

AUSTRALIAN PUBLIC HOSPITAL FULL TIME SPECIALISTS

COMPARATIVE STATE AND TERRITORY PAY RATES

FULL TIME SALARIED SPECIALISTS – SUMMARY COMPARISONS

The annual guaranteed minimum pay rates applying in other States and Territories are referenced to a Tasmania guaranteed minimum base set at 100. The figures shown represent the percentage by which those rates are above the comparable Tasmania rate. Tasmania's Full Time Salaried Specialist rates have a relative position to mainland rates ("the nexus"). Government has flagged a desire to remove that direct relationship. In those circumstances, Tasmania's capacity to compete for scarce Specialist resources would be severely undermined due to a dramatic separation in comparative position. Junior doctors in training rely on the nexus to keep their relative position within the national 'pack' and to keep their teachers and supervisors in the system (the latter is the medical 'apprentice' model and is how quality public patient outcomes are maintained over time).

First year full time Salaried Specialist minimum rate

Queensland	179
Western Australia	169
South Australia	156
New South Wales	143
Australian Capital Territory	135
Victoria	134
Northern Territory	116
Tasmania	100

Final automatic pay point (increment) full time Salaried Specialist minimum rate

Queensland	169
Western Australia	169
South Australia	157
Victoria	146
Australian Capital Territory	135
New South Wales	134
Northern Territory	117
Tasmania	100

Method

Two points of comparison are used. For Full Time Salaried Specialists, the points compared are the first year Specialist minimum rate (the first year Consultant entry level - automatic on achieving Fellowship), and the final automatic increment Specialist minimum rate (the highest level to which a Specialist will automatically progress). The rate reflects only the guaranteed minimum annual rate of remuneration.

In every State and Territory there is an entry level minimum payment and a minimum payment applicable to the highest level to which a Specialist will automatically progress. Therefore, there is no question that both salary reference points are rational for recruitment / retention comparison and have equivalence in their classification meaning across Australia.

Operative dates vary between jurisdictions. All rates quoted in this paper were those in effect at 1 July 2008 (except Victoria, effect at 1 December 2008).

AMA Tasmania, 23 June 2009

FULL TIME SPECIALISTS

Tasmania

	TAS
Entry level	\$120,738
Top increment	\$158,333

References:

- *Medical Practitioners (Public Sector) Award*
- *Salaried Medical Practitioners Industrial Agreement 2006*

What is “The Nexus”?

- Clause 8(a), Nexus Rational - *Salaried Medical Practitioners Industrial Agreement 2006*

Annually on 1 July, using each State and Territory’s top automatically reachable pay point (by a years of experienced count), the national salary rate average is then calculated. The national average rate compared with the current top Tasmanian pay rate creates the percentage increase applied to junior doctor and Specialist classification rates.

What constitutes the comparable minimum rate?

From 1 July 2007 the first year Specialist comparable minimum annual remuneration is \$120,738 (Specialist Medical Practitioner Level I Year 1), and the final automatic increment Specialist minimum annual remuneration is \$158,333 (Specialist Medical Practitioner Level III – at least 8 years of experience since achieving Fellowship i.e. start of 9th year).

All Tasmanian full time Specialists are entitled to a fully maintained motor vehicle. That additional benefit is not included in the figures below.

Australian Capital Territory

Comparison with Tasmania

	ACT	Tasmania	Comparison
Entry level	\$158,674	\$120,738	ACT 135% of Tasmania
Top increment	\$213,643	\$158,333	ACT 135% of Tasmania

References:

- *Medical Officers’ (Australian Capital Territory Public Sector) Award 2000*
- *A.C.T. Health Medical Staff Certified Agreement 2005-2008*

What constitutes the comparable minimum rate?

In addition to the minimum base rates expressed in the A.C.T. Health Medical Staff Certified Agreement 2005-2008, all ACT full time Specialists receive a minimum private practice allowance of 20% of the appropriate base rate.

New South Wales

Comparison with Tasmania

	NSW	Tasmania	Comparison
Entry level	\$172,408	\$120,738	NSW 143% of Tasmania
Top increment	\$212,756	\$158,333	NSW 134% of Tasmania

References:

- *Salaried Senior Medical Practitioners Determination*
- *Staff Specialists (State) Award*
- *Re Staff Specialists (State) Award [2006] NSWIRComm 124, 28 April 2006*

What constitutes the comparable minimum rate?

In addition to the minimum base rates expressed in the Staff Specialists (State) Award, all NSW full time Specialists receive in addition a minimum private practice allowance of 20% of the appropriate base rate (included here).

Northern Territory

Comparison with Tasmania

	NT	Tasmania	Comparison
Entry level	\$140,118	\$120,738	NT 116% of Tasmania
Top increment	\$186,008	\$158,333	NT 117% of Tasmania

References:

- *Medical Officers (Northern Territory Public Sector) Certified Agreement 2008-2010*

What constitutes the comparable minimum rate?

