

- (b) A non-metropolitan Council may, by notice published in the Government Gazette, in each year either appoint another day as a public holiday in its municipal district or in a specified part of its municipal district or appoint no more than another two (2) half-days as public half-holidays in its municipal district or in a specified part of its municipal district.
- (c) When the relevant State Minister proclaims an alternative (or substituted) public holiday for the days listed in **sub-clause 47.1.1** above, then the alternative (or substituted) day becomes the public holiday.

47.2.2 For a Doctor who ordinarily works on a Monday to Friday basis:

- (a) when Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 27 December;
- (b) when Boxing Day is a Saturday or a Sunday, an additional holiday shall be observed on 28 December;
- (c) when New Year's Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday;
- (d) When Australia Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.

47.2.3 For all other Doctors (including Casual Doctors):

- (a) Christmas Day must be observed on 25 December;
- (b) Boxing Day must be observed on 26 December;
- (c) New Year's Day must be observed on 1 January;
- (d) When Australia Day is a Saturday or Sunday, a holiday in lieu thereof must be observed on the next Monday.

47.3. **Payment Calculation**

- 47.3.1 A Doctor who is requested to and does work on a day or part-day that is a Public holiday is entitled to be paid for the time worked at the rate of double time and one half (2.5) or, by mutual agreement, be paid at single time (1.0) and have one and one half (1.5) days added to their annual leave.
- 47.3.2 Any Doctor must receive a sum equal to one (1) day's ordinary pay for public holidays that occur on their rostered days off.
- 47.3.3 If a Doctor is absent from his or her employment on a day or part-day that is a public holiday, the Hospital must pay the Doctor at the Doctor's base rate of pay for the Doctor's ordinary hours of work on the day or part-day.

48. EXAMINATION LEAVE

48.1. Entitlement

48.1.1 A Doctor is entitled to a total amount of paid Examination Leave not exceeding eight (8) rostered working days in any one (1) year.

48.2. Use of Examination Leave

48.2.1 Doctors are entitled to utilise their paid examination leave of eight (8) days in the following ways:

- (a) to attend any examination (within Australia or New Zealand) necessary to obtain Australian Medical Council (AMC) Registration or higher qualifications as defined at **sub-clause 10.12** (Definitions – Higher Qualifications) of this Agreement or necessary to enable post graduate studies in the United States. The period of leave must include travel time to and from the centre at which the examination is held;
- (b) to provide for at least three (3) clear days' leave immediately prior to each examination; or
- (c) to attend a conference or seminar, which is a requirement for sitting an examination that leads to AMC Registration or a higher qualification defined at **sub-clause 10.12** of this Agreement.

48.3. Notice of Taking Examination Leave

48.3.1 The Doctor must give the Hospital's Director of Medical Services at least two (2) weeks written notice of their intention to access examination leave.

48.4. Payment Calculation

48.4.1 Payment of examination leave under this **clause 48** must be made consistent with the roster or projected roster, excluding overtime and penalties.

49. CONFERENCE/SEMINAR LEAVE

49.1. Entitlement

49.1.1 A Doctor will receive one (1) week of paid Conference Leave and, at the discretion of the Hospital, may receive a further two (2) weeks paid conference leave (i.e. for a total of three (3) weeks), to attend any conference, workshop or seminar to fulfil College training requirements.

49.1.2 The one (1) week of paid conference leave each year may be accrued over two (2) years to suit particular study requirements.

49.2. Notice of Taking of Conference Leave

49.2.1 A Doctor must advise the Hospital of the preferred dates for taking paid conference leave no later than 31 March of the year in which the leave will be taken.

49.3. Granting of Conference Leave

49.3.1 A Hospital may only refuse the minimum one (1) week of paid conference leave where:

- (a) the refusal is based on circumstances outside the control of the Hospital; and
- (b) the reasons for the refusal are provided to the Doctor in writing within 14 days of the application for leave being received by the Hospital.

49.3.2 The timing of the conference leave granted under this **clause 49** is subject to Hospital operational requirements. Practical restrictions on the ability to release a Doctor at any particular time will exist on some occasions.

49.3.3 A Doctor who has had their application for the minimum one week's paid conference leave refused may utilise the Dispute Settling Procedures set out in **clause 61** of this Agreement.

49.4. Payment Calculation

49.4.1 Payment for conference leave pursuant to this **clause 49** must be made consistent with the roster or projected roster, excluding overtime and penalties.

50. COMPASSIONATE LEAVE

50.1. Amount of Compassionate Leave

50.1.1 Doctors are entitled to two (2) days' compassionate leave on each occasion when a member of the Doctor's immediate family or a member of the Doctor's household:

- (a) contracts or develops a personal illness that poses a serious threat to his or her life;
- (b) sustains a personal injury that poses a serious threat to his/her life; or
- (c) dies.

50.1.2 In the case of death, the compassionate leave period applies up to and including the day of the funeral.

50.1.3 In the case of death occurring outside of Australia, the entitlement only applies to the Doctor's wife or husband or live in de facto partner, father, mother, brother, sister, child, next of kin, or de facto's next of kin.

50.2. Payment Calculation

50.2.1 The compassionate leave must be paid according to the roster or projected roster, not including overtime or penalty rates, on the death or serious illness of person described in **sub-clause 46.2** (Immediate Family or Household).

50.3. Taking of Leave

- 50.3.1 The entitlement does not apply if the Doctor is already on another period of leave.
- 50.3.2 The Doctor must provide proof of death or illness to the satisfaction of the Hospital.
- 50.3.3 Any unused portion of compassionate leave will not accrue from year to year and will not be paid out on termination.
- 50.3.4 Such leave does not have to be taken consecutively.
- 50.3.5 A Doctor may take unpaid compassionate leave by agreement with the Hospital.
- 50.3.6 The Hospital will require the Doctor to provide satisfactory evidence to support the taking of compassionate leave.

51. PARENTAL LEAVE – BASIC ENTITLEMENT

- 51.1. Full-time, part-time and eligible casual doctors with more than 12 months of continuous service are entitled to paid and unpaid maternity, paternity/partner and adoption leave and to work part-time in connection with the birth or adoption of a child.
- 51.2. Effective from **1 December 2008** eligible Doctors shall be entitled to parental leave, paid at the Doctor's ordinary weekly rate of pay, in accordance with the following table:

Type of Leave	Paid Leave	Unpaid Leave	Combined Total
Maternity Leave	9 weeks	43 weeks if primary caregiver	52 weeks
Paternity/Partner	1 week	51 weeks if primary caregiver	52 weeks
Adoption Leave – primary caregiver	9 weeks	43 weeks	52 weeks
Adoption Leave – secondary caregiver	1 week	2 weeks	3 weeks

- 51.3. Effective from **1 October 2009** eligible Doctors shall be entitled to parental leave, paid at the Doctor's ordinary weekly rate of pay, in accordance with the following table:

Type of Leave	Paid Leave	Unpaid Leave	Combined Total
Maternity Leave	10 weeks	42 weeks if primary caregiver	52 weeks
Paternity/Partner	1 weeks	51 weeks if primary caregiver	52 weeks
Adoption Leave – primary caregiver	10 weeks	42 weeks	52 weeks
Adoption Leave – secondary caregiver	1 weeks	2 weeks	3 weeks

- 51.4. Paid Parental Leave can be taken at half-pay for twice the period of absence at the request of the Doctor.

