T14294 OF 2015

Department of Health and Human Services and Tasmanian Health Organisations

Salaried Medical Practitioners Interim Agreement 2015

Between the

Minister Administering the *State Service Act 2000*

And the

Tasmanian Salaried Medical Practitioners Society (TSMPS)

And the

Australian Medical Association, Tasmania Ltd (AMA)

1. TITLE

This Agreement is to be known as the *Salaried Medical Practitioners Interim Agreement 2015*.

2. ARRANGEMENT

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3. PARTIES BOUND

4. This Agreement shall be between the Minister Administering the *State Service Act 2000*, Tasmanian Salaried Medical Practitioners Society (TSMPS) and the Australian Medical Association, Tasmania Ltd.

5. PERIOD OF OPERATION

This Agreement will be for the period commencing on the date of registration and is to apply until 30 November 2015.

6. APPLICATION

This Agreement is made in respect of Salaried Medical Practitioners covered by the *Medical Practitioners (Public Sector) Award* (Award).

7. RELATIONSHIP TO AWARDS AND AGREEMENTS

Where any inconsistency occurs between this Agreement and the *Medical Practitioners (Public Sector) Award* or the *Salaried Medical Practitioners (AMA Tasmania/DHHS) Agreement 2009*, this Agreement is to prevail to the extent of any inconsistency.

8. GENERAL DEFINITIONS

(a) 'Employee' means a person employed by the employer and occupying a position classified according to the provisions specified in this Agreement.

(b) 'Employer' means the Minister Administering the *State Service Act 2000*.

(c) 'Head of Agency' means the Secretary of the Department of Health and Human Services for Department of Health and Human Services and Chief Executive Officer for Tasmanian Health Organisations and his/her delegated representative within the meaning of the *State Service Act 2000*.

(d) 'Years of experience' (for the purposes of Specialist Medical Practitioner classification progression) means one calendar year from either the date of Fellowship by a recognised

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Australian college OR, for a specialist with Overseas Fellowship, from first date of employment as a Specialist Medical Practitioner. For initial appointment of a Specialist with Overseas Fellowship, the level to which the Specialist Medical Practitioner is appointed is to be in accordance with an evaluation process as determined by the Head of Agency.

9. CLASSIFICATION DEFINITIONS

(a) 'Medical Practitioner Level 1' (Intern) is a medical practitioner who holds conditional registration under the provisions of the *Health Practitioner Regulation National Law (Tasmania) Act 2010* (Tas) and is employed in a position normally occupied by an Intern.

(b) 'Medical Practitioner Levels 2-4' (Resident) are medical practitioners who hold general or unconditional registration, or conditional registration for special purposes, under the *Health Practitioner Regulation National Law (Tasmania) Act 2010* (Tas). The entry point of the medical practitioner is determined by post graduate experience in a hospital recognised for teaching by the Australian Medical Council (AMC).

(c) Medical Practitioner Levels 5 – 8 (Senior Resident):

A Medical Practitioner (Senior Resident) is a medical practitioner who holds general or unconditional registration, or conditional registration for special purposes, under the *Health Practitioner Regulation National Law (Tasmania) Act 2010* (Tas) and has had a minimum of 4 years' relevant post graduate experience. Medical Practitioners will be appointed as a Medical Practitioner (Senior Resident) by the Employer. A Medical Practitioner (Senior Resident) will be paid a minimum of Level 5 and progress a level for each subsequent year of service up to and including Level 8.

(d) Medical Practitioner Levels 5-9 (Registrar) are medical practitioners who hold general or unconditional registration, or conditional registration for special purposes, under the *Health Practitioner Regulation National Law (Tasmania) Act 2010* (Tas) and who are appointed to a registrar position.

(i) Medical Practitioner Levels 5-8 (Unaccredited Registrar) employed as a registrar in position that is not accredited by the relevant medical college as a training position. A Medical Practitioner (Unaccredited Registrar) will be paid a minimum of Level 5 and progress a level for each subsequent year of service up to and including Level 8.

(ii) Medical Practitioner Levels 5-9 (Accredited Registrar) employed as a Registrar in a position that is accredited for training by the relevant medical college as a training position, and the Accredited Registrar is enrolled in the relevant specialty training program. Accredited Registrars will be paid at a minimum of Medical Practitioner (Registrar) Level 5 and will progress up a level in each subsequent year the Medical Practitioner (Registrar) progresses through a training program by successfully passing annual assessments as required by the relevant college up to Level 8. A Medical Practitioner who is an accredited Registrar will be eligible for progression from Level 8 to

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Level 9 on completion of 12 months' work at Level 8 and successful completion of all primary examination (or equivalent) requirements for the relevant college training program.