In addition to the minimum base rates expressed in clause 13 of the Certified Agreement, all Northern Territory full time Specialists receive a minimum private practice allowance of 25% of the appropriate base rate (clause 14.6) (included here).

The entry level Specialist classification is Level 18 at \$112,095 + 25% = \$140,118, and the highest automatic increment is Level 21 at \$148,807 + 25% = \$186,008.

Queensland

Comparison with Tasmania

	QLD	Tasmania	Comparison
Entry level	\$215,736	\$120,738	QLD 179% of Tasmania
Top increment	\$268,166	\$158,333	QLD 169% of Tasmania

References:

- *Medical Officers' (Queensland Health) Certified Agreement (No 1) 2005*
- *Queensland Health, AMA Queensland, ASMOFQ Package, 1 February 2006*

What constitutes the comparable minimum rate?

In addition to the minimum base rates expressed in the Certified Agreement all full time Specialists are paid at least the "Area 1" 50% private practice allowance; plus all full time Specialists are paid \$20,000 per annum professional development allowance as a fortnightly allowance.

In addition, though not included here, all full time Specialists receive an additional 6.5% employer superannuation contribution and are provided with a fully maintained motor vehicle.

Medical Officer Level 18 is the entry level for a full time Specialist.

Medical Officer Level 27 is highest automatic increment for a full time Specialist.

The first year Specialist comparable minimum annual remuneration is \$215,736 (Medical Officer Level 18), and the final automatic increment Specialist minimum annual remuneration is \$268,166 (Medical Officer Level 27).

South Australia

Comparison with Tasmania

	SA	Tasmania	Comparison
Entry level	\$188,763	\$120,738	SA 156% of Tasmania
Top increment	\$248,724	\$158,333	SA 157% of Tasmania

References:

- *South Australian Medical Officers Award*
- *Department of Health Salaried Medical Officers Enterprise Agreement 2008*
- *Standard Private Practice Agreement (Memorandum of Agreement) for Full-time Specialists (Salaried Medical Officers)*

What constitutes the comparable minimum rate?

From 14 April 2008 the first year Specialist comparable minimum annual entry level (Consultant Step 1) remuneration is \$153,000.

The final automatic increment Specialist (Senior Consultant Step 9) minimum annual remuneration is \$201,600.

Pursuant to sub-clause 6.3 of the Enterprise Agreement named craft groups receive what is described as an "Attraction and retention over award / agreement adjustment". The adjustment differentiates between broad groups. The lowest over award / agreement adjustment is 17.5% applying to Psychiatrists.

In addition, all Consultants receive a minimum on-call allowance of 5% of base salary plus over award / agreement adjustment

Accordingly, the minimum rates payable to a full time Specialist in South Australia from 14 April 2008 are:

Consultant Step 1 = \$153,000 +17.5% + 5% = \$188,763

Consultant Step 9 = \$201,600 +17.5% + 5% = \$248,724

(It should be noted that the minimum rate applicable to some craft groups includes up to a 67% over award / agreement adjustment).

Victoria

Comparison with Tasmania

	VIC	Tasmania	Comparison
Entry level	\$162,159	\$120,738	VIC 134% of Tasmania
Top increment	\$231,602	\$158,333	VIC 146% of Tasmania

References:

- *2002 Medical Remuneration Review Heads of Agreement (November 2002)*
- *2008 Medical Remuneration Heads of Agreement (April 2008)*

What constitutes the comparable minimum rate?

The highest automatic increment for a full time Specialist is 11th year as a Specialist.

The comparable minimum must include the minimum 20% allowance in lieu of private practice.

From 1 December 2008, the first year Specialist minimum annual remuneration comparable to the Tasmanian Specialist Medical Practitioner Level 1 is \$162,159 (Specialist Year 1), and the final automatic increment Specialist minimum annual remuneration comparable to the Tasmanian Specialist Level III (9th year) Year is \$231,602 (Specialist Year 11).

Western Australia

Comparison with Tasmania

	WA	Tasmania	Comparison
Entry level	\$204,152	\$120,738	WA 169% of Tasmania
Top increment	\$268,151	\$158,333	WA 169% of Tasmania

References:

- *Department of Health Medical Practitioners (Metropolitan Health Services) AMA Industrial Agreement 2007 (WA).*

What constitutes the comparable minimum rate?

The Western Australian full time Specialist remuneration is comprised of a base salary, plus a minimum (Level A) Rights of Private Practice payment of \$49,510 per annum, plus a Professional Development and Expense Allowance of \$20,600 per annum paid fortnightly.

From 1 October 2007 the Western Australian first year Specialist comparable minimum annual remuneration is \$204,152 (Consultant Year 1 – Level 16, previously Level 15), and the final automatic increment Western Australian Specialist minimum annual remuneration is \$268,151 (Consultant – Level 24, previously Level 23).