- 51.5. This **clause 51** provides a summary of the basic parental leave entitlement only. This clause must be read in conjunction with, and is not intended to replace, **SCHEDULE B – Parental Leave**.

52. LONG SERVICE LEAVE - BASIC ENTITLEMENT

- 52.1. A Doctor is entitled to six (6) months' Long Service Leave on completion of 15 years of continuous service; then two (2) months' Long Service Leave for every five (5) years of continuous service thereafter.
- 52.2. Doctors who commenced employment with a Victorian public health service after 30 November 2008 will have service with an interstate Government health service recognised for the purpose of calculating long service leave entitlements on application, provided that such interstate Government health service employment ended within two (2) months of commencing employment with a Victorian public health service.
- 52.3. This **clause 52** provides a summary of the basic long service leave entitlement only. This clause must be read in conjunction with, and is not intended to replace, **SCHEDULE C – Long Service Leave**.

53. JURY SERVICE LEAVE

- 53.1. A Doctor required to attend for Jury Service during ordinary working hours must be paid the difference between the amount paid for the Jury Service and the Doctor's ordinary weekly rate of pay that would have been received had the Doctor attended for work.
- 53.2. A Doctor must notify the Hospital as soon as possible of the date(s) when he or she is required to attend for Jury Service. Further, the Doctor must give his or her Hospital proof of attendance, the duration of the attendance and the amount paid for the Jury Service.

54. COMMUNITY SERVICE LEAVE

- 54.1. A Doctor is entitled to a reasonable period of unpaid leave release to attend a recognised voluntary emergency management activity related to an emergency or natural disaster situation in accordance with Division 8 (Community Service Leave) of the *Fair Work Act 2009* (Cth).

PART 6 - ACCOMMODATION AND FACILITIES

55. GENERAL FACILITIES

- 55.1. The Hospital must provide the following facilities for the use of non-resident Doctors:
- 55.1.1 a changing room with individual full length lockable lockers for each Doctor;
 - 55.1.2 a common room; and
 - 55.1.3 a shower and bathroom.
- 55.2. Hospitals should provide the following facilities:
- 55.2.1 access to workstations, telecommunication and information technology capable of ensuring administrative and similar work can be accomplished efficiently;
 - 55.2.2 access to internet and e-mail facilities for work purposes;
 - 55.2.3 24-hour access to a library and all of its resources;
 - 55.2.4 access to a security escort at night;
 - 55.2.5 reserved car parking paid for by the Hospital and available for a Doctor when rostered on-call and when recalled to duty. The parking spaces must be well lit and in a secure place within 200 meters from the main entrance of the Hospital; and
 - 55.2.6 an office available for private discussion with patients' relatives.
- 55.3. In the case where a Hospital does not meet the standards described in **sub-clause 55.2** above, the Hospital, the Department and the Association will consult to determine a time-frame within which the facilities will be provided within available capital funding budgets.
- 55.4. Where a Doctor is rostered for a period of 12 hours or more and that rostered period commences after 6.00 p.m., the Hospital must make available to the Doctor for the period of duty:
- 55.4.1 a separate reasonably furnished bedroom with adequate heating and cooling facilities, including a study desk, chair and study light;
 - 55.4.2 reasonable provision for the preparation of light refreshments by the Doctor;
 - 55.4.3 reasonable provision for laundering, drying and ironing of personal clothing by the Doctor; and
 - 55.4.4 rooms fully cleaned and beds made.

56. FACILITIES WHEN ON ROTATION

- 56.1. Where a Doctor is permitted or required to live in the residential quarters provided by the Rotation Hospital, the following facilities must be provided:
- 56.1.1 a separate reasonably furnished bedroom with adequate heating and cooling facilities, including a study desk, chair and study light;

- 56.1.2 adequate accommodation for study and recreation, which must be available for the Doctor's exclusive use;
- 56.1.3 reasonable provision for the preparation of light refreshments by the Doctor;
- 56.1.4 reasonable provision for the laundering, drying and ironing of personal clothing by the Doctor; and
- 56.1.5 adequate car parking facilities, where possible.
- 56.2. The Rotation Hospital must respect the privacy of a Doctor's room and, provided there are no exceptional circumstances, representatives of the Rotation Hospital must have entry only with the Doctor's permission.
- 56.3. The provisions of **sub-clause 56.2** do not apply to the routine maintenance of Doctors' rooms or routine inspections of which notice has been given.

57. DEDUCTIONS FOR BOARD AND LODGING

- 57.1. The provisions of this **clause 57** are to be read in conjunction with **clause 37** (Rotation Allowances).
- 57.2. Where the Rotation Hospital provides board and lodging, the Doctor's wage rate will be reduced by the amounts set out in the table in **Schedule A.1**.
- 57.3. A single Doctor may request in writing accommodation of a higher standard than provided in **sub-clause 56.1** above, in which case the rental and other charges must be fixed by the Rotation Hospital but must not exceed prevailing market rates.
- 57.4. The amounts in **Schedule A.1** will be varied by the same percentage as the rate of pay of a Hospital Medical Officer Year 1 (Intern).

58. MARRIED ACCOMMODATION

- 58.1. A married Doctor, including a Doctor in a domestic relationship, may request married quarters if on rotation to a Rotation Hospital located more than 50km from the Parent Hospital (refer **clause 14** – Rotation from Parent Hospital) for in excess of six (6) weeks. This entitlement is subject to the availability of married quarters.

PART 7 – FREEDOM OF ASSOCIATION

59. HOSPITAL OBLIGATIONS

- 59.1. A Hospital must not dismiss, threaten to dismiss, injure or threaten to injure a Doctor in respect of his or her employment nor alter the Doctor's position, or threaten to alter the position to the Doctor's detriment for the following reasons:
- 59.1.1 the Doctor has been, is, or proposes to become an Officer, delegate or member of the Association; or
 - 59.1.2 the Doctor is entitled to the benefits of the Agreement, or has asked to receive the benefit; or
 - 59.1.3 the Doctor has appeared, or proposes to appear, as a witness, or has given or proposes to give evidence in a proceeding under the *Fair Work Act 2009* (Cth); or
 - 59.1.4 the Doctor, being a member of the Association which is seeking better industrial conditions, is dissatisfied with employment conditions; or
 - 59.1.5 the Doctor was, after giving reasonable notice to the Hospital of such intention, absent from rostered duty though engaged in duties as a member of a Board of Reference; or
 - 59.1.6 the Doctor was absent from rostered duty because:
 - (a) the absence was for the purpose of carrying out duties or exercising rights as an Officer or delegate of the Association; or
 - (b) the Doctor applied for leave before the absence referred to in **sub-clause 59.1.6(a)** above and the Hospital unreasonably refused or withheld consent for the leave.
 - 59.1.7 The Officer, delegate or member of the Association has done or proposes to do an act or thing which is lawful for the purpose of furthering or protecting the industrial interests of the Association or its members. The act or thing must be done within the limits of authority expressly conferred on the Doctor by the Association in accordance with the rules of the Association.
 - 59.1.8 The absences referred to above must not exceed a period of five (5) consecutive working days or a total of five (5) working days in any four (4) week period without a written request from the officer of the Association. Authorisation of any such absence must not be unreasonably withheld by the Hospital. Provided sufficient and appropriate notice is given, the onus is placed on the Hospital to explain the circumstances of any refusal to release the Doctor from duty as expeditiously as possible.
 - 59.1.9 The absences referred to above must be without pay unless otherwise agreed to by the Hospital.

