



KNOW YOUR ENTITLEMENTS AS A RESIDENT MEDICAL OFFICER*

AMA Queensland and ASMOFQ advocate for better employment conditions aimed to support you throughout your career.

As an Resident Medical Officer (RMO), employed with a Hospital and Health Service (HSH) within Queensland Health, you are entitled to specific conditions contained in the *Medical Officers' (Queensland Health) Certified Agreement (No. 5) 2018 (MOCA 5)* and the *Medical Officers (Queensland Health) Award - State 2015*.

For more information visit:
asmofq.org.au and
qld.ama.com.au



HOURS OF WORK

- ▶ 76 ordinary hours per fortnight for full-time employment.
- ▶ Minimum of 4 hours per day with a **maximum of 12.5 ordinary hours per day** (inclusive of a 30-minute meal break).
- ▶ All time worked in **excess of 10 hours will be paid** at the applicable **overtime rates**.
- ▶ The employer has the right to formulate the final roster, provided that:
 - ▶ you are given 4 rostered days off in any 14-day period. 2 of the days off must be consecutive.
 - ▶ you must not be rostered to work broken or split shifts.
 - ▶ **rosters are provided 14 days' in advance**, however, may be changed in emergent circumstances.

OVERTIME

- ▶ Overtime must be taken following approval from the authorised manager and must be paid as follows.
 - ▶ **Monday to Saturday**
Time and one-half (150%) for the first 3 hours and double time (200%) thereafter
 - ▶ **Sunday**
Double time (200%)
 - ▶ **Public holidays**
Double time and one-half (250%)
- ▶ Payment of overtime **must not be unreasonably withheld** by the employer.

DIGITAL RECALL

- ▶ A medical officer on call and who is recalled to perform duty and is able to perform that duty using appropriate (meaning suitable or right for a particular situation or occasion) digital resources without the need to leave their residence and/or without the need to return to the facility will be remunerated for the digital recall accordingly:
- ▶ RMO – a minimum of 30 minutes at applicable overtime rate of the relevant base rate for each time the employee performs such duties.
- ▶ Digital recall includes, but is not limited to, work that requires access, review and/or creation of a record containing a patient's medical information, care or treatments received, test results, diagnoses, and/or medications taken and includes clinical decision documentation. Examples of digital recall include, but are not limited to, participating in an after hours state-wide service such as the alcohol and drug clinical advisory service and/or reviewing and providing advice on medical images.
- ▶ Review of information that would reasonably be conveyed effectively verbally by phone is not considered to be digital recall.

NIGHT SHIFTS

- ▶ You may only be rostered to work a **maximum of 7 consecutive night shifts** in any fortnight.
- ▶ If you work 7 consecutive night shifts, you must be released from duty for the following 96 hours.
- ▶ If the majority of the shift is worked between 1800 on one day and 0800 on the following day, you must be paid an additional 15%.
- ▶ This payment does not apply where a night shift is worked on weekends or public holidays.

ON CALL

- ▶ When 'on call' you must hold yourself available to **return to work within 30 minutes**.
- ▶ You will be paid an additional allowance of 8% of the hourly rate of salary level 4 for each hour 'on call'.

ANNUAL LEAVE

- ▶ If you are a full-time RMO, you will accrue **5 weeks of annual leave per year**.
- ▶ 1 of the above annual leave weeks is in compensation for work performed on public holidays.
- ▶ If you are a **'continuous shift worker'**, you will accrue an **additional week** of annual leave on a pro-rata basis (total 6 weeks per year).
- ▶ Some HHSs will require you to take the annual leave in a block as determined by the employer.

PHYSICAL RECALL

- ▶ When recalled, you must be paid for the time worked calculated **from home and back to home**.
- ▶ You must be **paid for a minimum of 2 hours at the applicable overtime rate**.

PREVIOUS INTERSTATE SERVICE

- ▶ RMOs who have previous public service within another state or territory are encouraged to contact AMA Queensland as you may qualify to have your long service leave and sick leave balances transferred to Queensland.

*Valid for the life of MOCA 5, that nominally expires on 30 June 2022.

PROFESSIONAL DEVELOPMENT ASSISTANCE

Professional Development Allowance (PDA)

As a Junior, Senior or Principal House Officer, you are entitled to an **allowance of \$2,255 per annum** (increased to \$2,311 on 1 July 2021), paid fortnightly.

Professional Development Leave (PDL)

(not applicable to interns)

- ▶ **RMOs in rural and remote locations will accrue an additional 0.6 weeks** of PDL to be used for travel time or examinations at the election of the RMO.
- ▶ Approval for PDL **cannot be unreasonably withheld**.
- ▶ PDL will accrue for a maximum of 5 years.

