

Information Session Transcript

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

Slide 0 - Information Session

Welcome to this information session about the proposed *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026*, to be known as VMO2.

During this presentation, you will be provided with an overview of VMO2 and what happens when it is time to vote on the Agreement.

If you have any questions you can speak to your local HR managers and/or Ballot Contact Officers.

Later in the slides we provide you with a QR code which will link you to additional online resources relating to the VMO2 enterprise bargaining process, or you can go to QHEPS and search enterprise bargaining Visiting Medical Officers VMO2.

Slide 1 - Acknowledgement of Country

Before proceeding we would like to begin by acknowledging the Traditional Owners of the lands we meet upon today and pay our respects to Elders past and present.

Slide 2 - Background

To provide you with some background to these negotiations, the current Agreement, VMO1, nominally expired on 30 June 2026, and the parties commenced negotiations for a replacement Agreement in February 2026.

Following an offer made in June, Queensland Health reached in-principle agreement with the relevant unions and their members for the proposed VMO2 Agreement.

Now that drafting of the proposed Agreements is complete, it is time for Queensland Health to consult with our employees before a vote occurs.

Slide 3 - Consultation

Queensland Health has a legislative obligation to inform Visiting Medical Officers about the content of the proposed Agreement before you vote. Consultation provides employees with an opportunity to make an informed choice when voting on the proposed Agreement.

The *Industrial Relations Act 2016* sets the rules around the making of certified agreements, including the need to provide a minimum 14-day period of reasonable access to the proposed written Agreement and an explanation of the terms of the Agreement.

During the consultation period, Queensland Health will inform employees to be covered by VMO2 of the content of the proposed Agreement through these information sessions, and provide updates via QHEPS, the Queensland Health website, e-alerts and staff emails.

Slide 4 - Agreement Structure

This presentation will touch on the major features of the proposed Agreement, including a focus on the significant changes from the current VMO1 Agreement. However, it is crucial that you consider the Agreement in full so that you can make an informed decision when you vote. If you require more detailed information, please refer to the full proposed Agreement which is available online or in hard copy at your local facility.

The Structure of VMO2 remains closely aligned to VMO1, the Parts are:

- Part 1: Preliminary Matters
- Part 2: Wage and Salary Related Matters
- Part 3: Classification Structure, Appointments, Increments and Progression
- Part 4: Industrial Relations Matters and Consultation
- Part 5: Organisational Change and Restructuring
- Part 6: Workplace Health and Safety, Workload Management and Fatigue Related Matters
- Part 7: Equity and Request for Flexible Working Arrangements
- Part 8: Leave Provisions
- Part 9: Employment Conditions
- Part 10: No Further Claims
- Schedule 1: Wage Rates
- Schedule 2: Clinical Manager Allowance and Medical Manager Allowance Rates

Slide 5 - 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, and Australian Salaried Medical Officers' Federation Queensland.

Slide 6 - Coverage of the Agreement

The proposed VMO2 will cover all Visiting Medical Officers, including Visiting General Practitioners and Visiting Specialists who are employed by Queensland Health.

If the proposed Agreement is approved following a ballot by employees, where the majority agree, an application will be made to the Queensland Industrial Relations Commission to certify the Agreement.

Slide 7 - Date of effect and period of operation

VMO2 will be a three-year agreement that, if approved, will operate from the date of certification to the nominal expiry date of 30 June 2029. Many of your employment terms and conditions will be determined by the provisions of this Agreement.

Slide 8 - Termination of VMO1

Should the proposed VMO2 Agreement be approved by employees, Queensland Health will apply to the Queensland Industrial Relations Commission 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 is available online.

Slide 9 - Relationship between Industrial Instruments

The *Medical Officers (Queensland Health) Award – State 2015* has operated from 22 November 2015.

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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 provided for under *Health Employment Directive 05/18: Visiting Medical Officers: Employment framework*.

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.

Slide 10 - Contents of the Agreement

Now we are going to look at the contents of the proposed VMO2. This is a summary of the main changes and inclusions within VMO2. You are encouraged to refer to the full copy of the proposed Agreement before voting.

Slide 11 - Wage increases and related matters

The proposed Agreement provides wage increases of:

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

The new wage rates can be found in Schedule 1 of the proposed VMO2. The wage offer is consistent with Public Sector Wages Policy. The new wage rates, including associated back pay, will be payable to all employees covered by VMO2 and who are employed by Queensland Health as at the date of certification.

In addition to the wage increases, VMO2 includes the Consumer Price Index, or CPI Uplift Adjustment. The CPI Uplift Adjustment, or 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%.

Slide 12 - New / Revised Employment Conditions

Now we move to the new or changed employment conditions that are proposed to be introduced in VMO2.

Queensland Health remains committed to the professional development of our medical workforce. Under VMO2, Visiting Medical Officers will receive a one-off 3% increase to their Professional Development Allowance from the date of VMO2 certification.