PART 8 – DISPUTE RESOLUTION AND CONSULTATIVE STRUCTURES

60. CONSULTATION – MAJOR CHANGE AND WHEN TECHNOLOGY INTRODUCED

60.1. The provisions of this **clause 60** are to be read in conjunction with the definitions in **sub-clause 10.30** of this Agreement.

60.2. Notification Obligations

60.2.1 When the Hospital decides to introduce major organisational change that is likely to materially affect medical practitioners, or carries out an investigation into the feasibility of technological change, the Hospital must notify the Association and the affected Doctors of the proposed change (where those Doctors can be reasonably identified).

60.2.2 The notification must contain information about the organisational change decision, or that the feasibility investigation is being undertaken, and must specify the Hospital's principal objectives.

60.3. Consultation Obligation

60.3.1 When the Hospital decides to introduce major organisational change, or during the course of any feasibility investigation, the Hospital must keep the Association and affected Doctors informed of any change being considered, any material effects which might result and alternative proposals which might eliminate or lessen the likely material effects.

60.3.2 At the written request of the Association or affected Doctors, the Hospital must consult in respect of the issues noted.

60.4. Hospital Decision to Implement

60.4.1 Immediately after the Hospital decides to introduce major organisational change, or implement technological change, it must notify the Association and affected Doctors.

60.4.2 After the Hospital has met its obligation under **sub-clause 60.4.1** above, the Hospital must inform and consult with the Association and affected Doctors as to the nature and extent of the likely material effects of the proposed change, the reasons for the proposed change and any alternative proposals which may, if implemented, eliminate or lessen the likely material effects.

60.5. Information Must be Provided

60.5.1 The Hospital must provide technical data that will allow a realistic assessment of the likely material effects of any proposed change. The source of the data must also be provided.

60.5.2 The information provided will not be divulged to any other Hospital nor used for any purpose other than evaluating under this clause.

61. DISPUTE SETTLING PROCEDURES

61.1. Resolution of Disputes and Grievances

- 61.1.1 Unless otherwise provided for in this Agreement, a dispute or grievance about a matter arising under this Agreement or the National Employment Standards, other than termination of employment, must be dealt with in accordance with this clause. This includes a dispute or grievance about whether a Hospital had reasonable grounds to refuse a request for flexible working conditions or an application to extend unpaid parental leave.
- 61.1.2 This clause does not apply to any dispute on a matter or matters arising in the course of bargaining in relation to a proposed enterprise agreement.
- 61.1.3 The Hospital or a Doctor covered by this Agreement may choose to be represented at any stage by a representative, including a representative of the Association or VHIA.

61.2. Obligations

- 61.2.1 The parties to the dispute or grievance, and their representatives, must genuinely attempt to resolve the dispute or grievance through the processes set out in this **clause 61** and must cooperate to ensure that these processes are carried out promptly.
- 61.2.2 While a dispute or grievance is being dealt with in accordance with this clause, work must continue according to usual practice, provided that this does not apply to a Doctor who has a reasonable concern about an imminent risk to his or her health or safety, has advised the Hospital of this concern and has not unreasonably failed to comply with a direction by the Hospital to perform other available work that is safe and appropriate for the Doctor to perform.
- 61.2.3 No person covered by this Agreement will be prejudiced as to the final settlement of the dispute or grievance by the continuance of work in accordance with this clause.

61.3. Agreement and Dispute Settlement Facilitation

- 61.3.1 For the purposes of compliance with this Agreement (including compliance with this dispute settlement procedure) where the chosen employee representative is another Doctor of the Hospital, he/she must be released from normal duties for such periods of time as may be reasonably necessary to enable him/her to represent Doctors concerning matters pertaining to the employment relationship, including but not limited to:
 - (a) investigating the circumstances of a dispute or an alleged breach of this Agreement or the National Employment Standards;
 - (b) endeavouring to resolve a dispute arising out of the operation of the Agreement or the National Employment Standards; or

- (c) participating in conciliation, arbitration or any other agreed alternative dispute resolution process.

61.3.2 The release from normal duties referred to in this clause is subject to the proviso that it does not unduly affect the operations of the Hospital.

61.4. Discussion of Grievance or Dispute

61.4.1 The dispute or grievance must first be discussed by the aggrieved Doctor(s) with the immediate supervisor of the Doctor(s).

61.4.2 If the matter is not settled, the Doctor(s) can require that the matter be discussed with another representative of the Hospital appointed for the purposes of this procedure.

61.5. Internal Process

61.5.1 If any party to the dispute or grievance, who is covered by the Agreement, refers the dispute or grievance to an established internal dispute or grievance resolution process, the matter must first be dealt with according to that process, provided that the process is conducted in a timely manner and is consistent with the following principles:

- (a) the rules of natural justice;
- (b) provide for mediation or conciliation of the grievance;
- (c) provide that the Hospital will take into consideration any views on who should conduct the review; and
- (d) be conducted as quickly and with as little formality as a proper consideration of the matter allows.

61.5.2 If the dispute or grievance is not settled through an internal dispute or grievance resolution process, the matter can be dealt with according to the processes set out below.

61.5.3 If the matter is not settled either Party may refer the matter to FWA.

61.6. Disputes of a Collective Character

61.6.1 The parties covered by the Agreement acknowledge that disputes of a collective character concerning more than one Doctor may be dealt with more expeditiously by an early reference to FWA.

61.6.2 No dispute of a collective character may be referred to FWA directly unless there has been a genuine attempt to resolve the dispute at the workplace level prior to it being referred to FWA.

61.7. Conciliation

61.7.1 Where a dispute or grievance is referred for conciliation, a member of FWA shall do everything that appears to the member to be right and proper to assist the parties to agree on terms for the settlement of the dispute or grievance.

61.7.2 This may include arranging:

- (a) conferences of the parties or their representatives presided over by the member; and
- (b) for the parties or their representatives to confer among themselves at conferences at which the member is not present.

61.7.3 Conciliation before FWA shall be regarded as completed when:

- (a) the parties have reached agreement on the settlement of the grievance or dispute; or
- (b) the member of FWA conducting the conciliation has, either of their own motion or after an application by either party, satisfied themselves that there is no likelihood that within a reasonable period further conciliation will result in a settlement; or
- (c) the parties have informed the FWA member that there is no likelihood of agreement on the settlement of the grievance or dispute and the member does not have substantial reason to refuse to regard the conciliation proceedings as completed.

61.8. Arbitration

61.8.1 If the dispute or grievance has not been settled after conciliation, either party may request that FWA proceed to determine the dispute or grievance by arbitration.