(A) Recognition of Prior Registrar Experience (RPRE): Medical Practitioners who are employed as an Accredited Registrar, who have undertaken previous specialist medical training and are now employed as a Medical Practitioner (Accredited Registrar) in a different specialist medical training program (that is not directly related to previous training and is not part of a generalist dual specialty pathway) will be assessed by the employer for recognition of prior Registrar experience when determining Registrar Level.

(B) a minimum of 50% of previous Registrar experience within Australia can be counted as RPRE up to a maximum of 3 years, such that the maximum appointment will be to Medical Practitioner Level 8; and

(C) where the relevant Australian college recognises the previous training towards the new training program, the numbers of years recognised will be added to Medical Practitioner Level 5 up to a maximum of 3 years, such that the maximum appointment will be to Medical Practitioner Level 8.

(iii) Recognition of overseas Registrar experience which is not recognised by AMC will be based on a determination of clinical competency by the employer and appointment to a Registrar position up to Level 8. This can be subject to review and adjustment based on clinical performance.

(e) Medical Practitioner Levels 10 – 13 (Career Medical Officer):

(i) A Medical Practitioner (Career Medical Officer) is a medical practitioner who holds general or unconditional registration, or conditional registration for special purposes, under the Health Practitioner Regulation National Law (Tasmania) Act 2010 (Tas) and has had a minimum of 10 years' relevant post graduate experience. Medical Practitioners will be appointed as a Medical Practitioner (Career Medical Officer) by the Employer. A Medical Practitioner (Career Medical Officer) will be paid a minimum of Level 10 and progress a level for each subsequent year of service up to and including Level 13.

(f) Medical Practitioner Level 10-13 (Senior Registrar):

(i) Medical Practitioner Level 10-11 (Senior Registrar) is a medical practitioner who is enrolled in a recognised specialty training program, employed in a Medical Practitioner (Registrar) position, has successfully completed all fellowship examinations relevant to their training program and employment, and is within 1 year of obtaining specialist fellowship. A Medical Practitioner Level 10 will progress up to a maximum of Level 11 after one year of service at Level 10; or

(ii) Medical Practitioner Level 11-13 (Senior Registrar – dual fellowship) is a Medical Practitioner who has completed all training required by a specialist medical college, and

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is completing a further specialist training program as part of a dual fellowship. A Medical Practitioner Level 11 (Senior Registrar – dual fellowship) will progress a level for each subsequent year of service up to and including Level 13; or

(iii) Medical Practitioner Level 11-13 (Fellow) is a medical practitioner who holds Australian Fellowship or an overseas fellowship and is employed and credentialed to a fellow position without admitting rights but not employed as Specialist Medical Practitioner. A Fellow may be required to participate in a Specialist Medical Practitioner roster with a Specialist Medical Practitioner available for supervision. A Medical Practitioner Level 11 (Fellow) will progress a level for each subsequent year of service up to and including Level 13.

(g) A Specialist Medical Practitioner Levels 1-11 is a registered medical practitioner who holds Australian Fellowship OR is a registered medical practitioner who holds Overseas Fellowship and is employed to a Specialist Medical Practitioner position by the Employer.

(h) In addition to the requirements of clause (g), a Senior Specialist Medical Practitioner Level 1-3 is a registered medical practitioner who holds Australian Fellowship or is a registered medical practitioner who holds Overseas Fellowship and is appointed to a Senior Specialist Medical Practitioner position by the Employer.

(i) A Senior Specialist Medical Practitioner is an employee translated to the role of Senior Specialist Medical Practitioner and satisfies the following criteria as at 23 January 2015;

(A) Senior Specialist Medical Practitioner Level 1: a Specialist Medical Practitioner who has completed a minimum of 14 years as a Specialist Medical Practitioner (that is, is in their 15th year as a Specialist);

(B) Senior Specialist Medical Practitioner Level 2: a Specialist Medical Practitioner who has completed a minimum of 19 years as a Specialist Medical Practitioner (that is, is in their 20th year as a Specialist);

(C) Senior Specialist Medical Practitioner Level 3: a Specialist Medical Practitioner who has completed a minimum of 24 years as a Specialist Medical Practitioner (that is, is in their 25th year as a Specialist).

