

## Career Medical Officers (State) Award - Public Hospital - Award Variations and Revised Pay Rates

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**Summary** The Information Bulletin advises of revised award provisions and pay rates applying to Career Medical Officers arising from a new Award and HAC Determination and amends PD2005\_417 in respect to pay rates for Career Medical Officers.

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## **PUBLIC HOSPITAL CAREER MEDICAL OFFICERS (STATE) AWARD – AWARD VARIATIONS AND REVISED PAY RATES**

On 26 May 2005, the Industrial Relations Commission of New South Wales made a new *Public Hospital Career Medical Officers (State) Award* arising from applications made by the Australian Salaried Medical Officers Federation (ASMOF) and the Health Services Union (HSU).

Although the new Award formally takes effect from the date on which it was made, the parties have agreed that the new structure provided for in the Award will take effect retrospectively from the first full pay period commencing on or after 20 April 2005.

### **New Award Provisions**

The new Award varies a number of provisions found in the former version of this Award, and in particular establishes a revised classification structure.

The most important aspects of the varied provisions are:

- (1) deletion of the current Grade 1, Year 1 and Year 2 steps;
- (2) amalgamation of the remaining Grade 1 and most of the Grade 2 steps into a single new Grade 1;
- (3) amalgamation of the current Grade 2, Year 4 step and the current Grade 3 into a single new Grade 2;
- (4) addition of a new Grade of Senior Career Medical Officer, to which appointment is made on the recommendation of a grading committee comprised of two nominees of the Health Administration Corporation and two nominees of ASMOF and/or the HSU;
- (5) addition of a new Transitional Grade, for Career Medical Officers who at 20 April 2005 were existing Grade 2 or 3 Career Medical Officers and who meet certain conditions;
- (6) increase in on call rates;
- (7) removal of the cap on penalty and overtime rates;
- (8) introduction of a new provision that where a Career Medical Officer is called back on more than one occasion during a call back period for which payment is being made, an entitlement to further payment does not arise until the expiration of the four hour period for which payment is being made;
- (9) provision for an entitlement of 7 days paid Continuing Medical Education leave per year (in place of the former entitlement of up to 4 hours study time per week, limited to 27 weeks a year where no face to face course was provided), accruable to a maximum of 21 days.

### **Memorandum of Understanding**

A Memorandum of Understanding has been signed between the Health Administration Corporation, and ASMOF and the HSU, in respect of employees covered by the *Public Hospital Career Medical Officers (State) Award*. It is consistent with that concluded between the Corporation and the HSU in

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December 2004. The Memorandum of Understanding makes the following provision in respect of wages:

- 4% increase in salaries from the first full pay period commencing on or after 1 July 2004;
- further 4% increase in salaries from the first full pay period commencing on or after 1 July 2005;
- further 4% increase in salaries from the first full pay period commencing on or after 1 July 2006; and
- further 4% increase in salaries from the first full pay period commencing on or after 1 July 2007, continuing to 30 June 2008.

The Memorandum of Understanding provides that there shall be no further salary or conditions claims made in respect of employees covered by the *Public Hospital Career Medical Officers (State) Award* during the term of this Memorandum, that is 1 July 2004 until 30 June 2008.

## **Salary rates**

In anticipation of the *Health Professional and Medical Salaries (State) Award* being amended, the Health Administration Corporation has determined that the first 4% increase will be paid by administrative action (Determination 6 of 2005).

The first 4% increase applies retrospectively from the first full pay period commencing on or after 1 July 2004 until the first full pay period commencing on or after 20 April 2005 to those employees who are employed in NSW Health at the date of making of the *Public Hospital Career Medical Officers (State) Award* i.e. 26 May 2005. The applicable salary rates are set out at Attachment A to this Information Bulletin.

The new rates will be varied in Micropay and Supero in the June 2005 update.

