

Frequently Asked Questions

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

1. Who will be covered by the proposed Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 (VMO2)?

If approved, VMO2 will cover Visiting Medical Officers employed by Queensland Health on or after 1 July 2026 for whom classifications and rates of pay are prescribed at Schedule 1 of the Agreement.

2. What are some of the key features of VMO2?

- VMO2 will operate for three years, from 1 July 2026 to 30 June 2029.
- Annual wage increases of:
 - 3% from 1 July 2026;
 - 2.5% from 1 July 2027; and
 - 2.5% from 1 July 2028.
- An additional CPI Uplift Adjustment (CUA) for each year of the agreement if Brisbane CPI for March in any year from 2026 is higher than the agreed wage increase. The additional uplift will automatically apply, up to the following caps:
 - 2026 (Year 1): Up to 0.5% (activated and lifts 1 July 2026 increase from 3% to 3.5%)
 - 2027 (Year 2): Up to 1%
 - 2028 (Year 3): Up to 1%.
- A one-off 3% increase to the Professional Development Allowance.
- Introduction of a Clinical Managers Allowance (CMA) and Medical Managers Allowance (MMA), as currently provided to Senior Medical Officers under MOCA7. Provided eligibility requirements are met in accordance with *HR Policy C80. Clinical Manager Allowance and Medical Manager Allowance*, VMO employees will be eligible to be paid one of these allowances.
- Clarification that digital recall for Visiting Medical Officers includes the provision of clinical direction or recommendations that materially influence patient care, subject to satisfying evidentiary requirements such as documented extended and/or repeated telephone communication.
- The current VMO Employment Framework creates potential inconsistencies between the certified agreement, Health Employment Directives (HEDs) and the VMO Individual Employment Contract. Given the complexity of the framework and the associated employment contracts, Queensland Health commits to undertaking a comprehensive review of the VMO Employment Framework over the life of VMO2 with findings to inform potential bargaining matters for a replacement agreement.
- To support standardisation and consistency across Queensland Health certified agreements, Queensland Health is seeking the inclusion of model (common) clauses in VMO2. This includes replacing existing clauses where an equivalent clause already exists under MOCA7 and introducing new clauses to align with MOCA7 where applicable.
- To support simplification and clarification:
 - update to entitlements referencing taxis to include ride-share;
 - update to salary sacrifice and superannuation clauses to reflect current legislative requirements;

- amend to clause 8.4 'On Call Hours' to align with HED 05/18 - Visiting Medical Officers: Employment Framework, specifically, that an Employee will not be placed on-call between 7:00 am to 6:00 pm Monday to Friday (inclusive), unless required by the service and by agreement from the Employee;
- the introduction of a new clause outlining the classification structure;
- the introduction of a new clause outlining the applicable wage rates; and
- minor amendments to, and re-numbering of, existing clauses relating to commencement, increment progression, and promotion; and

Wages and Entitlements

3. What is the wage offer under VMO2?

A guaranteed 8 per cent increase over three years, plus a possible further 2.5% CPI Uplift Adjustment (CUA) should the CPI rate rise above the state government wages policy.

Specifically, the proposed Agreement provides wage increases of:

- 3% from 1 July 2026
- 2.5% from 1 July 2027
- 2.5% from 1 July 2028

In addition to the wage increases, VMO2 includes the Consumer Price Index (CPI) Uplift Adjustment. The CPI Uplift Adjustment (CUA) is a part of the wage increase designed to respond to inflationary conditions. It responds by 'topping up' the guaranteed wage increases under the Agreement to provide up to a maximum wage increase of 3.5% in each year of the Agreement, when certain conditions are met.

For all intents and purposes the CUA is considered and treated as a wage increase under the Agreement. Therefore, when the CUA is payable, it will also be applied to any allowances and/or other financial elements of the Agreement that increase in line with the guaranteed wage increases.

For certainty, as the CUA has been activated for Year 1 of the agreement, the first wage increase effective 1 July 2026, will be inclusive of the CUA and will lift the increase from 3% to 3.5%.

4. Am I still eligible for back pay if I have terminated my employment with Queensland Health prior to the certification date for VMO2?

If you are an employee of Queensland Health on the date the agreement is certified, you will be eligible for any back pay arising from the new agreement.

If you resigned prior to the date of certification, you will not receive any back pay arising from VMO2. Please note this applies to both permanent employees and temporary employees whose contract ceases prior to the certification date of the new Agreement.

Consultation and Dispute Mechanism

5. Does the proposed agreement provide a dispute resolution procedure?

Yes, procedures for the prevention and settling of disputes are contained at clause 1.10 in VMO2.

The purpose of these provisions is to establish a cooperative, staged dispute resolution process that prioritises early, local-level resolution, escalates unresolved issues through defined internal mechanisms (including

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management and committees), allows external referral to the Queensland Industrial Relations Commission (QIRC) if needed, maintains the status quo where safe, and promotes ongoing oversight and collaboration to minimise industrial disputes.

If an employee has a dispute, those procedures set out in VMO2 should be followed.

6. What are the consultative forums for VMO2?

The VMO Oversight Committee (VMOOC) is the peak Queensland Health/Union consultation forum for Visiting Medical Officers and will continue to oversee the implementation of the agreement. Other consultative forums include:

- Reform Consultative Group
- Hospital and Health Service Consultative Forums
- Local Consultative Forums
- Local Medical Consultative Forums.

