

Summary of Proposed Agreement

Proposed Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 (VMO2)

The table below summarises some of the main features of the proposed Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No 2) 2026 (VMO2).

This is not an exhaustive list, and employees are encouraged to reference the full copy of the proposed agreement.

Note: Employees need to be employed as at date of certification to be entitled to receive backpay for rates and allowances from 1 July 2026.

PART 1		PRELIMINARY MATTERS
Clause 1.4	Date and period of operation	VMO2 will operate from the date of certification and will have a nominal expiry date of 30 June 2029. Wages and allowances outlined in clause 2.5 linked to Public Sector Wages Policy will be given operative effect (i.e. increase effective date) from 1 July 2026.
Clause 1.6	Relationships with Awards and other conditions	The <i>Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No 1) 2023</i> (VMO1) upon certification of VMO2. VMO2 is to be read in conjunction with the incorporated Award clauses and existing individual contracts of employment. Where there is any inconsistency, the provisions of VMO2 apply unless the employment contract provides a more favourable condition.
Clause 1.6.1	Relationships with Awards and other conditions	References to relevant Award clauses have been updated to include: • Clause 4 (Coverage) • Clause 16 (Salary sacrifice arrangements) Reference to Schedule 2 has been removed, as it no longer forms part of the Award.
Clause 1.8	Definitions	Outdated or unused definitions have been removed (<i>ASMOFQ, Chief Executive, Nominee, State, TQ</i>) as they no longer appear in VMO2. Additionally, a definition of <i>Award</i> has been inserted.
Clause 1.10	Prevention and settlement of disputes	Clause restructured to streamline the dispute resolution process, including more flexible escalation pathways, extended timeframes, earlier access to the QIRC, and the introduction of a VMO subcommittee to oversee systemic dispute issues.
Clause 1.12	Cultural respect	Clause amended to remove reference to HR Policy C7 and to clarify that cultural leave is administered in accordance with the <i>Industrial Relations Act 2016</i> , while retaining the existing entitlement
Clause 1.14	Gender equity and diversity	Clause amended to remove the remuneration provision, with remaining commitments to gender equity and diversity retained.
PART 2		WAGE AND SALARY RELATED MATTERS
Clauses 2.1 to 2.4	Wage Increases and CPI Uplift Adjustment (CUA)	VMO2 delivers guaranteed wage increases over the life of the Agreement, with additional protection through a CUA if inflation is higher than the agreed increase:

		- Year 1: 3% increase from 1 July 2026 - Year 2: 2.5% increase from 1 July 2027 - Year 3: 2.5% increase from 1 July 2028 If the Brisbane CPI for March in any year is higher than the agreed wage increase, a CUA will automatically apply, up to the following caps: 2026 (Year 1): Up to 0.5% 2027 (Year 2): Up to 1% 2028 (Year 3): Up to 1% Note: As the Brisbane CPI for March 2026 is higher than the agreed Year 1 wage increase of 3%, a CUA will automatically apply, increasing the wage increase effective from 1 July 2026 to 3.5%.
Clause 2.5	Increases to certain allowances	The following allowances will increase each year in line with wage increases: - Clinical Manager Allowance - Medical Manager Allowance
Clause 2.6	Salary Sacrificing	Clause has been updated to reflect current legislation and government policy.
Clause 2.7	Superannuation	Clause has been updated to reflect current legislation and government policy.
PART 3	CLASSIFICATION STRUCTURE, APPOINTMENTS, INCREMENTS AND PROGRESSION	
Part 3	Classification structure, appointments, increments and progression	New Part introduced, with provisions from former Part 3 relocated to Part 4.
Clause 3.1	Wage rates	New clause providing an explanation of the applicable base and loaded rates for VMOs.
Clause 3.2	Classification of VMOs	New clause outlining VMO classifications.
Clauses 3.3 – 3.5	Commencing rates	Provisions have been moved from VMO1 clause 8.11 and restructured into separate clauses for each classification type, including creation of a new standalone provision for Visiting Specialists
Clause 3.6	Movement within classification levels	Clause relocated from VMO1 clause 8.12 with no change to content.
Clause 3.7 and 3.7.1	Procedures and criteria for promotion to visiting senior specialist	Relocated from VMO1 clause 8.13 with a minor amendment clarifying that a satisfactory PDP for two years is the minimum requirement, and inclusion of a new provision to ensure eligibility for progression where a VMO has not had the opportunity to complete a PDP
PART 4	INDUSTRIAL RELATIONS MATTERS AND CONSULTATION	