61.8.2 Where a member of FWA has exercised conciliation powers in relation to the dispute or grievance, the member shall not exercise, or take part in the exercise of, arbitration powers in relation to the dispute or grievance if a party objects.

61.8.3 Subject to **sub-clause 61.8.4** below, the determination of FWA is binding upon the persons covered by this Agreement.

61.8.4 An appeal can be made to a Full Bench of FWA, with the leave of the Full Bench, against a determination of a single member of FWA made pursuant to this clause.

61.9. Conduct of Matters before FWA

61.9.1 Subject to any agreement between the parties to the dispute, in relation to a particular dispute or grievance and the provisions of this clause, in dealing with a dispute or grievance through conciliation or arbitration, FWA may conduct the matter in accordance with Subdivision B of Division 3 of Part 5-1 of the *Fair Work Act 2009* (Cth).

SIGNATORIES

**For the Victorian Hospitals' Industrial Association on
behalf of the Employers listed in Schedule D:**

.....
Chief Executive Officer

Date:.....

**For and on behalf of the Australian
Salaried Medical Officers' Federation:**

.....
Chief Executive Officer

Date:.....

**For and on behalf of the Australian
Medical Association (Victoria) Limited:**

.....
Chief Executive

Date:.....

SCHEDULE A – RATES OF PAY, ALLOWANCES AND DEDUCTIONS

A.1 Rates of Pay, Allowances and Deductions apply consistent with this Agreement and from the first pay period on or after the operative dates as follows:

A.1.1 OPERATIVE DATE – 1 DECEMBER 2008

Rates of Pay

From the first pay period commencing on or after 1 December 2008 full-time Doctors will be paid the following minimum weekly rates of pay:

	Pay Code	Hourly Rate	Weekly Rate
HOSPITAL MEDICAL OFFICER			
Year 1 (Intern)	HM10	\$ 25.12	\$ 954.60
Year 2	HM11	\$ 27.61	\$ 1,049.30
Year 3	HM12	\$ 29.37	\$ 1,115.90
Year 4	HM13	\$ 31.84	\$ 1,209.90
MEDICAL OFFICER			
Year 1	HM14	\$ 38.85	\$ 1,476.40
Year 2	HM15	\$ 41.29	\$ 1,569.10
Year 3	HM16	\$ 43.72	\$ 1,661.20
Year 4	HM17	\$ 46.15	\$ 1,753.70
Year 5	HM18	\$ 48.58	\$ 1,846.00
Solely Administrative	HM19	\$ 48.58	\$ 1,846.00
Year 6 and thereafter	HM20	\$ 51.49	\$ 1,956.80
SENIOR MEDICAL OFFICER			
Year 1	HM21	\$ 54.60	\$ 2,074.80
Year 2	HM22	\$ 57.33	\$ 2,178.50
Year 3 and thereafter	HM23	\$ 60.19	\$ 2,287.40
REGISTRAR			
Year 1	HM24	\$ 35.13	\$ 1,510.60
Year 2	HM25	\$ 36.96	\$ 1,589.30
Year 3	HM26	\$ 39.07	\$ 1,680.10
Year 4	HM27	\$ 40.56	\$ 1,744.10
Year 5	HM28	\$ 42.59	\$ 1,831.40
Year 6	HM29	\$ 48.45	\$ 2,083.40
Year 7 and thereafter	HM30	\$ 50.87	\$ 2,187.50

General Allowances

Meal Allowance:	
In excess of 11 hours	\$ 7.60
In excess of 16 hours	\$ 6.10
Then every 6 hours	\$ 6.10

Rotation Allowance	\$ 34.70
Travelling Allowance:	
less than 3.8 litres	64.66 cents
3.8 litres and over	78.55 cents
Uniforms and Laundry	\$ 6.73

Deductions for Board and Lodging

	Self Contained Furnished Accommodation	Other	Married Quarters
Doctor living in at the Hospital:			
Where meals are purchased by the Doctor	\$ 63.00	\$ 37.20	\$ 74.30
Where meals are provided by the Hospital	\$ 78.50	\$ 55.80	\$ 92.90
Doctor living in while on Rotation:			
Where meals are purchased by the Doctor	\$ 5.20	\$ 5.20	\$ 5.20
Where meals are provided by the Hospital	\$ 25.80	\$ 25.80	\$ 25.80

Continuing Medical Education Allowance

Classification	Weekly Allowance
Intern (HMO Year 1)	\$ 19.20
Hospital Medical Officer	\$ 28.70
Medical Officer	\$ 28.70
Registrar	\$ 47.90

On-call Allowances

	TELEPHONE		GENERAL	
	On-call	On-call Public Holiday	On-call	On-call Public Holiday
HOSPITAL MEDICAL OFFICERS				
1 st year of experience	\$ 43.00	\$ 60.40	\$ 23.90	\$ 33.40
2 nd year of experience	\$ 47.40	\$ 66.30	\$ 26.20	\$ 36.70
3 rd year of experience	\$ 50.30	\$ 70.40	\$ 27.90	\$ 39.10
4 th year of experience	\$ 54.40	\$ 76.40	\$ 30.20	\$ 42.30
MEDICAL OFFICERS				
1 st year of experience	\$ 66.60	\$ 93.20	\$ 36.90	\$ 51.70
2 nd year of experience	\$ 70.70	\$ 99.00	\$ 39.20	\$ 54.90
3 rd year of experience	\$ 74.80	\$ 104.90	\$ 41.50	\$ 58.10
4 th year of experience	\$ 79.00	\$ 110.70	\$ 43.80	\$ 61.40
5 th year of experience	\$ 83.10	\$ 116.50	\$ 46.20	\$ 64.60

Solely Administrative	\$ 83.10	\$ 116.50	\$ 46.20	\$ 64.60
6 th year of experience and thereafter	\$ 88.10	\$ 123.60	\$ 48.90	\$ 68.50
SENIOR MEDICAL OFFICERS				
1 st year of experience	\$ 93.50	\$ 131.00	\$ 51.90	\$ 72.60
2 nd year of experience	\$ 98.30	\$ 137.60	\$ 54.50	\$ 76.20
3 rd year of experience and thereafter	\$ 103.20	\$ 144.50	\$ 57.20	\$ 80.10
REGISTRARS				
1 st year of experience	\$ 66.50	\$ 93.10	\$ 37.80	\$ 52.90
2 nd year of experience	\$ 70.10	\$ 98.10	\$ 39.70	\$ 55.60
3 rd year of experience	\$ 74.00	\$ 103.60	\$ 42.00	\$ 58.80
4 th year of experience	\$ 76.80	\$ 107.50	\$ 43.60	\$ 61.00
5 th year of experience	\$ 80.60	\$ 112.90	\$ 45.80	\$ 64.10
6 th year of experience	\$ 91.70	\$ 128.30	\$ 52.10	\$ 72.90
7 th year of experience and thereafter	\$ 96.30	\$ 134.70	\$ 54.70	\$ 76.60

A.1.2 OPERATIVE DATE – 1 OCTOBER 2009

Rates of Pay

From the first pay period commencing on or after 1 October 2009 full-time Doctors will be paid the following minimum weekly rates of pay:

	Pay Code	Hourly Rate	Weekly Rate
HOSPITAL MEDICAL OFFICER			
Year 1 (Intern)	HM10	\$ 25.94	\$ 985.60
Year 2	HM11	\$ 28.51	\$ 1,083.40
Year 3	HM12	\$ 30.32	\$ 1,152.20
Year 4	HM13	\$ 32.87	\$ 1,249.20
MEDICAL OFFICER			
Year 1	HM14	\$ 40.11	\$ 1,524.40
Year 2	HM15	\$ 42.63	\$ 1,620.10
Year 3	HM16	\$ 45.14	\$ 1,715.20
Year 4	HM17	\$ 47.65	\$ 1,810.70
Year 5	HM18	\$ 50.16	\$ 1,906.00
Solely Administrative	HM19	\$ 50.16	\$ 1,906.00
Year 6 and thereafter	HM20	\$ 53.16	\$ 2,020.40
SENIOR MEDICAL OFFICER			
Year 1	HM21	\$ 56.37	\$ 2,142.20
Year 2	HM22	\$ 59.19	\$ 2,249.30
Year 3 and thereafter	HM23	\$ 62.15	\$ 2,361.70
REGISTRAR			
Year 1	HM24	\$ 36.27	\$ 1,559.70
Year 2	HM25	\$ 38.16	\$ 1,641.00
Year 3	HM26	\$ 40.34	\$ 1,734.70
Year 4	HM27	\$ 41.88	\$ 1,800.80
Year 5	HM28	\$ 43.97	\$ 1,890.90
Year 6	HM29	\$ 50.02	\$ 2,151.10
Year 7 and thereafter	HM30	\$ 52.52	\$ 2,258.60

General Allowances

Meal Allowance:	
In excess of 11 hours	\$ 7.85
In excess of 16 hours	\$ 6.30
Then every 6 hours	\$ 6.30
Rotation Allowance	\$ 35.83
Travelling Allowance:	
less than 3.8 litres	66.76 cents
3.8 litres and over	81.11 cents
Uniforms and Laundry	\$ 6.95

Deductions for Board and Lodging

	Self Contained Furnished Accommodation	Other	Married Quarters
Doctor living in at the Hospital			
Where meals are purchased by the Doctor	\$ 65.05	\$ 38.41	\$ 76.71
Where meals are provided by the Hospital	\$ 81.05	\$ 57.61	\$ 95.92
Doctor living in while on Rotation			
Where meals are purchased by the Doctor	\$ 5.37	\$ 5.37	\$ 5.37
Where meals are provided by the Hospital	\$ 26.64	\$ 26.64	\$ 26.64

Continuing Medical Education Allowance

Classification	Weekly Allowance
Intern (HMO Year 1)	\$ 19.80
Hospital Medical Officer	\$ 29.60
Medical Officer	\$ 29.60
Registrar	\$ 49.50

On-call Allowances

	TELEPHONE		GENERAL	
	On-call	On-call Public Holiday	On-call	On-call Public Holiday
HOSPITAL MEDICAL OFFICERS				
1 st year of experience	\$ 44.40	\$ 62.40	\$ 24.60	\$ 34.50
2 nd year of experience	\$ 48.90	\$ 68.50	\$ 27.10	\$ 37.90
3 rd year of experience	\$ 51.90	\$ 72.70	\$ 28.80	\$ 40.30
4 th year of experience	\$ 56.20	\$ 78.90	\$ 31.20	\$ 43.70
MEDICAL OFFICERS				
1 st year of experience	\$ 68.80	\$ 96.20	\$ 38.10	\$ 53.40
2 nd year of experience	\$ 73.00	\$ 102.20	\$ 40.50	\$ 56.70
3 rd year of experience	\$ 77.20	\$ 108.30	\$ 42.90	\$ 60.00
4 th year of experience	\$ 81.60	\$ 114.30	\$ 45.30	\$ 63.40
5 th year of experience	\$ 85.80	\$ 120.30	\$ 47.70	\$ 66.70
Solely Administrative	\$ 85.80	\$ 120.30	\$ 47.70	\$ 66.70
6 th year of experience and thereafter	\$ 91.00	\$ 127.60	\$ 50.50	\$ 70.70
SENIOR MEDICAL OFFICERS				
1 st year of experience	\$ 96.50	\$ 135.30	\$ 53.60	\$ 75.00
2 nd year of experience	\$ 101.50	\$ 142.10	\$ 56.20	\$ 78.70

3 rd year of experience and thereafter	\$ 106.60	\$ 149.20	\$ 59.00	\$ 82.70
REGISTRARS				
1 st year of experience	\$ 68.70	\$ 96.10	\$ 39.00	\$ 54.60
2 nd year of experience	\$ 72.40	\$ 101.30	\$ 41.00	\$ 57.40
3 rd year of experience	\$ 76.40	\$ 107.00	\$ 43.40	\$ 60.70
4 th year of experience	\$ 79.30	\$ 111.00	\$ 45.00	\$ 63.00
5 th year of experience	\$ 83.20	\$ 116.60	\$ 47.30	\$ 66.20
6 th year of experience	\$ 94.70	\$ 132.50	\$ 53.80	\$ 75.30
7 th year of experience and thereafter	\$ 99.40	\$ 139.10	\$ 56.50	\$ 79.10

A.1.3 OPERATIVE DATE – 1 OCTOBER 2010

Rates of Pay

From the first pay period commencing on or after 1 October 2010 full-time Doctors will be paid the following minimum weekly rates of pay:

	Pay Code	Hourly Rate	Weekly Rate
HOSPITAL MEDICAL OFFICER			
Year 1 (Intern)	HM10	\$ 26.78	\$ 1,017.60
Year 2	HM11	\$ 29.43	\$ 1,118.60
Year 3	HM12	\$ 31.31	\$ 1,189.60
Year 4	HM13	\$ 33.94	\$ 1,289.80
MEDICAL OFFICER			
Year 1	HM14	\$ 41.42	\$ 1,573.90
Year 2	HM15	\$ 44.02	\$ 1,672.80
Year 3	HM16	\$ 46.61	\$ 1,770.90
Year 4	HM17	\$ 49.20	\$ 1,869.50
Year 5	HM18	\$ 51.79	\$ 1,967.90
Solely Administrative	HM19	\$ 51.79	\$ 1,967.90
Year 6 and thereafter	HM20	\$ 54.89	\$ 2,086.10
SENIOR MEDICAL OFFICER			
Year 1	HM21	\$ 58.21	\$ 2,211.80
Year 2	HM22	\$ 61.12	\$ 2,322.40
Year 3 and thereafter	HM23	\$ 64.17	\$ 2,438.50
REGISTRAR			
Year 1	HM24	\$ 37.45	\$ 1,610.40
Year 2	HM25	\$ 39.40	\$ 1,694.30
Year 3	HM26	\$ 41.65	\$ 1,791.10
Year 4	HM27	\$ 43.24	\$ 1,859.30
Year 5	HM28	\$ 45.40	\$ 1,952.40
Year 6	HM29	\$ 51.65	\$ 2,221.00
Year 7 and thereafter	HM30	\$ 54.23	\$ 2,332.00