(ii) Appointment to a Senior Specialist Medical Practitioner Level after 23 January 2015 requires the Specialist Medical Practitioner to have:

(A) worked as a Specialist Medical Practitioner Year 11 for a minimum of 4 years; and

(B) have the following years of experience:

(1) Senior Specialist Medical Practitioner Level 1: a Specialist Medical Practitioner who has completed a minimum of 14 years as a Specialist Medical Practitioner (that is, is in their 15th year as a Specialist);

(2) Senior Specialist Medical Practitioner Level 2: a Specialist Medical

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Practitioner who has completed a minimum of 19 years as a Specialist Medical Practitioner (that is, is in their 20th year as a Specialist);

(3) Senior Specialist Medical Practitioner Level 3: a Specialist Medical Practitioner who has completed a minimum of 24 years as a Specialist Medical Practitioner (that is, is in their 25th year as a Specialist); and

(C) leadership beyond clinical supervision and management responsibilities, including strategic responsibilities for service design and delivery, innovation, teaching and research. A Senior Specialist Medical Practitioner is expected to participate in various management activities including high level committees at a local, state-wide, national and international level, working parties and other forums. A Senior Specialist Medical Practitioner is expected to demonstrate exemplary professional behaviour.

Appointment to Senior Specialist Medical Practitioner Level will be by individual Specialist Medical Practitioner application made to the Employer and will be granted upon satisfaction of the above criteria including both leadership responsibilities and years of experience.

Once appointed as a Senior Specialist Medical Practitioner, progression through the Senior Specialist Medical Practitioner Levels will be by years of experience consistent with subclause (h)(ii)(A)-(C) of this clause.

(i) Translation Arrangements for Specialist Medical Practitioners

Schedule Two of this Agreement sets out the translation arrangements of current Specialist Medical Practitioners Levels.

10. SALARY INCREASES

Schedule One of this Agreement sets outs the annual rates of pay effective from the first full pay period on or after (FFPPOOA) 23 January 2015.

11. REGISTRAR EMPLOYMENT RENEWAL PAYMENT

(a) A registrar who completes a continuous 12 month period of employment and commences a further fixed-term period for 6 months or more and begins working under the new fixed-term appointment is to be paid an amount equal to two weeks of their base salary.

(b) If the registrar resigns their employment within 4 months of the commencement of the new fixed-term period of employment, the registrar must repay the Registrar Employment Renewal Payment received in accordance with this clause.

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12. MANAGERIAL ALLOWANCE TRANSLATION

Schedule Two of this Agreement sets out the Managerial Allowance translation arrangements.

13. MANAGEMENT ALLOWANCE (PREVIOUSLY KNOWN AS MANAGERIAL ALLOWANCE)

(a) Managerial Allowance is now to be known as Management Allowance and paid in accordance with the table below as determined by the Head of Agency.

Management Allowance Level	Allowance
Level 1	Minimum of 5% up to maximum 7.5% of base salary
Level 2	Minimum of 7.5% and up to maximum 15% of base salary
Level 3	Minimum of 15% and up to maximum 30% of base salary

(b) Given the titles of roles differ across different areas and the responsibilities differ, the appropriate Level and amount of Management Allowance during the Agreement will be as determined by the Head of Agency.

(c) The parties agree during this Agreement to further develop the criteria for the Management Allowance levels 1 - 3.

(d) This allowance is not payable for any periods of leave that are without pay.

(e) This allowance does not apply for the calculation of any other entitlements.

(f) Those Specialist Medical Practitioners and Senior Specialist Medical Practitioners who have translated in accordance with Schedule 2 Clause 2 (Managerial Allowance Translation) are not entitled to also receive a Management Allowance as prescribed above.

14. MARKET ALLOWANCE – SPECIALIST MEDICAL PRACTITIONERS AND SENIOR SPECIALIST MEDICAL PRACTITIONERS

(a) The Employer may determine to pay a market allowance to Specialist Medical Practitioners and Senior Specialist Medical Practitioners above the maximum salary of the classification and level where it can be demonstrated to the satisfaction of the Employer that the following applies to a specific Specialist Medical Practitioner or Senior Specialist Medical Practitioner role:

(i) recognised highly specialist skills not currently available in the public health system in Tasmania; and

(ii) skills that are universally recognised as scarce; and

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(iii) high paying market for the particular role and/or specialty resulting in an inability to attract and retain at Award rates.

(b) Any Market Allowance may be approved by the Employer for a maximum period of three years only. After this period, any market allowance being paid will lapse unless it is reapproved in accordance with the provisions of this clause.

(c) Schedule 3 of this Agreement sets out the procedures, monitoring and reporting requirements for submissions and approval of a market allowance relevant to a specific Specialist Medical Practitioner or Senior Specialist Medical Practitioner role.

15. CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

(a) The allowances are to be paid fortnightly on the following per annum equivalent basis:

Classification	**2015 (See Schedule Two)**
Medical Practitioner Level 2-4 (Residents)	See schedule two for transition arrangements for 2015
Medical Practitioner Level 5-9 (Registrars)	See schedule two for transition arrangements for 2015
Medical Practitioner Level 10-13 (Senior Registrars)	See schedule two for transition arrangements for 2015

Classification	**Annual rate from FFPPOOA 1/4/15**	**Annual rate from FFPPOOA 1/4/16**
Medical Practitioner Level 10-13 (Senior Medical Practitioners)	11 000	13 000
Specialist Medical Practitioner and Senior Specialist Medical Practitioner	20 000	21 500

(b) Part-time Medical Practitioners, Specialist Medical Practitioners and Senior Specialist Medical Practitioners will receive the allowance on a pro-rata basis, based on a proportion of their employed part-time hours compared to a full time employee.

(c) This allowance is not payable for any periods of any leave that are without pay.

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(d) This allowance does not apply for the calculation of any other entitlements.

(e) Transition to the allowances for Medical Practitioners – Residents, Registrars and Senior Registrars are to be in accordance with Schedule 2 clause 3.

16. COMMUNICATION ALLOWANCE SPECIALIST MEDICAL PRACTITIONERS AND SENIOR SPECIALIST MEDICAL PRACTITIONERS

(a) From FFPPOOA 1 April 2015 Specialist Medical Practitioners and Senior Specialist Medical Practitioners will be provided with a communication allowance of $1 680 per annum pro rata, paid fortnightly in lieu of a mobile telephone.

(b) Employees in receipt of a communication allowance must maintain an appropriate mobile phone handset and mobile phone plan at their own expense that includes phone calls, text messaging and data including local and overseas roaming as required. It is the responsibility of the employee in receipt of the communication allowance to ensure they have adequate coverage under their chosen plan to enable them to be contacted within work areas (including all areas of hospitals) and reasonable contact outside work areas.

17. MOTOR VEHICLE ENTITLEMENTS

(a) This clause is to be read in conjunction with the relevant Agency's Vehicle Policy and Procedures.

(b) Full-time Specialist Medical Practitioners and Senior Specialist Medical Practitioners will be entitled to the official and private use of a fully maintained motor vehicle with private number plates of a type and under conditions as approved by the Government from time to time.

(c) Where a full-time Specialist Medical Practitioner or Senior Specialist Medical Practitioner elects not to use a fully maintained vehicle within the Government's leasing scheme, he or she may, in lieu of the entitlement to the use of a vehicle, elect to receive a $21 387 allowance per annum and paid fortnightly (annually indexed on 1 July each year using March to March Quarter Hobart CPI).

(d) The election noted at clause 16(c) can only occur at the commencement of employment or expiry of an existing vehicle lease.

(e) An employee may change their election from the allowance to the provision of a motor vehicle at any point throughout their employment. The change in election will take effect from the date of delivery of the motor vehicle.

(f) A Specialist Medical Practitioner or Senior Specialist Medical Practitioner who elects to use a vehicle under sub-clause 16(b) may opt to select a higher specification vehicle within the terms of the Government car leasing scheme subject to paying the difference required by the scheme on offer.

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(g) From FFPPOOA 1 April 2015 part-time Specialist Medical Practitioners and Senior Specialist Medical Practitioners will no longer be provided with a fuel card.

(h) Part-time Specialist Medical Practitioners and part-time Senior Specialist Medical Practitioners will receive a pro-rata vehicle allowance of $21 387 pro rata, based on the proportion of their employed hours compared with a full-time employee.

18. HOURS OF WORK

(a) The ordinary hours or work for Full-Time Employees - Medical Practitioners Levels 5-13 is to be 40 hours per week or not less than an average of 80 hours per fortnight to be worked between the spread of hours 7am to 7pm Monday to Friday, in accordance with roster periods of not more than 10 hours exclusive of a meal break of customary duration.

PROVIDED that rosters may extend outside the spread of hours and on weekends.

19. EXCESS TIME

(a) Full-Time Employees - Medical Practitioners Levels 1-4

All work in excess of 76 hours per fortnightly pay period and approved by the Head of Agency, performed by Medical Practitioners Levels 1-4 shall attract the following loading:

(i) From 76 hours to 80 hours - 125%, or time and one quarter, except when the excess hours are worked on a Saturday or Sunday in which case the loading shall be 150% or time and one half.

(ii) More than 80 hours - 200% or double time.