General Information

7. Where can I access a copy of the proposed VMO2 agreement?

Hard copies of the proposed VMO2 agreement are on display in Queensland Health facilities. An electronic copy is available on the [Visiting Medical Officers VMO2 | Human Resources Branch | Department of Health QHEPS](#) page and online at <https://www.careers.health.qld.gov.au/working-for-us/awards-agreements-and-orders/enterprise-bargaining-agreement/vmo2-enterprise-bargaining-updates>.

8. What information is available online?

Further information regarding VMO2 is available on [QHEPS](#) including:

- The proposed agreement, including the proposed wage rates.
- A summary of the Agreement which outlines the major changes from VMO1.
- A list of ballot contact officers for each Hospital and Health Service and Division.
- An online copy of the FAQ document.
- A recorded VMO2 Information Session Presentation.

9. Where do I find more information about VMO2?

- Attend an information session being held within your Hospital and Health Service/Division
- Speak to your ballot contact officer
- Visit the Enterprise Bargaining QHEPS page [Visiting Medical Officers VMO2](#)
- Online at <https://www.careers.health.qld.gov.au/working-for-us/awards-agreements-and-orders/enterprise-bargaining-agreement/vmo2-enterprise-bargaining-updates>
- Email VMO1@health.qld.gov.au
- Speak to your local union representative

10. Who negotiated the proposed agreement?

VMO2 was negotiated by officers of the Department of Health, representatives from the Hospital and Health Services, and by officials and delegates of the Together Queensland, Industrial Union of Employees (TQ) and the Australian Salaried Medical Officers' Federation Queensland (ASMOFQ).

Union members may also contact their union for any questions about the proposed VMO2 agreement.

11. Who are the parties to the agreement?

The parties to the proposed VMO2 comprise of the employer, Queensland Health (which includes Department of Health and Hospital and Health Services), and the two unions: Together Queensland, Industrial Union of Employees (TQ), the Australian Salaried Medical Officers' Federation Queensland (ASMOFQ) and Queensland Health (which includes Department of Health and Hospital and Health Services).

12. Does the proposed agreement cover employees who are Union members and employees who are not Union members?

Yes. VMO2 applies to all Queensland Health employees covered by the agreement, regardless of union membership.

13. What will be the operative date of the proposed VMO2?

The proposed VMO2 will replace the VMO1 agreement and will operate from the date of certification. Wage increases will have an effective date of 1 July 2026. VMO2 will have a nominal expiry date of 30 June 2029. By using the term 'nominal', an enterprise agreement can remain in place past the end date until a replacement agreement is negotiated and certified by the Queensland Industrial Relations Commission.

14. What is the relationship between the proposed agreement, the *Medical Officers (Queensland Health) Award – State 2015* and contracts of employment?

VMO2 prescribes specific clauses from the *Medical Officers (Queensland Health) Award – State 2015*, as amended or replaced from time to time, that will be incorporated into the Agreement. To the extent of any inconsistency, the Certified Agreement prevails over the Award.

Ballot Process

15. What is involved in the ballot process?

Following a minimum 14-day consultation period from 31 July 2026 to 16 August 2026 (inclusive), during which Visiting Medical Officers have an opportunity to access and receive an explanation of the terms of the proposed VMO2 Agreement, employees will be able to vote on whether or not they accept the proposed agreement.

An electronic ballot will be conducted by GoVote, an independent service provider engaged for this purpose. GoVote will send ballot information to the email accounts and mobile phone numbers recorded in myHR. If you have a personal email account recorded as well as your Queensland Health email address, it will be sent to both emails. If you do not have an email account, GoVote will mail the voter information pack to the postal address registered in the payroll system. This information will include a unique 13-digit personal identification number (PIN) and 'How to Vote' instructions.

16. When is the ballot period?

The electronic ballot for VMO2 will commence at 8.00am (AEST) on Monday 17 August 2026 and close at 5.00pm (AEST) on Sunday 23 August 2026.

17. How can I lodge my vote?

You can vote via:

- Internet;
- Telephone; or
- SMS

GoVote will send the electronic ballot information including 'How to Vote' instructions and your unique 13-digit Personal Identification Number (PIN) two days prior to the ballot opening (17 August 2026) to ensure the information arrives as close to the ballot opening time as possible.

18. What support is available if I have trouble voting?

In the first instance, click the 'Contact Support' tile on <https://secure.govote.com.au/code=3594>. This will link you to a page with additional information and frequently asked questions relating to the GoVote platform.

If you require additional support, please contact GoVote by emailing support@govote.com.au or calling 1800 919 553 to speak to a GoVote operator. Phone support is available between 9am-5pm Adelaide time (Australian Central Standard Time). If you call outside of these hours, please leave a message and GoVote will phone you back during business hours.

19. What can I do if I did not receive or lost my PIN?

Please check your email's Junk and Spam folders. If you are still unable to locate your PIN, go to <https://secure.govote.com.au/recoverpin=3594>.

Alternatively, please call GoVote on 1800 919 553 between 9am-5pm Adelaide time (Australian Central Standard Time).

20. Are temporary and casual employees eligible to vote?

Yes. All temporary and casual employees are eligible to vote.

21. Why is Queensland Health conducting a ballot?

In accordance with the *Industrial Relations Act 2016*, the onus is on the employer to demonstrate to the Queensland Industrial Relations Commission that a valid majority of employees support the proposed agreement. This is determined by conducting a secret ballot.

22. What does a valid majority mean?

A valid majority will be 50% plus one of the relevant employees who cast a valid vote to give an approval. This is why it is extremely important for employees to exercise their right to vote.

23. What happens if the proposed VMO2 is not voted up?

Should a valid majority not be achieved, Queensland Health will seek the assistance of the QIRC.