4	\$107.14	\$107.14	N/A	\$73.66	\$80.36	\$93.75	\$107.14
Community medical practitioner - pay point 1	\$86.18	\$86.18	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 2	\$89.32	\$89.32	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 3	\$92.20	\$92.20	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 4	\$94.52	\$94.52	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 5	\$97.48	\$97.48	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 6	\$100.56	\$100.56	N/A	N/A	N/A	N/A	N/A
Community medical practitioner - pay point 7	\$103.92	\$103.92	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 between 9pm and 6am	Shiftwork - Monday to Friday - 6pm to midnight	Shiftwork - Monday to Friday - midnight to 8am	Shiftwork - Saturday	Shiftwork - Sunday
Community medical practitioner - pay point 8	\$107.08	\$107.08	N/A	N/A	N/A	N/A	N/A
Specialist*	N/A	N/A	N/A	\$74.76	N/A	N/A	N/A
Senior specialist - pay point 1*	N/A	N/A	N/A	\$79.96	N/A	N/A	N/A
Senior specialist - pay point 2*	N/A	N/A	N/A	\$82.69	N/A	N/A	N/A
Senior specialist - pay point 3*	N/A	N/A	N/A	\$85.51	N/A	N/A	N/A
Senior specialist - pay point 4*	N/A	N/A	N/A	\$91.59	N/A	N/A	N/A
Senior specialist - pay point 5*	N/A	N/A	N/A	\$92.88	N/A	N/A	N/A
Principal specialist*	N/A	N/A	N/A	\$94.78	N/A	N/A	N/A
Senior principal specialist*	N/A	N/A	N/A	\$98.13	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	N/A	N/A	N/A	\$66.04	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	N/A	N/A	N/A	\$72.42	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	N/A	N/A	N/A	\$79.96	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	N/A	N/A	N/A	\$88.50	N/A	N/A	N/A
Director of medical services - pay point 1*	N/A	N/A	N/A	\$74.75	N/A	N/A	N/A
Director of medical services - pay point 2*	N/A	N/A	N/A	\$82.65	N/A	N/A	N/A
Director of medical services - pay point 3*	N/A	N/A	N/A	\$94.78	N/A	N/A	N/A
Director of medical services - pay point 4*	N/A	N/A	N/A	\$102.52	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	\$54.94	\$55.59	\$56.02
Community medical practitioner - pay point 2	N/A	N/A	\$56.94	\$57.61	\$58.06
Community medical practitioner - pay point 3	N/A	N/A	\$58.78	\$59.47	\$59.93
Community medical practitioner - pay point 4	N/A	N/A	\$60.26	\$60.97	\$61.44
Community medical practitioner - pay point 5	N/A	N/A	\$62.14	\$62.87	\$63.36
Community medical practitioner - pay point 6	N/A	N/A	\$64.11	\$64.86	\$65.36
Community medical practitioner - pay point 7	N/A	N/A	\$66.25	\$67.03	\$67.55
Community medical practitioner - pay point 8	N/A	N/A	\$68.26	\$69.07	\$69.60
Specialist*	\$95.15	\$108.74	N/A	N/A	N/A
Senior specialist - pay point 1*	\$101.76	\$116.30	N/A	N/A	N/A
Senior specialist - pay point 2*	\$105.25	\$120.28	N/A	N/A	N/A
Senior specialist - pay point 3*	\$108.83	\$124.38	N/A	N/A	N/A
Senior specialist - pay point 4*	\$116.57	\$133.22	N/A	N/A	N/A
Senior specialist - pay point 5*	\$118.21	\$135.10	N/A	N/A	N/A
Principal specialist*	\$120.63	\$137.86	N/A	N/A	N/A
Senior principal specialist*	\$124.90	\$142.74	N/A	N/A	N/A
Deputy Director of medical services - pay point 1*	\$84.05	\$96.06	N/A	N/A	N/A
Deputy Director of medical services - pay point 2*	\$92.17	\$105.34	N/A	N/A	N/A
Deputy Director of medical services - pay point 3*	\$101.76	\$116.30	N/A	N/A	N/A
Deputy Director of medical services - pay point 4*	\$112.63	\$128.72	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)
Director of medical services - pay point 1*	\$95.13	\$108.72	N/A	N/A	N/A
Director of medical services - pay point 2*	\$105.19	\$120.22	N/A	N/A	N/A
Director of medical services - pay point 3*	\$120.63	\$137.86	N/A	N/A	N/A
Director of medical services - pay point 4*	\$130.48	\$149.12	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	\$13.78 per meal
* On call allowance - Specialist (already included in the rate tables above)	\$4.94 per hour
* On call allowance - Senior specialist - pay point 1 (already included in the rate tables above)	\$5.29 per hour
* On call allowance - Senior specialist - pay point 2 (already included in the rate tables above)	\$5.47 per hour
* On call allowance - Senior specialist - pay point 3 (already included in the rate tables above)	\$5.65 per hour
* On call allowance - Senior specialist - pay point 4 (already included in the rate tables above)	\$6.06 per hour
* On call allowance - Senior specialist - pay point 5 (already included in the rate tables above)	\$6.14 per hour
* On call allowance - Principal specialist (already included in the rate tables above)	\$6.27 per hour
* On call allowance - Senior principal specialist (already included in the rate tables above)	\$6.49 per hour
* On call allowance - Deputy director of medical services - pay point 1 (already included in the rate tables above)	\$4.37 per hour
* On call allowance - Deputy director of medical services - pay point 2 (already included in the rate tables above)	\$4.79 per hour
* On call allowance - Deputy director of medical services - pay point 3 (already included in the rate tables above)	\$5.29 per hour
* On call allowance - Deputy director of medical services - pay point 4 (already included in the rate tables above)	\$5.85 per hour
* On call allowance - Director of medical services - pay point 1 (already included in the rate tables above)	\$4.94 per hour
* On call allowance - Director of medical services - pay point 2 (already included in the rate tables above)	\$5.46 per hour
* On call allowance - Director of medical services - pay point 3 (already included in the rate tables above)	\$6.27 per hour
* On call allowance - Director of medical services - pay point 4 (already included in the rate tables above)	\$6.78 per hour
On call allowance - Intern	\$20.54 per day
On call allowance - Resident medical practitioner - pay point 1	\$21.80 per day
On call allowance - Resident medical practitioner - pay point 2	\$22.68 per day
On call allowance - Resident medical practitioner - pay point 3	\$22.90 per day
On call allowance - Registrar - pay point 1	\$24.81 per day
On call allowance - Registrar - pay point 2	\$25.82 per day
On call allowance - Registrar - pay point 3	\$27.00 per day