Under VMO2, Queensland Health will also introduce a Clinical Managers Allowance and Medical Managers Allowance, as currently provided to Senior Medical Officers under *Medical Officers' (Queensland Health) Certified Agreement (No. 7) 2025 (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. The new allowance rates can be found in Schedule 2 of the proposed VMO2.

Additionally, clauses related to Confidential Workspaces and Safe Workspaces for Visiting Medical Officers will be introduced.

Slide 13 - Projects

The current VMO Employment Framework creates potential inconsistencies between the certified agreement, Health Employment Directives 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.

Slide 14 - Completed Projects

The projects committed to under VMO1 relating to the development of a 'Workload Management Kit' and review of 'Excessive Phone Calls', are now completed and references to them will be removed in VMO2.

Slide 15 - Common Clauses

Queensland Health is a dynamic, multidisciplinary workforce. To support standardisation and consistency across each of the seven Queensland Health Certified Agreements, VMO2 will include new and amended clauses relating to items which impact all Queensland Health employees, inclusive of Visiting Medical Officers.

Clauses include:

- 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.

While these clauses will contain minor changes, it is important to note - no employment condition or entitlement will be reduced or eroded. The changes simply align provisions which exist across the various Agreements, to create consistency across our workforce.

Slide 16 - Simplification and Clarifications

During the drafting of VMO2, consideration was given to updating clauses to simplify and clarify existing provisions.

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 a VMO 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;

Slide 17 - Simplification and Clarification (Cont'd)

- 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.

Slide 18 - Gender Equity

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.

Slide 19 - Forums for Implementation

Consistent with VMO1, the Visiting Medical Officer Oversight Committee 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 the Hospital and Health Service Consultative Forums, Local Consultative Forums, Local Medical Consultative Forums and the Reform Consultative Group (which provides consultation on state-wide organisational change and reform initiatives that broadly affect Queensland Health staff across all occupational streams).

Slide 20 - Dispute Resolution

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.

Slide 21 - Agreement Summary

This presentation has provided a high-level overview of the proposed VMO2.

Employees are strongly encouraged to read the proposed VMO2, which is available on the Queensland Health enterprise bargaining webpage, and the Queensland Health website which can be reached through the QR code provided on this slide. Hard copies are also available in your local facilities.

Slide 22 - Consultation, Ballot and Certification

In this part of the presentation, we will give an overview of the next steps for consultation, balloting and certification.

Slide 23 - Consultation

As mentioned at the start of this presentation, the information provided today is part of the consultation process for the proposed VMO2.

The consultation period has now commenced and will conclude on **16 August 2026**.

Slide 24 - Ballot

After the consultation period, you will be able to vote on whether you accept or do not accept the proposed VMO2. An external company, called GoVote, is conducting this ballot on behalf of Queensland Health.

Ballot information, including full instructions on how to cast a vote, will be sent 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 your postal address.

It does not matter if you are a member of a union or not, if you are a Queensland Health Visiting Medical Officer employee, you will have the opportunity to vote. We encourage all eligible employees to vote.

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

Slide 25 - Ballot (Cont'd)

All eligible employees will receive an email and SMS from GoVote with instructions on how to vote, as well as an e-mail and SMS containing your unique personal identification number (PIN) which will be needed to cast your vote. As such, please keep an eye out for all emails and texts sent by GoVote during the consultation and ballot periods.

Eligible voters will be able to vote by phone, SMS or internet.

If you have any trouble voting, you can access support via the QR code reflected on the slide, or by contacting GoVote by phoning 1800 919 553 or emailing support@govote.com.au.

Slide 26 - Certification

If the valid majority of employees who vote in the ballot, approve the Agreement, the parties will make an application to the QIRC for certification of VMO2. An application to terminate VMO1 will also be made at this time.

A valid majority means at least 50% + one of the employees that cast a valid vote approving the Agreement.

Once the Agreement is certified by the QIRC, wage increases, and other conditions will be implemented. The new wage rates will be back dated to 1 July 2026 for Visiting Medical Officers employed at the date of certification.

Should a valid majority not be achieved, Queensland Health and the relevant unions will meet and discuss options. Should a valid majority of employees vote against the proposed Agreement, Queensland Health will seek the assistance of the QIRC. It is important to note that if a valid majority is not achieved, the new wage rates and entitlements, including backpay, will not be guaranteed.

Slide 27 - Additional Information

If you would like more information about the proposed VMO2, or on the consultation, ballot or certification processes, there is a list of places on this slide where you can access this information.

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Full copies of the proposed VMO2 Agreement, and additional supporting information, are available on QHEPS or online via the QR code and link provided on this slide.

For questions, please contact your local Ballot Contact Officer, your union or email the details provided on this slide.

Thank you for your attendance.

Slide 28 - Questions

Opportunity for questions.