## **New Classification Structure**

Consistent with an agreement between the industrial parties, the Health Administration Corporation has determined that the new classification structure applies retrospectively from the first full pay period commencing on or after 20 April 2005 to those employees who are employed in NSW Health at the date of making of the *Public Hospital Career Medical Officers (State) Award* i.e. 26 May 2005. The applicable salary rates are set out at Attachment B to this Information Bulletin.

Note the former pay codes for Grades 1 to 3 Career Medical Officers as set out at Attachment A will cease to apply from this time.

## *Transitional Grade*

Career Medical Officers who at 20 April 2005 were Grade 2 or Grade 3 Career Medical Officers and who, subsequent to obtaining full registration, possessed seven years full-time experience (or seven years part-time experience with equivalent outside experience acceptable to the employer) in the New South Wales public health system will be translated to the Transitional Grade, on the following basis:

Transitional Grade 1: Career Medical Officers currently on Grade 2 or on Grade 3, Year 1

Transitional Grade 2: Career Medical Officers currently on Grade 3, Year 2

Transitional Grade 3: Career Medical Officers currently on Grade 3, Year 3

Where the application of this arrangement would lead to a lower rate of remuneration than would otherwise apply, the Award provides in effect that the rate payable on the Transitional Grade shall not be less than the rate otherwise payable.

## *Senior Career Medical Officer Grade*

Access to the new Senior Career Medical Officer is by way of application, which is considered by a grading committee consisting of two nominees of the Health Administration Corporation and the Associations. The Department has agreed that where successful applications are submitted to the employer by 14 July 2005, the date of effect can be backdated to 20 April 2005. The Award provides that applications for appointment as a Senior Career Medical Officer should be considered by the grading committee within 28 days. There has been agreement between the parties that this timeframe may need to be extended in respect of those applications received by 14 July 2005.

A pro forma application form for use by applicants for Senior Career Medical Officer is attached at Attachment C to this Information Bulletin.

## **Enhanced leave conditions**

The Memorandum of Understanding also provides for enhanced leave conditions. These changes are set out at Attachment D to this Information Bulletin and are effective from 1 January 2005.

## **Supplementation**

Separate advice will be issued to health services in relation to budget supplementation.

## **Enquiries**

Any enquiries concerning this Information Bulletin should be directed to the relevant human resources personnel in the health services. Only human resources personnel from health services are to contact the Department of Health directly.

Robyn Kruk  
**Director General**

## Attachment A

Micropay Code	Supero Code	Position Description	1.7.04 Per Week	1.7.04 Per Annum
<b>CAREER MEDICAL OFFICERS</b>				
<b>Grade 1</b>				
03.011.11	03CMO101	1st year	\$1348.90	\$70385
03.011.12	03CMO102	2nd year	\$1455.70	\$75957
03.011.13	03CMO103	3rd year	\$1558.20	\$81306
03.011.14	03CMO104	4th year	\$1678.50	\$87584
<b>Grade 2</b>				
03.011.20	03CMO201	1st year	\$1752.00	\$91418
CMO's above Grade 2, 1st Year are to have penalty, overtime and holiday payments calculated on the salary prescribed for a Senior Registrar.				
03.011.21	03CMO202	2nd year	\$1811.20	\$94504
03.011.22	03CMO203	3rd year	\$1882.70	\$98236
03.011.23	03CMO204	4th year	\$1955.10	\$102014
<b>Grade 3</b>				
03.011.30	03CMO301	1st year	\$2015.90	\$105186
03.011.31	03CMO302	2nd year	\$2134.10	\$111352
03.011.32	03CMO303	3rd year	\$2321.80	\$121149
<b>Transferred Career Medical Officers:</b>				
<b>Only applicable to eligible employees employed on 1/10/86</b>				
<b>Grade 1</b>				
03.014.14	03CMO104	4th year	\$1678.50	\$87584
CMO's above Grade 2, 1st Year are to have penalty, overtime and holiday payments calculated on the salary prescribed for a Senior Registrar.				
<b>Grade 2</b>				
03.014.23	03CMO204	4th year	\$1955.10	\$102014
<b>Grade 3</b>				
03.014.32	03CMO303	3rd year	\$2321.80	\$121149