Allowances	Rate
On call allowance - Registrar - pay point 4	\$27.83 per day
On call allowance - Senior registrar - pay point 1	\$32.42 per day
On call allowance - Senior registrar - pay point 2	\$33.70 per day
On call allowance - Career medical practitioner - pay point 1	\$32.75 per day
On call allowance - Career medical practitioner - pay point 2	\$33.97 per day
On call allowance - Career medical practitioner - pay point 3	\$34.64 per day
On call allowance - Career medical practitioner - pay point 4	\$35.92 per day
On call allowance - Senior career medical practitioner - pay point 1	\$37.05 per day
On call allowance - Senior career medical practitioner - pay point 2	\$38.23 per day
On call allowance - Senior career medical practitioner - pay point 3	\$39.51 per day
On call allowance - Senior career medical practitioner - pay point 4	\$40.71 per day
On call allowance - Community medical practitioner - pay point 1	\$32.75 per day
On call allowance - Community medical practitioner - pay point 2	\$33.94 per day
On call allowance - Community medical practitioner - pay point 3	\$35.04 per day
On call allowance - Community medical practitioner - pay point 4	\$35.92 per day
On call allowance - Community medical practitioner - pay point 5	\$37.04 per day
On call allowance - Community medical practitioner - pay point 6	\$38.21 per day
On call allowance - Community medical practitioner - pay point 7	\$39.49 per day
On call allowance - Community medical practitioner - pay point 8	\$40.69 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	\$2.94 per hour and a maximum of \$5,807.20 per annum
Senior Doctor manager allowance - level 2	\$6.88 per hour and a maximum of \$13,598.87 per annum
Senior Doctor manager allowance - level 3	\$10.84 per hour and a maximum of \$21,411.43 per annum
Sleepover allowance	\$83.56 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. You can find out more about accountability and what you can expect from us in our [Customer service charter](#) at www.fairwork.gov.au/our-commitment-to-you.

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

We encourage you to [subscribe to email updates](#) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.