(b) Full-Time Employees - Medical Practitioners Levels 5-13:

All work in excess of 80 hours per fortnightly pay period and approved by the Head of Agency, performed by Medical Practitioners Levels 5-13 shall attract the following loading:

(i) From 80 hours to 84 hours - 125%, or time and one quarter, except when the excess hours are worked on a Saturday or Sunday in which case the loading shall be 150% or time and one half.

(ii) More than 84 hours - 200% or double time.

(c) All work in excess of 76 hours per fortnightly pay period and approved by the Head of Agency, performed by full-time employees other than those specified in subclause (a) and (b) of this

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clause, is to be taken as leave in lieu. Such leave in lieu will be accrued and taken at time for time basis up to a maximum of 20 days per financial year and paid at ordinary time rates. Any unused balance of leave in lieu shall be paid to the employee at the end of each leave year at ordinary time rates.

(d) Part-Time Employees - Medical Practitioners Levels 1-4

(i) Part-time Medical Practitioners Levels 1-4, who work in excess of 38 hours per week or 10 hours per day and approved by the Head of Agency will be paid in accordance with subclause (a) of this clause.

(e) Part-Time Employees - Medical Practitioners Levels 5-13

(i) Part-time Medical Practitioners Levels 5-13, who work in excess of 40 hours per week or 10 hours per day and approved by the Head of Agency will be paid in accordance with subclause (b) of this clause.

20. DISPUTE RESOLUTION

In the event of a disagreement regarding the interpretation or application of the terms of this Agreement the parties agree to discuss any disputes first at a local (unit or department) level, and if they are unable to resolve the matter, the matter is to be progressed throughout appropriate management levels within the relevant Agency. If the parties are unable to resolve the issue it may be referred to a third party such as the Tasmanian Industrial Commission.

21. NO EXTRA CLAIMS

The parties undertake to pursue no further claims for additional increases in remuneration and/or conditions of service during the life of this Agreement.

22. LEAVE RESERVED MATTERS

The following Leave Reserved Matters will be reviewed during the life of the Agreement:

- Removal expenses
- Sabbatical leave
- Discussion regarding a potential Medical Academic classification
- PPS Arrangements re Decision T14112 of 2013
- Management Allowance criteria.

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22. SIGNATURES

This Agreement is made in Hobart on this 24th of March 2015

SIGNED FOR AND ON BEHALF OF

Minister Administering the State Service Act 2000

..... Director, State Service Management Office

SIGNED FOR AND ON BEHALF OF

Tasmanian Salaried Medical Practitioners Society

.....

SIGNED FOR AND ON BEHALF OF

Australian Medical Association (Tasmania)

.....

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25/3/15

SCHEDULE ONE

(a) Rates of pay apply consistent with this Agreement from the first full pay period on or after 23 January 2015 are as follows:

Classification	Annual rate of pay ($)
Medical Practitioner Level 1 (Intern)	64 960
Medical Practitioner Level 2 (Resident yr 1)	68 636
Medical Practitioner Level 3 (Resident yr 2)	71 616
Medical Practitioner Level 4 (Resident yr 3)	77 374
Medical Practitioner Level 5 (Senior Resident yr 1)	84 478
Medical Practitioner Level 6 (Senior Resident yr 2)	89 667
Medical Practitioner Level 7 (Senior Resident yr 3)	95 381
Medical Practitioner Level 8 (Senior Resident yr 4)	100 275
Medical Practitioner Level 5 (Registrar yr 1)	84 478
Medical Practitioner Level 6 (Registrar yr 2)	89 667
Medical Practitioner Level 7 (Registrar yr 3)	95 381
Medical Practitioner Level 8 (Registrar yr 4)	100 275
Medical Practitioner Level 9 (Registrar yr 5)	106 291
Medical Practitioner Level 10 (Senior Registrar)	112 412
Medical Practitioner Level 11 (Senior Registrar)	119 537
Medical Practitioner Level 11 (Senior Registrar – dual fellowship) (Fellow)	119 537
Medical Practitioner Level 12 (Senior Registrar – dual fellowship) (Fellow)	128 880
Medical Practitioner Level 13 (Senior Registrar – dual fellowship) (Fellow)	138 222
Medical Practitioner Level 10 (Career Medical Officer)	112 412
Medical Practitioner Level 11 (Career Medical Officer)	119 537
Medical Practitioner Level 12 (Career Medical Officer)	128 880
Medical Practitioner Level 13 (Career Medical Officer)	138 222
Specialist Medical Practitioner Level 1	140 592
Specialist Medical Practitioner Level 2	146 215
Specialist Medical Practitioner Level 3	151 839
Specialist Medical Practitioner Level 4	157 462
Specialist Medical Practitioner Level 5	163 087
Specialist Medical Practitioner Level 6	168 710
Specialist Medical Practitioner Level 7	174 334

