

# Health Employment Directive No. 04/18

Effective Date:  
29 June 2018

Supersedes:  
n/a

## Visiting Medical Officers: Interim arrangement – Wage increase

### 1. Compliance

Compliance with this Health Employment Directive (HED) is mandatory.

### 2. Purpose

To provide Visiting Medical Officers (VMOs) a 2.5% increase to base wage rates from 1 July 2017.

### 3. Legislative provision

Section 51A of the *Hospital and Health Boards Act 2011* (the Act).

### 4. Application

This HED applies to VMO employees engaged under the following employment arrangements, under the Act in Hospital and Health Services and the Department of Health:

1. Non-contracted VMOs – employed through a letter of engagement under terms and conditions of employment specified in the letter; or
2. Contract VMOs – employed under continuing common law employment arrangements.

### 5. Related documents

- Health Employment Directive No. 05/18 Visiting Medical Officers – Employment framework
- [Visiting Medical Officers terms and conditions of employment – contracts](#)
- [Total remuneration framework conditions for Visiting Medical Officers](#)

### Directive:

### 6. Wage rate increase

This directive increases the base wage rates for VMOs by 2.5% effective from 1 July 2017 (refer to Schedule One).

The increased wage rates will be paid retrospectively to those VMOs employed by Queensland Health as at 1 July 2017.



## 7. Definitions

<b>Visiting Medical Officer</b>	A person who is registered under the Health Practitioner Regulation National Law to practice in the medical profession and who incurs ongoing private practice costs. This includes: <ul style="list-style-type: none"> <li>- a visiting general practitioner (VGP)</li> <li>- a VGP with FRACGP</li> <li>- a VGP with FRACGP and/or Vocational Registration</li> <li>- a visiting senior specialist, or, a visiting specialist registered with the Medical Board of Australia under the provisions of the <i>Health Practitioners National Law Act 2009</i>.</li> </ul>
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## 8. History

<b>HED No. 04/18</b> <b>29 June 2018</b>	Issued under section 51A of the <i>Hospital and Health Boards Act 2011</i> as a condition of employment for health service employees.
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## 9. Approval and implementation

### Directive custodian

Chief Human Resources Officer

### Approval by Chief Executive

Michael Walsh  
Director-General

**Approval date:** 29 June 2018

## Schedule One: Visiting Medical Officer wage rates payable from 1 July 2017

### VMO rates – non-contract employment arrangements

	Base rate - as from 01/07/2017	Loaded rate (48%) – as from 01/07/2017
<b>Visiting Specialist</b>		
1st Year	\$ 116.40	\$ 172.27
2nd Year	\$ 120.35	\$ 178.12
3rd Year	\$ 124.21	\$ 183.83
4th Year and Thereafter	\$ 127.34	\$ 188.46
<b>Visiting Senior Specialist</b>		
1st Year and Thereafter	\$ 138.33	\$ 204.73
<b>Visiting General Practitioner</b>		
1st, 2nd, 3rd Year	\$ 101.09	\$ 149.61
Thereafter	\$ 104.93	\$ 155.30
<b>Visiting General Practitioner with FRACGP and/or Vocational Registration</b>		
1st Year	\$ 101.09	\$ 149.61
2nd Year	\$ 104.93	\$ 155.30
3rd Year & Thereafter	\$ 108.73	\$ 160.92

**VMO base rates – contract employment arrangements**

	<b>Base Rate – as from 01/07/2017</b>	<b>Loaded rates (24%) – as from 01/07/2017</b>	<b>Loaded rates (48%) – as from 01/07/2017</b>
<b>Visiting Specialist</b>			
1 <sup>st</sup> Year	\$ 118.96	\$ 147.51	\$ 176.06
2 <sup>nd</sup> Year	\$ 123.01	\$ 152.53	\$ 182.05
3 <sup>rd</sup> Year	\$ 126.95	\$ 157.42	\$ 187.89
4 <sup>th</sup> Year and Thereafter	\$ 130.13	\$ 161.36	\$ 192.59
<b>Visiting Senior Specialist</b>			
1 <sup>st</sup> Year and Thereafter	\$ 141.38	\$ 175.31	\$ 209.24
<b>Visiting General Practitioner</b>			
1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> Year	\$ 103.30	\$ 128.09	\$ 152.88
Thereafter	\$ 107.23	\$ 132.97	\$ 158.70
<b>Visiting General Practitioner with FRACGP and/or Vocational Registration</b>			
1 <sup>st</sup> Year	\$ 103.30	\$ 128.09	\$ 152.88
2 <sup>nd</sup> Year	\$ 107.23	\$ 132.97	\$ 158.70
3 <sup>rd</sup> Year & Thereafter	\$ 111.12	\$ 137.79	\$ 164.46