

Senior health employee contracts

Attachment 3—Total remuneration framework conditions for visiting medical officers

Introduction

The remuneration model provides a set of parameters that assist Hospital and Health Services (HHS) and commercialised business units (CBU) to determine the value of a visiting medical officers (VMO) annual remuneration package. The parameters are designed to help ensure that remuneration is consistently implemented across the state, while also providing flexibility for HHS/CBUs to negotiate individually with VMOs.

This document provides the parameters within which HHSs and the Department of Health (the department), which includes CBUs, may reach agreement with VMOs about benefits in their framework contract of employment.

This document is not intended to form all or part of a contract with a VMO. HHSs and the department must not enter into contracts of employment with VMOs that contain benefits outside of the parameters in this document. The application of these conditions needs to take into account the governance framework outlined in the senior health service employee contracts governance framework document.

The total remuneration framework (TRF) represented in Figure 1 is made up of an annualised base amount and four tiers of remuneration.

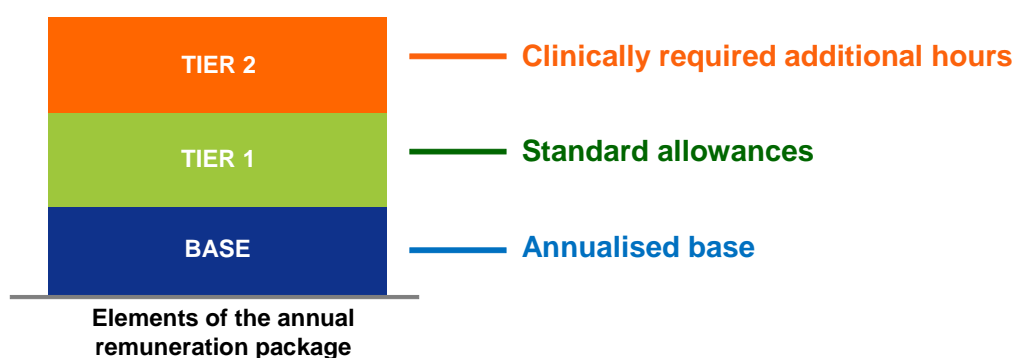


Figure 1: Total remuneration framework

Base

The base rates that may be agreed in framework contracts of employment for VMOs on 4 August 2014 are outlined in the terms and conditions of employment contracts and remuneration document.

Tier 1—Standard allowances

Standard allowances include professional development and fuel allowance.

Professional development allowance

VMOs will be eligible for one professional development allowance (PDA) which will be payable fortnightly if employed for at least six hours per week by the service, or if employed for less than six hours each week, the VMO will be eligible for full professional development assistance if they are rostered on-call more frequently than one in four.

Where a VMO is employed in a country area, the VMO will receive one payment of \$6,000 per annum. Where a VMO is employed in an area other than a country area, the VMO will receive one payment of \$5,000 per annum.

'Country area' excludes those facilities operated by Metro North, Metro South, Gold Coast, Sunshine Coast, West Moreton, Children's Health Queensland, Darling Downs and CBUs.

Fuel allowance

All VMOs will be eligible to one fuel allowance which is payable fortnightly. The fuel allowance is based on the number of hours the VMO is contracted to work as outlined in Table 1.

Table 1 Fuel allowance operational business rules

Number of hours per fortnight	Fuel allowance per annum
Less than 6	\$580
6 to less than 12	\$1,150
12 to 18	\$1,700
More than 18	\$2,350

Tier 2—Clinically required additional hours

Tier 2 relates to the remuneration of VMOs working additional hours beyond their contracted fortnightly hours. This includes travel time to non-metropolitan hospitals, extended hours, on-call and any teaching or meetings as required by the Service. Recall to duty is paid on an exception basis.

Where the remuneration package is annualised, this involves the calculation of a predetermined Tier 2 amount based on a prospective work pattern.

Standard hours

Standard work hours are between 7 am to 6 pm Monday to Friday. The standard hours maybe varied by agreement between the service and the VMO. A session may be of any length but shall not exceed nine hours in any one day. The total of sessional attendances scheduled per week shall not exceed 32 hours for any VMO. Provided that, with mutual agreement, the total sessional attendances scheduled for a VMO may

be averaged; but must not exceed 64 hours in any one fortnight. All hours worked in addition to core hours, which are paid at single rate, will be included as core hours for the purpose of all leave entitlements.