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Classification	Annual rate of pay ($)
Specialist Medical Practitioner Level 8	179 956
Specialist Medical Practitioner Level 9	185 581
Specialist Medical Practitioner Level 10	191 203
Specialist Medical Practitioner Level 11	196 828
Senior Specialist Medical Practitioner Level 1	202 452
Senior Specialist Medical Practitioner Level 2	208 076
Senior Specialist Medical Practitioner Level 3	213 700

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SCHEDULE TWO – TRANSLATION ARRANGEMENTS

1. TRANSLATION – CLASSIFICATION STRUCTURE AND SALARIES

(a) Translation as at 23 January 2015 will occur as follows:

Classification under 2009 Agreement	**Classifications FFPPOOA 23 January 2015**	**Current Salary ($) in accordance with SMP 2009 Agreement**	**Salary FFPPOOA 23 January 2015 ($)**	**Minimum 6.5% translation amounts (for employees currently employed as Medical Practitioners Level 1 to Level 4)**
Medical Practitioner in Training Level 1	Medical Practitioner Level 1 (Intern)	60 427	64 960	
Medical Practitioner in Training Level 2 Year 1	Medical Practitioner Level 2 (Resident year 1)	64 447	68 636	
Medical Practitioner in Training Level 2 Year 2	Medical Practitioner Level 3 (Resident year 2)	67 245	71 616	
Medical Practitioner in Training Level 2 Year 3	Medical Practitioner Level 4 (Resident year 3)	72 652	77 374	
Specialist Medical Practitioner in Training Level 1 Year 1	Medical Practitioner Level 5 (Registrar year 1)	78 220	84 478	
Specialist Medical Practitioner in Training Level 1 Year 2	Medical Practitioner Level 6 (Registrar year 2)	83 025	89 667	
Specialist Medical Practitioner in Training Level 1 Year 3	Medical Practitioner Level 7 (Registrar year 3)	88 316	95 381	
Specialist Medical Practitioner in Training Level 1 Year 4	Medical Practitioner Level	92 847	100 275	

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Classification under 2009 Agreement	Classifications FFPPOOA 23 January 2015	Current Salary ($) in accordance with SMP 2009 Agreement	Salary FFPPOOA 23 January 2015 ($)	Minimum 6.5% translation amounts (for employees currently employed as Medical Practitioners Level 1 to Level 4)
	8 (Registrar year 4)			
-	Medical Practitioner Level 9 (Registrar year 5)	-	106 291	
Specialist Medical Practitioner in Training Level 2 Year 1	Medical Practitioner Level 10 (Senior Registrar)	104 085	112 412	
Specialist Medical Practitioner in Training Level 2 Year 2	Medical Practitioner Level 11 (Senior Registrar – dual fellowship) (Fellow)	110 682	119 537	
-	Medical Practitioner Level 12 (Senior Registrar – dual fellowship) (Fellow)	-	128 880	
-	Medical Practitioner Level 13 (Senior Registrar – dual fellowship) (Fellow)	-	138 222	
Medical Practitioner Level 1 Year 1	Medical Practitioner Level 5 (Senior Resident)	80 420	84 478	85 647

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Classification under 2009 Agreement	Classifications FFPPOOA 23 January 2015	Current Salary ($) in accordance with SMP 2009 Agreement	Salary FFPPOOA 23 January 2015 ($)	Minimum 6.5% translation amounts (for employees currently employed as Medical Practitioners Level 1 to Level 4)
Medical Practitioner Level 1 Year 2	Medical Practitioner Level 6 (Senior Resident)	87 340	89 667	93 017
Medical Practitioner Level 2 Year 1	Medical Practitioner Level 7 (Senior Resident)	91 662	95 381	97 620
Medical Practitioner Level 2 Year 2	Medical Practitioner Level 8 (Senior Resident)	95 986	100 275	102 225
Medical Practitioner Level 3 Year 1	Medical Practitioner Level 8 (Senior Resident)	101 521	100 275	108 120
Medical Practitioner Level 3 Year 2	Medical Practitioner Level 8 (Senior Resident)	109 821	100 275	116 959
Medical Practitioner Level 4 Year 1	Medical Practitioner Level 10 (Career Medical Officer)	117 605	112 412	125 249
Medical Practitioner Level 4 Year 2	Medical Practitioner Level 11 (Career Medical Officer)	122 792	119 537	130 773
Medical Practitioner Level 4 Year 3 and Medical Practitioner Level 4 Year 4	Medical Practitioner Level 12 (Career Medical Officer)	122 792	128 880	130 773
Medical Practitioner Level 4 Year 5	Medical Practitioner Level	127 983	138 222	

