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## AMA VICTORIA FACTSHEET

### AMA Victoria - Public Health Sector Medical Specialists Agreement 2013.

#### Summary of Major Provisions

##### Coverage

The Agreement covers all Doctors who are employed as Specialists in all Victorian public hospitals.

##### Minimum Rates of Pay

###### Full time Specialists Minimum Rates from 31 March 2013 –

Classification	Code	Per week	Per hour
Specialist Year 1	HM33	\$3,671.50	\$96.62
Specialist Year 2	HM34	\$3,917.30	\$103.09
Specialist Year 3	HM35	\$4,069.50	\$107.09
Specialist Year 4	HM36	\$4,228.90	\$111.29
Specialist Year 5	HM37	\$4,393.40	\$115.62
Specialist Year 6	HM38	\$4,564.70	\$120.12
Specialist Year 7	HM39	\$4,654.50	\$122.49
Specialist Year 8	HM40	\$4,929.80	\$129.73
Specialist Year 9	HM41	\$5,048.40	\$132.85
<b>Executive Specialist</b>			
Bottom of range	HM42	\$5,048.40	\$132.85
Top of range	HM43	\$5,805.70	\$152.78

###### Fractional Specialists Minimum Hourly Rates from 31 March 2013 –

Classification	Fractional allocation of hours per week				
	0.1 – 7 hours per week	7.1 – 10.5 hours per week	10.6 – 14 hours per week	14.1 – 17.5 hours per week	17.6+ hours per week
<b>Specialist</b>					
Specialist Year 1	HN15 \$115.40	HN16 \$116.70	HN17 \$119.10	HN18 \$121.60	HN19 \$123.60
Specialist Year 2	HN20 \$117.50	HN21 \$118.60	HN22 \$121.50	HN23 \$123.60	HN24 \$125.90
Specialist Year 3	HN25 \$122.10	HN26 \$123.30	HN27 \$126.20	HN28 \$128.60	HN29 \$130.90
Specialist Year 4	HN30 \$126.70	HN31 \$128.10	HN32 \$131.00	HN33 \$133.60	HN34 \$135.80
Specialist Year 5	HN35 \$131.50	HN36 \$132.80	HN37 \$135.90	HN38 \$138.60	HN39 \$141.00
Specialist Year 6	HN40 \$136.30	HN41 \$137.70	HN42 \$140.80	HN43 \$143.40	HN44 \$146.30

Specialist Year 7	HN45 \$140.80	HN46 \$142.30	HN47 \$145.90	HN48 \$148.10	HN49 \$151.10
Specialist Year 8	HN50 \$145.40	HN51 \$146.90	HN52 \$150.60	HN53 \$152.80	HN54 \$156.00
Specialist Year 9	HN55 \$150.70	HN56 \$151.80	HN57 \$155.50	HN58 \$157.80	HN59 \$161.10
<b>Executive Specialist</b>					
Bottom of Range	HN60 \$150.70	HN61 \$151.80	HN62 \$155.50	HN63 \$157.80	HN64 \$161.10
Top of Range	HN65 \$171.70	HN66 \$173.40	HN67 \$177.40	HN68 \$180.90	HN69 \$184.20

### **Continuing Medical Education Support**

CME reimbursement of up to \$23,487 per full time equivalent Specialist for 2013/14.

### **Shift penalty payments**

For ordinary rostered hours between 6.00 pm and midnight Monday to Friday – 12.5%

For ordinary rostered hours between 7.00 am and midnight Saturday – 50%

For ordinary rostered hours between 7.00 am and midnight Sunday – 75%

Where the actual contracted rate of pay is more than the minimum rate, the Doctor is entitled to receive the contracted rate of pay, or the shift allowance, whichever is the higher.

### **Telephone, or telephone allowance**

When a Health Service requires a Doctor to be in telephone contact for work purposes, the Health Service must provide a fully funded mobile telephone for the Doctor's work use; or

- fully reimburse the Doctor for all reasonable and actual costs incurred by the Doctor when making or receiving work related telephone calls; or

- must pay to maintain a telephone, and must reimburse the subsequent rental charges on production of receipted accounts.

### **Travelling allowance**

A Doctor required to use their private vehicle in the course of their duties or when recalled to work outside ordinary rostered hours is entitled to an allowance of 73 cents per kilometre for a vehicle with engine capacity of less than 3.8 litres, or 89 cents per kilometre for a vehicle with engine capacity of 3.8 litres and over.

### **Childcare Costs**

Where a Doctor is required to work outside their ordinary rostered hours, with less than 24 hours notice (other than recall when rostered on call) the Doctor will be reimbursed for reasonable childcare expenses incurred.

## **Insurance allowance**

Doctors who exercise rights of private practice are entitled to an allowance to assist meet the costs of private Medical Indemnity Insurance.

2013/14 - \$484 per annum per full time Specialist

2014/15 - \$500 per annum per full time Specialist

2015/16 - \$516 per annum per full time Specialist

## **Annual leave loading (only applies to full-time Specialists)**

A loading equal to 17.5% of four weeks of the Bureau of Statistics' male average weekly total earnings for the September quarter of the preceding year. For leave taken in 2014 the loading is \$283.75 per week, or \$1,135.05 per 4 weeks.

## **Leave entitlement summary**

### **Annual leave**

5 weeks per annum, unless a doctor is not available for call, in which case the entitlement is 4 weeks per annum

### **Personal / carer's leave**

28 days sick leave per annum (cumulative) of which 10 days per annum (cumulative) may be used as carer's leave.

### **Compassionate leave**

2 days on each occasion compassionate leave is required.

### **Parental leave**

52 weeks in connection with the birth or adoption of a child. Includes –

10 weeks paid maternity leave

1 week paid paternity leave

### **Long service leave**

26 weeks after 15 years continuous service in the Victorian or an interstate public hospital system.

In most hospitals there is a preserved entitlement to 4 months long service leave after 10 years service.

### **Sabbatical leave**

26 weeks after 6 years continuous service as a Specialist.

### **Community service leave**

Reasonable unpaid leave to participate in voluntary community service activity.

## **Continuing Medical Education leave**

2 weeks per annum, which may accumulate to 4 weeks over a 2 year period.

## **Protocols and procedures**

The Agreement provides mandatory protocols and procedures which must be followed by hospitals in relation to –

- Consultation in relation to workplace change
- Workplace conduct (bullying)
- Performance management
- Dispute resolution

## **Fractional Allocation**

In allocating hours for Fractional Specialists, the following must be accounted for –

- Patient care and related activities
- Management / administrative responsibilities
- Meetings
- Teaching and research
- Practice at a distant location

## **Saving of local agreements.**

There are pre-existing Certified Agreements in many hospitals, and many unregistered local agreements, especially covering full time Specialists. Preexisting terms and conditions of employment are not set aside by the new Agreement. If there are pre-existing terms and conditions of employment which are more favourable than the new Agreement, they continue to apply in addition to the new Agreement.

## **No extra claims**

Until the nominal expiry date of the Agreement, which is 30 March 2017, a Health Service, a Doctor, or the AMA must not pursue any extra claims.