General Allowances

Meal Allowance:	
In excess of 11 hours	\$ 8.04
In excess of 16 hours	\$ 6.46
Then every 6 hours	\$ 6.46
Rotation Allowance	\$ 36.72
Travelling Allowance:	
less than 3.8 litres	68.43 cents
3.8 litres and over	83.13 cents
Uniforms and Laundry	\$ 7.12

Deductions for Board and Lodging

	Self Contained Furnished Accommodation	Other	Married Quarters
Doctor living in at the Hospital			
Where meals are purchased by the Doctor	\$ 66.67	\$ 39.37	\$ 78.63
Where meals are provided by the Hospital	\$ 83.08	\$ 59.05	\$ 98.32
Doctor living in while on Rotation			
Where meals are purchased by the Doctor	\$ 5.50	\$ 5.50	\$ 5.50
Where meals are provided by the Hospital	\$ 27.30	\$ 27.30	\$ 27.30

Continuing Medical Education Allowance

Classification	Weekly Allowance
Intern (HMO Year 1)	\$ 20.40
Hospital Medical Officer	\$ 30.60
Medical Officer	\$ 30.60
Registrar	\$ 51.10

On-call Allowances

	TELEPHONE		GENERAL	
	On-call	On-call Public Holiday	On-call	On-call Public Holiday
HOSPITAL MEDICAL OFFICERS				
1 st year of experience	\$ 45.80	\$ 64.40	\$ 25.40	\$ 35.60
2 nd year of experience	\$ 50.50	\$ 70.70	\$ 28.00	\$ 39.20
3 rd year of experience	\$ 53.60	\$ 75.10	\$ 29.70	\$ 41.60
4 th year of experience	\$ 58.00	\$ 81.50	\$ 32.20	\$ 45.10
MEDICAL OFFICERS				
1 st year of experience	\$ 71.00	\$ 99.30	\$ 39.30	\$ 55.10
2 nd year of experience	\$ 75.40	\$ 105.50	\$ 41.80	\$ 58.50
3 rd year of experience	\$ 79.20	\$ 111.80	\$ 44.30	\$ 62.00
4 th year of experience	\$ 84.30	\$ 118.00	\$ 46.70	\$ 65.40
5 th year of experience	\$ 88.60	\$ 124.20	\$ 49.20	\$ 68.90
Solely Administrative	\$ 88.60	\$ 124.20	\$ 49.20	\$ 68.90
6 th year of experience and thereafter	\$ 94.00	\$ 131.70	\$ 52.20	\$ 73.00
SENIOR MEDICAL OFFICERS				
1 st year of experience	\$ 99.60	\$ 139.70	\$ 55.30	\$ 77.40
2 nd year of experience	\$ 104.80	\$ 146.70	\$ 58.10	\$ 81.30

3 rd year of experience and thereafter	\$ 110.10	\$ 154.00	\$ 61.00	\$ 85.30
REGISTRARS				
1 st year of experience	\$ 70.90	\$ 99.20	\$ 40.30	\$ 56.40
2 nd year of experience	\$ 74.80	\$ 104.60	\$ 42.40	\$ 59.30
3 rd year of experience	\$ 78.90	\$ 110.50	\$ 44.80	\$ 62.70
4 th year of experience	\$ 81.90	\$ 114.60	\$ 46.50	\$ 65.10
5 th year of experience	\$ 85.90	\$ 120.40	\$ 48.80	\$ 68.30
6 th year of experience	\$ 97.80	\$ 136.80	\$ 55.50	\$ 77.70
7 th year of experience and thereafter	\$ 102.60	\$143.60	\$ 58.30	\$ 81.60

A.1.4 OPERATIVE DATE – 1 FEBRUARY 2011

Changes to Salary Structure and Incremental Progression

From the first pay period commencing on or after 1 February 2011, the classification and automatic incremental pay scales will be further varied as follows:

Hospital Medical Officers

The current Hospital Medical Officer Year 1 increment will be removed. The new incremental levels will be as shown below, together with the new translation to that structure:

Current Classification (at 31 January 2011)	New Classification (at 1 February 2011)
Hospital Medical Officer Year 1	Hospital Medical Officer Year 1
Hospital Medical Officer Year 2	Hospital Medical Officer Year 1
Hospital Medical Officer Year 3	Hospital Medical Officer Year 2
Hospital Medical Officer Year 4	Hospital Medical Officer Year 3

Hospital Medical Officers who as at 31 January 2011 were classified as Hospital Medical Officer Year 1 will be translated to the new Hospital Medical Officer Year 1 incremental rate on 1 February 2011 and will then progress to the new Hospital Medical Officer Year 2 rate on the anniversary of their commencement (or as otherwise provided for in this Agreement).

Incremental advancement for former Hospital Medical Officer Year 2 and Year 3 classified Doctors will continue to apply on their anniversary date.

Registrars:

The current Registrar Year 1 Increment will be removed. The new incremental levels will be as shown below, together with the new translation to that structure:

Current Classification (at 31 January 2011)	New Classification (at 1 February 2011)
Registrar Year 1	Registrar Year 1
Registrar Year 2	Registrar Year 1
Registrar Year 3	Registrar Year 2
Registrar Year 4	Registrar Year 3
Registrar Year 5	Registrar Year 4
Registrar Year 6	Registrar Year 5
Registrar Year 7	Registrar Year 6

Registrars who as at 31 January 2011 were classified as Registrar Year 1 will be translated to the new Registrar Year 1 incremental rate on 1 February 2011 and will then progress to the new Registrar Year 2 rate on the anniversary of their commencement (or as otherwise provided for in this Agreement).

Incremental advancement for former Registrar Years 2, 3, 4, 5 and 6 classified Doctors will continue to apply on their anniversary date of commencement as a Registrar.

Rates of Pay

From the first pay period commencing on or after 1 February 2011
full-time Doctors will be paid the following minimum weekly rates of pay:

	Pay Code	Hourly Rate	Weekly Rate
HOSPITAL MEDICAL OFFICER			
Year 1 (Intern)	HM11	\$ 29.43	\$ 1,118.60
Year 2	HM12	\$ 31.31	\$ 1,189.60
Year 3	HM13	\$ 33.94	\$ 1,289.80
MEDICAL OFFICER			
Year 1	HM14	\$ 41.42	\$ 1,573.90
Year 2	HM15	\$ 44.02	\$ 1,672.80
Year 3	HM16	\$ 46.61	\$ 1,770.90
Year 4	HM17	\$ 49.20	\$ 1,869.50
Year 5	HM18	\$ 51.79	\$ 1,967.90
Solely Administrative	HM19	\$ 51.79	\$ 1,967.90
Year 6 and thereafter	HM20	\$ 54.90	\$ 2,086.10
SENIOR MEDICAL OFFICER			
Year 1	HM21	\$ 58.21	\$ 2,211.80
Year 2	HM22	\$ 61.12	\$ 2,322.40
Year 3 and thereafter	HM23	\$ 64.17	\$ 2,438.50
REGISTRAR			
Year 1	HM25	\$ 39.40	\$ 1,694.30
Year 2	HM26	\$ 41.65	\$ 1,791.10
Year 3	HM27	\$ 43.24	\$ 1,859.30
Year 4	HM28	\$ 45.40	\$ 1,952.40
Year 5	HM29	\$ 51.65	\$ 2,221.00
Year 6 and thereafter	HM30	\$ 54.23	\$ 2,332.00