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Classification under 2009 Agreement	Classifications FFPPOOA 23 January 2015	Current Salary ($) in accordance with SMP 2009 Agreement	Salary FFPPOOA 23 January 2015 ($)	Minimum 6.5% translation amounts (for employees currently employed as Medical Practitioners Level 1 to Level 4)
	13 (Career Medical Officer)			
Specialist Medical Practitioner Year 1	Specialist Medical Practitioner Level 1	132 011	140 592	
Specialist Medical Practitioner Year 2	Specialist Medical Practitioner Level 2	137 291	146 215	
Specialist Medical Practitioner Year 3	Specialist Medical Practitioner Level 3	142 572	151 839	
Specialist Medical Practitioner Year 4	Specialist Medical Practitioner Level 4	147 852	157 462	
Specialist Medical Practitioner Year 5	Specialist Medical Practitioner Level 5	153 133	163 087	
Specialist Medical Practitioner Year 6	Specialist Medical Practitioner Level 6	158 413	168 710	
Specialist Medical Practitioner Year 7	Specialist Medical Practitioner Level 7	163 694	174 334	
Specialist Medical Practitioner Year 8	Specialist Medical Practitioner Level 8	168 973	179 956	
Specialist Medical Practitioner Year 9	Specialist Medical Practitioner Level 9	174 254	185 581	

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Classification under 2009 Agreement	Classifications FFPPOOA 23 January 2015	Current Salary ($) in accordance with SMP 2009 Agreement	Salary FFPPOOA 23 January 2015 ($)	Minimum 6.5% translation amounts (for employees currently employed as Medical Practitioners Level 1 to Level 4)
Specialist Medical Practitioner Year 10	Specialist Medical Practitioner Level 10	179 534	191 203	
Specialist Medical Practitioner Year 11 and thereafter	Specialist Medical Practitioner Level 11	184 815	196 828	
-	Senior Specialist Medical Practitioner Level 1	-	202 452	
-	Senior Specialist Medical Practitioner Level 2	-	208 076	
-	Senior Specialist Medical Practitioner Level 3	-	213 700	

(b) All employees will receive a salary increase effective FFPPOOA 23 January 2015 of no less than 6.5% under this interim Agreement. Where the translation does not provide for a 6.5% increase the translating salary will be considered on a case-by-case basis by the Employer.

(c) Initial Classification translation as at 23 January 2015 from the previous structure to the new classification structure introduced in this Agreement shall be as follows for Specialist Medical Practitioners:

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Grade	Years of experience
Senior Specialist Medical Practitioner Level 1	In their 15th year of experience, but less than 20 years of experience on 23 January 2015
Senior Specialist Medical Practitioner Level 2	In their 20th year of experience, but less than 25 years of experience on 23 January 2015
Senior Specialist Medical Practitioner Level 3	In their 25th year of experience, on 23 January 2015

(d) TRANSLATION PROCESS ARRANGEMENTS – SENIOR SPECIALIST MEDICAL PRACTITIONERS

(i) A state-wide Translation Panel will be constituted to advise the employer with regard to eligibility for employees translating from Specialist Medical Practitioner Year 11 to Senior Specialist Medical Practitioner Level 1-3 and to ensure that such translations are dealt with in a transparent and timely manner.

(ii) Initially all employees currently at Specialist Medical Practitioner Year 11 will be translated and receive salary increase to the new Specialist Medical Practitioner Level 11 base salary. Employees who believe they are eligible for translation to a Senior Specialist Medical Practitioner Level are to provide the Translation Panel with evidence of their eligibility for assessment.

(iii) The Panel will assess translation applications on a case by case basis where there may be additional circumstances or additional evidence supporting years of experience. Evidence supporting translation applications must be provided to the Panel by the individual employee prior to 30 June 2015 to be eligible for translation to the Senior Specialist Medical Practitioner level.

(iv) The Panel will consist of representatives of the Employer and the AMA. The Panel shall elect a Chairperson who is to be responsible for the effective running of the Panel and will make recommendations to the Employer.

(v) The Panel will recommend a review process if there is not a consensus recommendation.

(e) TRANSLATION PROCESS ARRANGEMENTS – REGISTRARS AND SENIOR REGISTRARS

(i) Current Registrars and Senior Registrars will be translated to the new base salary of their current classification as at 23 January 2015.