Part 4	Industrial Relations Matters and Consultation	Former Part 3, renumbered with no changes to content
PART 5	EMPLOYMENT SECURITY, ORGANISATIONAL CHANGE AND RESTRUCTURING	
Part 5	Employment Security, Organisational Change and Restructuring	Former Part 4, renamed, renumbered with additional and amended provisions
Clause 5.1	Employment Security	A new clause confirming Queensland Health's commitment to maximising employment security for permanent Visiting Medical Officer employees.
Clause 5.2	Organisational change and restructuring	Relocated from clause 4.1 with new provisions relating to redundancy processes (including where employees do not participate in redeployment), ongoing review of consultation guidelines, and clarification of consultation requirements.
Clause 5.3	Permanent Employment	A new clause reinforcing Queensland Health's commitment to maximising permanent employment opportunities.
PART 6	WORKPLACE HEALTH AND SAFETY, WORKLOAD MANAGEMENT AND FATIGUE RELATED MATTERS	
Part 6	Workplace Health and Safety, Workload Management and Fatigue Related Matters	Former Part 5, renumbered with additional and amended provisions.
Clause 6.1	Workplace Health and Safety	A new clause setting out Queensland Health's commitments to improved work health and safety outcomes. These include: • Establishing local health and safety committees; • Working collaboratively to promote and implement the Queensland Health Consultation Standard and Guidelines; and • Ensuring employees receive appropriate feedback when they raise workplace health and safety matters.
Clause 6.2	Workplace Behaviour	Relocated from clause 5.2 with expanded and reframed provisions, including broader coverage of workplace behaviour (beyond bullying), explicit rights to raise concerns without victimisation, direct union referral pathways to the VMO Oversight Committee, and inclusion of Code of Conduct obligations and disciplinary consequences.
Clause 6.3	Workplace Mental Health	Relocated from clause 5.3 with minor refinement to wording.
PART 7	EQUITY AND REQUEST FOR FLEXIBLE WORKING ARRANGEMENTS	
Part 7	Equity and Request for Flexible Working Arrangements	Former Part 6, renumbered with additional and amended provisions.

Clauses 7.1 – 7.9	Equity and flexible work arrangements	Clause has been updated to reflect current legislation and government policy.
PART 8	LEAVE PROVISIONS	
Part 8	Leave provisions	Former Part 7, renumbered with additional and amended provisions.
Clause 8.2	Domestic and family violence leave	Relocated from clause 7.2 and updated to reflect current legislation and government policy.
Clause 8.3	Lactation breaks	New clause introduced to provide for paid lactation breaks, workplace facilities, and support arrangements for employees who breastfeed or express milk.
Clause 8.5.10 – 8.5.11	Professional Development	One-off 3% increase to the Professional Development Allowance from the date of certification of VMO2.
Clause 8.8	Parental leave	New clause introduced to provide information relating to parental leave.
PART 9	EMPLOYMENT CONDITIONS	
Part 9	Employment conditions	Former Part 8, renumbered with additional and amended provisions.
Clause 9.4.5	On-call arrangements	Relocated from clause 8.4.5 and amended to allow employees to be placed on-call during core hours where required by the service and by agreement with the employee, while retaining existing provisions for managing conflicts with private practice commitments.
Clause 9.6.3 – 9.6.4	Digital recall	New clauses introduced to provide clearer guidance for digital recall, including evidentiary requirements, definition, clarification of exclusions for non-complex tasks and payment arrangements.
Clause 9.13	Clinical Manager Allowance and Medical Manager Allowance	New clause introduced to provide entitlement to Clinical Manager and Medical Manager allowances, with eligibility and administration governed by <i>HR Policy C80 Clinical Manager Allowance and Medical Manager Allowance</i> . Applicable rates available in Schedule 1 of the Agreement.
Clause 9.14	Confidential workspaces	New clause introduced to support access to appropriate spaces and facilities for VMOs to undertake confidential work, where operationally practicable.
Clause 9.15	Safe workspaces	New clause introduced to ensure patients are assessed and treated in appropriate, safe environments that support privacy, confidentiality, and safe movement for both patients and employees.
Clause 9.16	Review of the Visiting Medical Officer Employment Framework	New clause introduced to provide for a review of the VMO employment framework during the life of the Agreement, with any findings to inform future bargaining without creating current obligations or changes.
SCHEDULE 1	WAGE RATES	
Tables 1.1 and 1.2	VMO Base Hourly Rates and VMO Loaded Hourly Rates	Wage rates table updated to show hourly wage rates inclusive of the following increases: - Year 1: 3.5% increase from 1 July 2026 (inclusive of CUA 0.5% uplift) - Year 2: 2.5% increase from 1 July 2027

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		Year 3: 2.5% increase from 1 July 2028
SCHEDULE 2	CLINICAL MANAGER ALLOWANCE AND MEDICAL MANAGER ALLOWANCE RATES	
CMA and MMA Rates	CMA and MMA Rates	Rates table for CMA and MMA rates inclusive of the following increases: - Year 2: 2.5% increase from 1 July 2027 - Year 3: 2.5% increase from 1 July 2028
ITEMS REMOVED FROM VMO1		
VMO1 – Clause 2.2	Cost of Living Adjustment (COLA) Payments	The COLA was a one-off payment provision. This has been replaced with the CPI Uplift Adjustment (CUA) clauses 2.1 to 2.5. Unlike COLA, the CUA is embedded into base wages - not just a one-off payment - whenever it is triggered, providing stronger protection against cost-of-living increases.
VMO1 – Clause 5.2	Workload Management Kit	Clause removed as the Workload Management Kit has been completed and is no longer required.
VMO1 – Clause 5.3	Excessive phone calls	Clause removed as the review has been completed and is no longer required.