Where work unexpectedly extends beyond standard work hours, the overtime rate will apply to hours worked outside of the standard work hours.

Wherever possible, a VMO should have one weekend in two free from on-call duty and one day per week free from on-call duty. For the purposes of this provision, a weekend is deemed to be from 7 am Saturday to 7 am the following Monday.

On-call hours

A VMO can be rostered to be 'on-call', providing that, without mutual consent, a VMO shall not be rostered on-call for more than 14 on-call periods in any 14 day period commencing 7 am on Monday.

On-call will attract an on-call base rate loading of 6.5 per cent.

For example, a thirteen hour on-call period will attract a Tier 2 payment of 13 hours x 0.065 (multiplier) x loaded base hourly rate.

Wherever possible, a VMO should have one (1) weekend in two (2) free from on-call duty and one (1) day per week free from on-call duty. For the purposes of this provision, a weekend is deemed to be from 7 am Saturday to 7 am the following Monday.

On-call commitments shall have regard to the number of sessions undertaken by the VMO. Where the employer seeks to roster a VMO to perform on-call that is not proportionate to their sessional contributions, agreement must be reached with the VMO.

A VMO will not be placed on-call between 7 am to 6 pm Monday to Friday unless required by the service and by agreement with the VMO.

Where a service requires a VMO to be on-call outside of the hours 7 am–6 pm Monday to Friday and it is unavoidable, that such a requirement conflicts with a VMO's external private practice hours commitments, by agreement, the VMO may be on-call provided the VMO is available to respond to calls when required.

Overtime (continuation of duty)

A VMO will be paid overtime on an exception basis, it will only be payable when the hours worked in any one session exceeds nine hours.

Overtime paid on an exception basis (as it occurs) is processed by submission of an Attendance Variation and Allowance Claims form (AVAC). Overtime will be calculated on a fortnightly basis.

The overtime base rate multiplier is 1.60 (or 160 per cent). All overtime worked on an exception basis will be paid at 160 per cent of the relevant loaded base rate.

A VMO and the service may agree for overtime to be paid on an annualised basis. This payment is to be based on a reasonable prediction by the service, that the overtime will be worked by that VMO over the course of the year, to which the overtime base rate multiplier will be applied.

For example, a four year visiting specialist will be paid at a rate of $1.60 \times \$178.85 = \$286.16/\text{hour}$.

Recall (call-back)

The recall base rate multiplier is 1.60 (or 160 per cent). All recall will be paid at 160 per cent of the relevant loaded base rate.

For example, a fourth year visiting specialist will be paid at a rate of $1.60 \times \$178.85 = \$286.16/\text{hour}$.

Recall is paid each fortnight through the submission of AVACs (i.e. on an exception basis).

Table 2 Business rules for clinically required additional hours

Type of clinically required additional hours	Annualised	Business rules
On-call	Yes	<ul style="list-style-type: none"> • Prospectively estimated based on the anticipated needs of the service. • Can be altered following consultation during the period if the change in rostering patterns is: <ul style="list-style-type: none"> ○ on-going or for an extended period, and ○ a material change from the existing estimated roster. • Paid based on a single base rate multiplier for on-call.
Overtime (continuation of duty)	Optional	<ul style="list-style-type: none"> • Payable when the hours worked in any one session exceeds nine hours. • Paid based on a single base rate multiplier for all overtime, with no minimum guarantee hours. • Can be paid each fortnight (on an 'exception basis') or annualised and paid as part of Tier 2 where agreed between the Service and the VMO. If annualised, the VMO will not be eligible to make claims for additional overtime through AVACs. • If overtime is annualised, it can be altered during the period if the change in overtime pattern is: <ul style="list-style-type: none"> ○ on-going or for an extended period, and ○ a material change from the existing overtime estimate. • Additional sessions undertaken by agreement will be paid at base rates (not overtime rates).
Recall (call-back)	No	<ul style="list-style-type: none"> • Paid 'by exception' each fortnight according to hours worked. • Paid based on a single base rate multiplier for all recall, with a minimum guarantee of one hour per call out.