(ii) Registrars who have successfully progressed to the fifth or greater year of their registrar program will be eligible to translate to Medical Practitioner Level 9 from FFPPOOA 23 January 2015 subject to subclause (iv) below.

(iii) Senior Registrars who satisfy the classification definitions as outlined at clause 8 (f) of this Agreement will be eligible to apply for translation to Medical Practitioner Level 10 or 11, as applicable from FFPPOOA 23 January 2015 subject to subclause (iv) below.

(iv) Employees who believe they are eligible for translation in accordance with sub clause (ii)

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and (iii) above must submit evidence of their eligibility to their Head of Department prior to 30 June 2015. Heads of Department will submit this evidence to the relevant Head of Agency or delegate for final approval.

2. MANAGERIAL ALLOWANCE TRANSLATION AND ADJUSTMENT

(a) Adjustment of current managerial allowance amounts (paid in accordance with clause 16(a) Salaried Medical Practitioners (AMA Tasmania /DHHS) Agreement 2009)as at 23 January 2015 will be undertaken in accordance with the calculation method provided in Appendix 3 of T14112 of 2013 for all amounts in excess of 5%, as outlined below:

Senior Specialist Medical Practitioner – Adjustment of Managerial Allowance Example	
Position pre 23 January 2015	
SMP Year 11 base salary	$184 815
Managerial Allowance 20%	$ 36 963
Position after 23 January 2015 if individual translates to Senior Specialist Medical Practitioner Level 2	
SSMP Level 2 base salary	$208 076
Managerial Allowance	$ 36 963

(b) Other Allowances

On translation, all other allowances (except for qualification allowance and on-call allowance) paid to Specialist Medical Practitioners and Senior Specialist Medical Practitioners as a percentage of salary will be converted to a dollar amount on the same basis as the managerial allowance translation as provided in Schedule 2 clause 2(a) above. The converted dollar amount will reflect the current payment made to employees (as per the managerial allowance translation) and is not to be subject to any increases.

After initial translation, a Panel will reassess employment arrangements on an individual basis to determine the make-up of allowances in line with Agreement and Award provisions for the remainder of an individual's contract. Discussions with individuals will occur through this reassessment process.

This staged approach is to ensure the intent as outlined in the decision of T14112 of 2013 is upheld. Employees will receive no reduction in payments.

3. DOCTORS IN TRAINING CONTINUING PROFESSIONAL DEVELOPMENT (CPD) ARRANGEMENTS FOR 2015

(a) For the 2015 calendar year the total CPD allowance for Doctors in Training will take effect as a lump sum payment on the first full pay period on or after (FFPPOOA) after 1 April 2015 as follows subject to sub-clause (i) below:

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Classification	2015 Allowance
Medical Practitioner Level 2-4 (Residents)	2 000
Medical Practitioner Level 5-9 (Registrars)	3 500
Medical Practitioner Level 10-13 (Senior Registrars)	4 500

(i) The total 2015 allowance for the relevant Medical Practitioner level referred to above in clause 3(a) of this Schedule will be reduced by the equivalent amount that has been reimbursed to any employees between the 2015 employment commencement date and 31 March 2015.

(b) No new CPD expenses will be claimed for reimbursement from date of registration of this Agreement.

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SCHEDULE THREE – MARKET ALLOWANCE

1. APPLICATION OF MARKET ALLOWANCE

A Market Allowance will only be approved in exceptional circumstances where it can be clearly demonstrated the total salary and conditions package associated with the classification for the specific duties are not sufficient to attract and retain suitable medical specialists.

2. ADMINISTRATIVE ARRANGEMENTS

Where a Head of Agency is satisfied that payment of a Market Allowance is essential for a specific group and/or employee undertaking specialist duties, the approval of the Head of the State Service is required.

A submission for that purpose is to be forwarded to the Director, State Service Management Office.

The submission must demonstrate genuine difficulty in attracting suitably qualified specialists to or retaining suitable qualified specialists within the State Service to undertake the specialist duties on a group and/or individual basis.

The submission is to include the following information:

a. Actions taken to attract applicants or retain employees or history associated with recruitment problems relevant to the relevant specialist group or individual;
b. Identification of highly specialised skills;
c. Evidence that skills are scarce;
d. Description of the critical nature of the specialist duties and responsibilities and impact;
e. Evidence of market rates for the particular role(s) including relevant inter-jurisdictional information;
f. Justification for the proposed market allowance quantum; and
g. Period for which the Market Allowance will apply and a review date.

Where cases involve more than one specialist set of duties, such as an occupational group and/or involves a precedent which may impact in other areas including individual cases, the Director, State Service Management Office may seek advice from other relevant Agencies.

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