- ▶ **PDL is transferable** between Queensland Health HHSs and will be **reinstated on re-employment** where the RMO has a gap in employment of less than 25 months.
- ▶ PDL will not be 'cashed out' on cessation of employment.
- ▶ Accrue 1.6 weeks of PDL per year in additional to existing exam leave entitlements.

Access to training courses

All RMOs, including interns, will be provided with reasonable access to courses during ordinary working hours at no cost to the RMO.

Examination Leave

- ▶ RMOs are entitled to one full-day of leave for each day of an **approved examination** plus an additional three days to be used either before or after the examination.
- ▶ **Examination leave entitlements are separate to PDL and applicable for each approved examination.**

Vocational Training Subsidy (VTS)

- ▶ As a Registrar you are entitled to the **VTS of \$3,762 per annum** (increased to \$3,856 on 1 July 2021), paid fortnightly.
- ▶ Registrars need to provide the HHS with satisfactory proof of their enrolment in the training program (backdating of the entitlement will not exceed 3 months).

FATIGUE LEAVE/REST PERIOD AFTER OVERTIME

- ▶ You must have 10 hours off duty between shifts ('fatigue break').
- ▶ **If the required break is not provided, you will be paid double time until you are released from duty.**
- ▶ If you feel fatigued as a result of work, talk to your manager about accessing alternative transportation home.

WEEKEND WORK

- ▶ All work performed between 0000 and 2400 on a weekend must be paid as follows.
 - ▶ **Saturday** – Time and one-half (150%)
 - ▶ **Sunday** – Double time (200%)
- ▶ Payment is determined by the shift where the majority of work occurred.

PUBLIC HOLIDAY WORK

If you are required to work on a public holiday, you must be paid as follows.

- ▶ All public holidays, except for Labour Day, Show Day, Easter Saturday or Easter Sunday – Time and one-half (150%).
 - ▶ Labour Day, Show Day, Easter Saturday or Easter Sunday – Double time and one-half (250%).
- All public holidays incur minimum of 4 hours.**

MEAL BREAKS AND REST PAUSES

- ▶ RMOs will be provided with a **30-minute unpaid meal break clear of work commitments**.
- ▶ Where the meal break cannot be reasonably accessed, the RMO will be paid for the time at the applicable overtime rate.
- ▶ RMOs are entitled to 2 paid **10-minute rest pauses for shifts longer than 6 hours**, otherwise one paid 10-minute rest pause.
- ▶ Rest pauses can be combined with the agreement of the employer.

YOUR WAGE RATES

Classification	Known as	Level	Current rates		Wage rates payable from 01/07/21	
			Per fortnight (\$)	Per annum (\$)	Per fortnight (\$)	Per annum (\$)
Intern	Intern	L 1	2,995	78,137	3,025.80	78,941
Junior House Officer	JHO	L 2	3,229	84,241	3,278	85,521
Senior House Officer	SHO	L 3	3,467	90,451	3,530.10	92,098
Principal House Officer	PHO 1	L 4	4,243.60	110,712	4,349.70	113,481
	PHO 2	L 5	4,366.40	113,916	4,475.60	116,765
	PHO 3	L 6	4,489.40	117,125	4,601.60	120,052
	PHO 4	L 7	4,674	121,941	4,790.90	124,991
Registrar	Reg 1	L 4	4,243.60	110,712	4,349.70	113,481
	Reg 2	L 5	4,366.40	113,916	4,475.60	116,765
	Reg 3	L 6	4,489.40	117,125	4,601.60	120,052
	Reg 4	L 7	4,674	121,941	4,790.90	124,991
	Reg 5	L 8	4,797	125,150	4,916.90	128,278
	Reg 6	L 9	4,920.10	128,362	5,043.10	131,571
Senior Registrar	SReg 1	L 10	5,411.90	141,193	5,547.20	144,722
	SReg 2	L 11	5,596.60	146,011	5,736.50	149,661
	SReg 3	L 12	5,781	150,822	5,925.50	154,592
	SReg 4	L 13	5,963.70	155,589	6,112.80	159,479

This document is produced for general guidance only as there are many variations and subtle differences based on your individual circumstances. It does not constitute professional advice and it deals only with general principles. You should not rely on this document for the purpose of making a decision. We encourage you to access our Workplace Relations Team, as part of your AMA Queensland membership, for comprehensive and tailored workplace advice.

As a member of AMA Queensland and ASMOFQ, you have access to free confidential workplace support. For comprehensive advice on your specific circumstances please contact the Workplace Relations Team at AMA Queensland on (07) 3872 2222.

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