General Allowances

Meal Allowance:	
In excess of 11 hours	\$ 8.04
In excess of 16 hours	\$ 6.46
Then every 6 hours	\$ 6.46
Rotation Allowance	\$ 36.72
Travelling Allowance:	
less than 3.8 litres	68.43 cents
3.8 litres and over	83.13 cents
Uniforms and Laundry	\$ 7.12

Deductions for Board and Lodging

	Self Contained Furnished Accommodation	Other	Married Quarters
Doctor living in at the Hospital			
Where meals are purchased by the Doctor	\$ 66.67	\$ 39.37	\$ 78.63
Where meals are provided by the Hospital	\$ 83.08	\$ 59.05	\$ 98.32
Doctor living in while on Rotation			
Where meals are purchased by the Doctor	\$ 5.50	\$ 5.50	\$ 5.50
Where meals are provided by the Hospital	\$ 27.30	\$ 27.30	\$ 27.30

Continuing Medical Education Allowance

Classification	Weekly Allowance
Intern (HMO Year 1)	\$ 20.40
Hospital Medical Officer	\$ 30.60
Medical Officer	\$ 30.60
Registrar	\$ 51.10

On-call Allowances

	TELEPHONE		GENERAL	
	On-call	On-call Public Holiday	On-call	On-call Public Holiday
HOSPITAL MEDICAL OFFICERS				
1 st year of experience	\$ 50.50	\$ 70.70	\$ 28.00	\$ 39.20
2 nd year of experience	\$ 53.60	\$ 75.10	\$ 29.70	\$ 41.60
3 rd year of experience	\$ 58.00	\$ 81.50	\$ 32.20	\$ 45.10
MEDICAL OFFICERS				
1 st year of experience	\$ 71.00	\$ 99.30	\$ 39.30	\$ 55.10
2 nd year of experience	\$ 75.40	\$ 105.50	\$ 41.80	\$ 58.50
3 rd year of experience	\$ 79.70	\$ 111.80	\$ 44.30	\$ 62.00
4 th year of experience	\$ 84.30	\$ 118.00	\$ 46.70	\$ 65.40
5 th year of experience	\$ 88.60	\$ 124.20	\$ 49.20	\$ 68.90
Solely Administrative	\$ 88.60	\$ 124.20	\$ 49.20	\$ 68.90
6 th year of experience and thereafter	\$ 94.00	\$ 131.70	\$ 52.20	\$ 73.00
SENIOR MEDICAL OFFICERS				
1 st year of experience	\$ 99.60	\$ 139.70	\$ 55.30	\$ 77.40
2 nd year of experience	\$ 104.80	\$ 146.70	\$ 58.10	\$ 81.30
3 rd year of experience and thereafter	\$ 110.10	\$ 154.00	\$ 61.00	\$ 85.30

REGISTRARS				
1 st year of experience	\$ 74.80	\$ 104.60	\$ 42.40	\$ 59.30
2 nd year of experience	\$ 78.90	\$ 110.50	\$ 44.80	\$ 62.70
3 rd year of experience	\$ 81.90	\$ 114.60	\$ 46.50	\$ 65.10
4 th year of experience	\$ 85.90	\$ 120.40	\$ 48.80	\$ 68.30
5 th year of experience	\$ 97.80	\$ 136.80	\$ 55.50	\$ 77.70
6 th year of experience and thereafter	\$ 102.60	\$ 143.60	\$ 58.30	\$ 81.60

A.1.5 OPERATIVE DATE – 1 OCTOBER 2011

Rates of Pay

From the first pay period commencing on or after 1 October 2011 full-time Doctors will be paid the following minimum weekly rates of pay:

	Pay Code	Hourly Rate	Weekly Rate
HOSPITAL MEDICAL OFFICER			
Year 1 (Intern)	HM11	\$ 30.39	\$ 1,155.00
Year 2	HM12	\$ 32.33	\$ 1,228.30
Year 3	HM13	\$ 35.05	\$ 1,331.70
MEDICAL OFFICER			
Year 1	HM14	\$ 42.77	\$ 1,625.10
Year 2	HM15	\$ 45.45	\$ 1,727.20
Year 3	HM16	\$ 48.12	\$ 1,828.50
Year 4	HM17	\$ 50.80	\$ 1,930.30
Year 5	HM18	\$ 53.47	\$ 2,031.90
Solely Administrative	HM19	\$ 53.47	\$ 2,031.90
Year 6 and thereafter	HM20	\$ 56.68	\$ 2,153.90
SENIOR MEDICAL OFFICER			
Year 1	HM21	\$ 60.10	\$ 2,283.70
Year 2	HM22	\$ 63.10	\$ 2,397.90
Year 3 and thereafter	HM23	\$ 66.25	\$ 2,517.80
REGISTRAR			
Year 1	HM25	\$ 40.68	\$ 1,749.40
Year 2	HM26	\$ 43.00	\$ 1,849.30
Year 3	HM27	\$ 44.64	\$ 1,919.70
Year 4	HM28	\$ 46.88	\$ 2,015.90
Year 5	HM29	\$ 53.33	\$ 2,293.20
Year 6 and thereafter	HM30	\$ 55.99	\$ 2,407.80

General Allowances

Meal Allowance	
In excess of 11 hours	\$ 8.30
In excess of 16 hours	\$ 6.67
Then every 6 hours	\$ 6.67
Rotation Allowance	\$ 37.92
Travelling Allowance	
less than 3.8 litres	70.65 cents
3.8 litres and over	85.84 cents
Uniforms and Laundry	\$ 7.36

Deductions for Board and Lodging

	Self Contained Furnished Accommodation	Other	Married Quarters
Doctor living in at the Hospital			
Where meals are purchased by the Doctor	\$ 68.84	\$ 40.65	\$ 81.19
Where meals are provided by the Hospital	\$ 85.78	\$ 60.97	\$ 101.51
Doctor living in while on Rotation			
Where meals are purchased by the Doctor	\$ 5.68	\$ 5.68	\$ 5.68
Where meals are provided by the Hospital	\$ 28.19	\$ 28.19	\$ 28.19

Continuing Medical Education Allowance

Classification	Weekly Allowance
Intern (HMO Year 1)	\$ 21.10
Hospital Medical Officer	\$ 31.60
Medical Officer	\$ 31.60
Registrar	\$ 52.80

