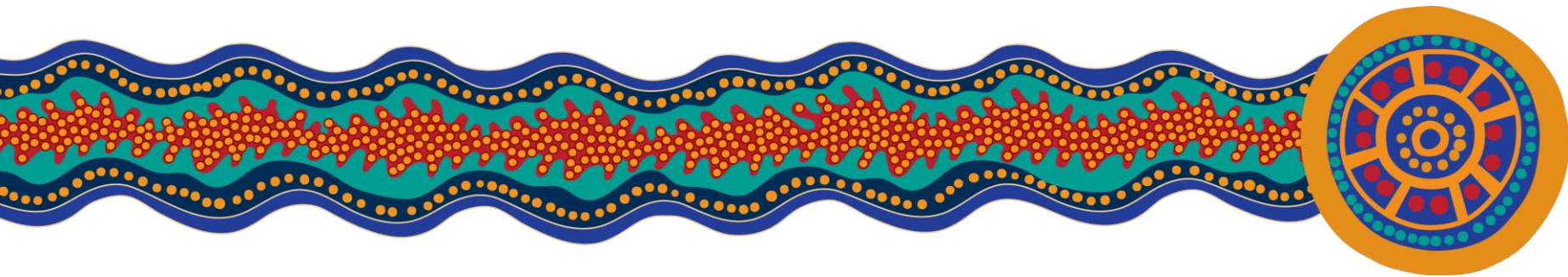


Proposed Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 (VMO2)

Information Session



The Queensland Government respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional and Cultural Custodians of the lands on which we live and work to deliver healthcare to all Queenslanders and recognises the continuation of First Nations peoples' cultures and connection to the lands, waters and communities across Queensland.

Queensland Health has made an offer to the Together Queensland, Industrial Union of Employees (TQ) and the Australian Salaried Medical Officers' Federation Queensland (ASMOFQ) for a new certified agreement for the terms and conditions of employment of medical officer employees.

The title of the proposed agreement is:

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

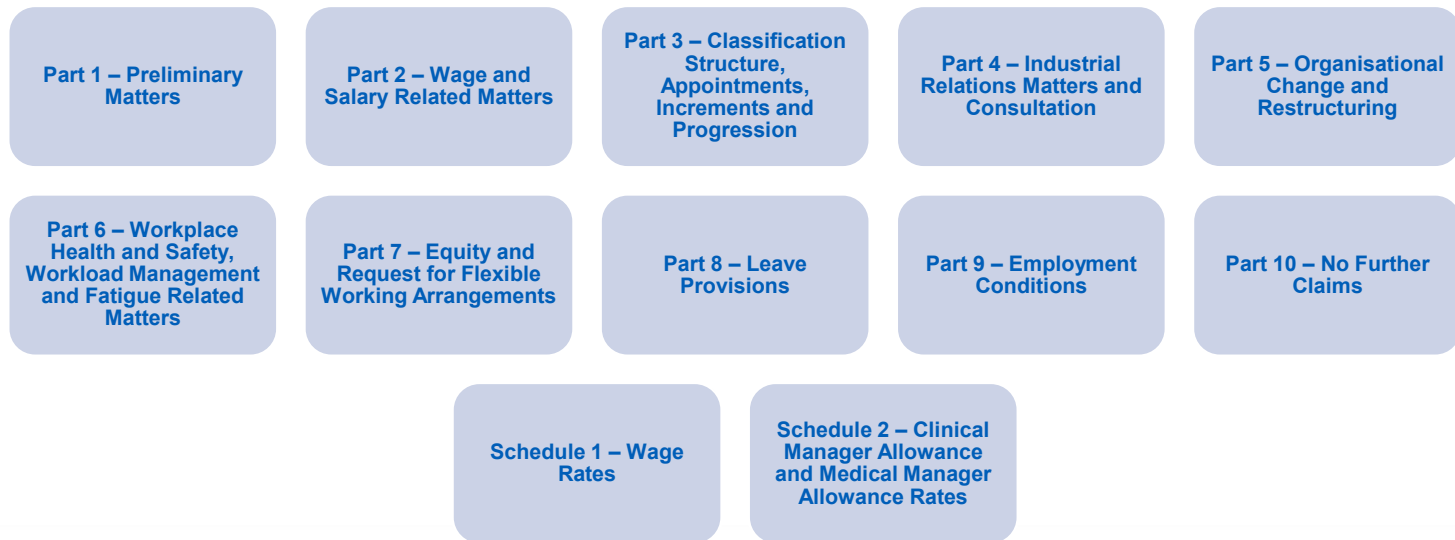


Queensland Health has a legislative obligation to inform you about the content of the proposed agreement.



You need to be aware of the content of the agreement so you can cast an informed vote about whether you accept, or do not accept, the offer outlined in the agreement.

What is the structure of the proposed VMO2 agreement?



Employer	Unions
Queensland Health (QH)	- Together Queensland, Industrial Union of Employees (TQ); and - Australian Salaried Medical Officers' Federation Queensland (ASMOFQ)



Visiting General Practitioners and
Visiting Specialists



Employed by Hospital and Health Services or the
Department of Health

When will VMO2 take effect and how long does it operate for?

- VMO2 will take effect from the date of certification, with a nominal expiry date of 30 June 2029.



- In the meantime, VMO1 continues to operate until VMO2 is certified.
- The parties to VMO2 will commence discussions for a replacement agreement at least five months prior to the nominal expiry date of VMO2 (i.e. 30 January 2029).

What happens to VMO1?

- Should the proposed VMO2 agreement be approved by employees, Queensland Health will apply to the Queensland Industrial Relations Commission (QIRC) to terminate the existing agreement, *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No.1) 2023* (VMO1).
- A notice of intention to terminate the VMO1 agreement has been published online.

How does VMO2 interact with the *Medical Officers (Queensland Health) Award – State 2015* and contracts of employment?

- The *Medical Officers (Queensland Health) Award – State 2015* has operated from 22 November 2015.
- VMO2 prescribes specific clauses from the Award and is to be read in conjunction with the Award, or any consent award successor or replacement. To the extent of any inconsistency, the Certified Agreement prevails over the Award.
- VMO2 is also to be read in conjunction with individual contracts of employment.
- Where there is any inconsistency between VMO2 and an existing contract of employment, the provisions of VMO2 will apply unless the condition of the relevant employment contract is more favourable.

Contents of VMO2

The following slides provide an overview of the key features of the proposed agreement

Guaranteed Wage Increase

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

CPI Uplift Adjustments (CUA)

If the Brisbane CPI for March in any year from 2026 is higher than the agreed wage increase, an additional uplift 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 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%.

- A one-off 3% increase to the Professional Development Allowance from the date of certification.
- Introduction of a Clinical Managers Allowance (CMA) and Medical Managers Allowance (MMA), as currently provided to Senior Medical Officers under *Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025 (MOCA7)*. Eligibility requirements detailed in *HR Policy C80: Clinical Manager Allowance and Medical Manager Allowance*. Allowance rates in Schedule 2 of the proposed VMO2.
- Introduction of clauses related to Confidential Workspaces and Safe Workspaces for Visiting Medical Officers.

VMO Employment Framework Review

- 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.

The following projects committed to under VMO1 will be removed as now completed:

- Clause 5.4 'Workload Management Kit'
- Clause 5.6 'Excessive Phone Calls'

The list of agreed common clauses that are proposed to be included in VMO2 are:

- Domestic and Family Violence Leave
- Employment Security
- Flexible Work Arrangements
- Organisational Change and Restructuring
- Permanent Employment
- Prevention and Settlement of Disputes Relating to the Interpretation, Application or Operation of this Agreement
- Lactation Breaks
- Cultural Respect
- Gender Equity and Diversity
- Parental Leave
- Workplace Health and Safety
- Workplace Behaviour
- Workplace Mental Health

No employment condition or entitlement will be reduced or eroded. The changes simply align provisions to create consistency across our workforce.