## Attachment B

Micropay Code	Supero Code	Position Description	20.4.05 Per Week	20.04.05 Per Annum
<b>CAREER MEDICAL OFFICERS</b>				
<b>Grade 1</b>				
03.020.11	03CMON101	1st year	1558.20	81306
03.020.12	03CMON102	2nd year	1678.50	87584
03.020.13	03CMON103	3rd year	1752.00	91418
03.020.14	03CMON104	4th year	1811.20	94504
03.020.15	03CMON105	5th year	1882.70	98236
<b>Grade 2</b>				
03.020.21	03CMON201	1st year	1955.10	102014
03.020.22	03CMON202	2nd year	2015.90	105186
03.020.23	03CMON203	3rd year	2134.10	111352
03.020.24	03CMON204	4th year	2321.80	121149
<b>Senior</b>				
03.020.31	03CMOS101	1st year	2500.00	130446
03.020.32	03CMOS102	Thereafter	2683.10	140000
<b>Transitional Grades:</b>				
<b>Only applicable to eligible employees employed on 20/4/05</b>				
03.020.41	03CMOT101	Grade 1	2134.10	111352
03.020.42	03CMOT201	Grade 2	2321.80	121149
03.020.43	03CMOT301	Grade 3	2500.00	130446

## Attachment C

### APPLICATION FOR APPOINTMENT TO SENIOR CAREER MEDICAL OFFICER

**Important: In order for a successful application to be backdated to 20 April 2005, Career Medical Officers employed as at the date of the making of the new Award (26 May 2005) must submit a completed application form to the Employer by the close of business 14 July 2005. All applications are to be forwarded to the HAC/union grading committee by the Employer.**

**NAME:**

**EMPLOYER:**

**POSITION:**

#### **CRITERIA FOR APPOINTMENT:**

- (i) **Has at least seven years postgraduate experience (Yes/No)**
- (ii) **Has a demonstrated capacity to perform clinical duties and responsibilities at a senior level with minimal clinical supervision in one or more areas of medical speciality.**  
*Describe on separate sheet how you meet this requirement in terms of your individual skills and experience.*
- (iii) **Is to perform clinical duties and responsibilities at a senior level with minimal clinical supervision in one or more areas of medical speciality as required by the employer.**  
*Describe on a separate sheet how the position meets this requirement.*

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#### **TO BE COMPLETED BY THE EMPLOYER:**

- (i) **Agree/disagree that applicant has at least seven years postgraduate experience.**
- (ii) **Agree/disagree that applicant has a demonstrated capacity to perform clinical duties and responsibilities at a senior level with minimal clinical supervision one or more areas of medical speciality.**
- (iii) **Agree/disagree that applicant is to perform clinical duties and responsibilities at a senior level with minimal clinical supervision in one or more areas of medical speciality as required by the employer.**

**Where the Employer disagrees with one or more of these statements detailed reasons must be provided on a separate sheet. In that case, the application, including the detailed reasons, should be returned to the applicant for comment before it is submitted to the employer for forwarding to the HAC/union grading committee by the Employer. Applications should be forwarded by the Employer to the Department of Health, Attention: Employee Relations.**



## Attachment D

The following enhancements to public sector leave conditions will apply to persons employed under the *Public Hospital Career Medical Officers (State) Award*:

- the introduction of a new entitlement of 1 week of paid parental leave;
- paid maternity leave and paid adoption leave for 14 weeks at full pay or 28 weeks at half pay;
- permitting access to pro-rata extended leave after 7 years of service, in contrast to the current arrangements where access is usually granted after 10 years;
- allowing employees to take a period of extended leave at double pay, i.e. an employee may use their entitlement to 2 months of long service leave by taking 1 month's leave and receiving 2 month's pay for this leave; and
- public holidays that fall while an employee is on a period of long service leave will be paid and not debited from an employee's leave entitlement.

These additional benefits will become available to employees who have an entitlement to commence the relevant form of leave on or after 1 January 2005.