VMO2 will update and modernise clauses, including:

- updating entitlements referencing taxis to include ride-share;
- updating salary sacrifice and superannuation clauses to reflect current legislative requirements;
- amend 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 simplified classification table will not diminish any existing employees' terms and conditions of employment.

- the introduction of a new clause outlining the classification structure;
- the introduction of a new clause outlining the applicable wage rates;
- minor amendments to, and re-numbering of, existing clauses relating to commencement, increment progression, and promotion; and
- clarify circumstances which may be considered Digital Recall, including extended and/or repeated phone calls which materially influence patient care, and are supported by verifiable documentation.

The simplified classification table will not diminish any existing employees' terms and conditions of employment.

The parties are aware of and committed to their obligations in terms of gender equity as provided for in legislation, regulation and directives.

The parties agree to investigate ways in which employees who are secondary caregivers/spouses can be encouraged and supported in taking a greater role in caring responsibilities, such as parental leave, part-time work and flexible work.

The parties agree to investigate ways in which further efforts can be made to increase gender diversity across all levels of the organisation.



The Visiting Medical Officer 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.

- 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 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.

This presentation so far has provided a high-level overview of all key inclusions in VMO2.

Employees are strongly encouraged to read the agreement which is available on the Queensland Health enterprise bargaining QHEPS page: <https://qheps.health.qld.gov.au/hr/policies-agreements-directives/enterprise-bargaining/visiting-medical-officers>



If you are outside the QH Network,
VMO2 supportive resources are
available via this link

Consultation, Ballot and Certification

VMO2



As required by the *Industrial Relations Act 2016*, employees will be provided with at least 14 days to access the proposed agreement before the ballot.



The consultation period commences on **31 July 2026** and will conclude on **16 August 2026**.

- All Visiting Medical Officers working for QH can vote in the electronic ballot, whether or not they accept the proposed agreement.
- GoVote, an independent ballot company, will be conducting the ballot.
- GoVote will provide you with voting instructions, which will be sent to the email account(s) and mobile phone number recorded in *myHR*. If you have a personal email account recorded as well as your QH email address, it will be sent to both emails.
- Employees without a valid email account will receive their voter information by post.

The ballot period will open at **8.00am on Monday 17 August 2026** and close at **5.00pm on Sunday 23 August 2026**.

- You will receive an email and SMS from GoVote with instructions on how to vote, as well as a unique personal identification number (PIN).
- Please keep an eye out for all emails sent by GoVote during the consultation and ballot periods.
- **You can vote by internet, telephone or SMS.**
- GoVote Ballot support can be accessed through their QR code
- GoVote also offers support via their email and phone:



The ballot period will open at **8.00am on Monday 17 August 2026** and close at **5.00pm on Sunday 23 August 2026.**

Phone: 1800 919 553
Email: support@govote.com.au



- If a valid majority of employees who vote approve the agreement, the parties will make an application for the Queensland Industrial Relations Commission to certify the agreement.
- An application to terminate VMO1 will be made at this same time.
- Upon certification, the new wage rates and other conditions will take effect, with a backpay to 1 July 2026 for wage rates.
- Should a majority vote not be achieved (50% + one employees who vote), Queensland Health will seek the assistance of the QIRC.

Full copies of the proposed VMO2 agreement and additional information is available:

- **QHEPS:** <https://qheps.health.qld.gov.au/hr/policies-agreements-directives/enterprise-bargaining/visiting-medical-officers>
- **Email:** VMO1@health.qld.gov.au
- Your Ballot Contact Officer
- Your Union
- **Online** via our QR code or the below link:



<https://www.careers.health.qld.gov.au/working-for-us/awards-agreements-and-orders/enterprise-bargaining-agreement/vmo2-enterprise-bargaining-updates>

Questions