On-call Allowances

	TELEPHONE		GENERAL	
	On-call	On-call Public Holiday	On-call	On-call Public Holiday
HOSPITAL MEDICAL OFFICERS				
1 st year of experience	\$ 52.10	\$ 73.00	\$ 28.90	\$ 40.40
2 nd year of experience	\$ 55.30	\$ 77.50	\$ 30.70	\$ 43.00
3 rd year of experience	\$ 59.90	\$ 84.10	\$ 33.30	\$ 46.60
MEDICAL OFFICERS				
1 st year of experience	\$ 73.30	\$ 102.50	\$ 40.60	\$ 56.90
2 nd year of experience	\$ 77.90	\$ 108.90	\$ 43.20	\$ 60.50
3 rd year of experience	\$ 82.30	\$ 115.40	\$ 45.70	\$ 64.00
4 th year of experience	\$ 87.00	\$ 121.80	\$ 48.30	\$ 67.60
5 th year of experience	\$ 91.50	\$ 128.20	\$ 50.80	\$ 71.10
Solely Administrative	\$ 91.50	\$ 128.20	\$ 50.80	\$ 71.10
6 th year of experience and thereafter	\$ 97.10	\$ 136.00	\$ 53.80	\$ 75.40
SENIOR MEDICAL OFFICERS				
1 st year of experience	\$ 102.80	\$ 144.20	\$ 57.10	\$ 79.90
2 nd year of experience	\$ 108.20	\$ 151.50	\$ 59.90	\$ 83.90
3 rd year of experience and thereafter	\$ 113.70	\$ 159.00	\$ 62.90	\$ 88.10

REGISTRARS				
1 st year of experience	\$ 77.20	\$ 108.00	\$ 43.70	\$ 61.20
2 nd year of experience	\$ 81.50	\$ 114.10	\$ 46.20	\$ 64.70
3 rd year of experience	\$ 84.60	\$ 118.30	\$ 48.00	\$ 67.20
4 th year of experience	\$ 88.70	\$ 124.30	\$ 50.40	\$ 70.60
5 th year of experience	\$ 101.00	\$ 141.20	\$ 57.30	\$ 80.30
6 th year of experience and thereafter	\$ 105.90	\$ 148.30	\$ 60.20	\$ 84.30

A.2 Superannuation Guarantee from 1 July 2001

Occupational superannuation (refer **clause 29**) from 1 July 2001 is 9% of a Doctor's rate of pay as described at **Schedule A.1**.

A.3 Annualised Salary

In respect of annualised salaries, the Australian Industrial Relations Commission recommended that the calculation of annualised salaries should be fair and equitable in the context of Awards and Agreements and that the Translation Review Committee, to be established by the Department as part of the implementation process, should discuss areas where concerns are held.

Annualised salaries include salaries which are "rolled up" and may include payments in lieu of overtime, allowances, loading for private practice payments, etc.

SCHEDULE B – PARENTAL LEAVE

1. PARENTAL LEAVE

- 1.1. Subject to the terms of this clause Doctors are entitled to paid and unpaid maternity, paternity/partner and adoption leave and to work part-time in connection with the birth or adoption of a child.
- 1.2. The provisions of this clause apply to full-time, part-time and eligible Casual Doctors with more than 12 months of continuous service (as defined for long service leave purposes) in a Hospital or Hospitals covered by this Agreement, but do not apply to other casual employees.
- 1.3. An eligible Casual Doctor means a casual Doctor:
 - 1.3.1 employed by a Hospital on a regular and systematic basis for a sequence of periods of employment or on a regular and systematic basis for an ongoing period of employment during a period of at least 12 months; and
 - 1.3.2 who has a reasonable expectation of ongoing employment, but for the pregnancy or the decision to adopt.
- 1.4. A Hospital must not fail to re-engage a Casual Doctor because:
 - 1.4.1 the Doctor or Doctor's spouse is pregnant; or
 - 1.4.2 the Doctor is or has been immediately absent on parental leave.
- 1.5. The rights of a Hospital in relation to engagement and re-engagement of Casual Doctors are not affected, other than in accordance with this clause.
- 1.6. **Definitions**
 - 1.6.1 For the purpose of this clause child means a child of the Doctor under school age except for adoption of an eligible child where 'eligible child' means a person under the age of 16 years who is placed with the Doctor for the purposes of adoption, other than a child or step-child of the Doctor or of the spouse of the Doctor or a child who has previously lived continuously with the Doctor for a period of six (6) months or more.
 - 1.6.2 For the purposes of this clause, spouse includes a de facto spouse, former spouse or former de facto spouse. The Doctor's "de facto spouse" means a person who lives with the Doctor as husband, wife or same sex partner on a bona fide domestic basis, although not legally married to the Doctor.
- 1.7. **Basic Entitlement**
 - 1.7.1 Doctors, who have or will have completed at least twelve months' continuous service, are entitled to a combined total of 52 weeks paid and unpaid parental leave on a shared basis in relation to the birth or adoption of their child. A Doctor who does not satisfy the qualifying service requirement for the paid components of leave or a Doctor who is an eligible casual employee, shall be entitled to leave without pay for a period not exceeding 52 weeks.

- 1.7.2 Effective from **1 December 2008** eligible Doctors shall be entitled to parental leave, paid at the Doctor's ordinary weekly rate of pay, in accordance with the following table:

Type of Leave	Paid Leave	Unpaid Leave	Combined Total
Maternity Leave	9 weeks	43 weeks if primary caregiver	52 weeks
Paternity/Partner	1 week	51 weeks if primary caregiver	52 weeks
Adoption Leave – primary caregiver	9 weeks	43 weeks	52 weeks
Adoption Leave – secondary caregiver	1 week	2 weeks	3 weeks

- 1.7.3 Effective from **1 October 2009** eligible Doctors shall be entitled to parental leave, paid at the Doctor's ordinary weekly rate of pay, in accordance with the following table:

Type of Leave	Paid Leave	Unpaid Leave	Combined Total
Maternity Leave	10 weeks	42 weeks if primary caregiver	52 weeks
Paternity/Partner	1 weeks	51 weeks if primary caregiver	52 weeks
Adoption Leave – primary caregiver	10 weeks	42 weeks	52 weeks
Adoption Leave – secondary caregiver	1 weeks	2 weeks	3 weeks

1.8. Employee Couple – Concurrent Leave

- 1.8.1 Parental leave is to be available to only one parent at a time in a single unbroken period. However, both parents may simultaneously take:
- (a) in the case of paternity/partner leave a Doctor shall be entitled to a total of one (1) week's paid leave (which need not be taken consecutively) and up to 41 weeks unpaid leave in connection with the birth of a child for whom he or she has accepted responsibility, which may be commenced one (1) week prior to the expected date of birth; and
 - (b) in the case of short adoption leave for the secondary caregiver, one (1) week's paid leave and up to two (2) weeks' unpaid leave, which may be commenced at the time of placement.
- 1.8.2 Subject to **1.13.1(a)**, the total concurrent leave must be for a period of three (3) weeks or less. Where the Hospital agrees, the Doctor may start concurrent leave earlier or end concurrent leave later than provided for in **1.8.1**.

1.9. Maternity Leave

- 1.9.1 A Doctor must provide notice to the Hospital in advance of the expected date of commencement of parental leave. The notice requirements are:
- (a) of the expected date of confinement (the Hospital may require the Doctor to provide evidence that would satisfy a reasonable person or a certificate from another registered medical practitioner stating that the Doctor is pregnant) - at least ten (10) weeks; and
 - (b) of the date on which the Doctor proposes to commence maternity leave and the period of leave to be taken - at least four (4) weeks.
- 1.9.2 When the Doctor gives notice under **1.9.1(a)** the Doctor must also provide a Statutory Declaration stating particulars of any period of paternity/partner leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.
- 1.9.3 A Doctor will not be in breach of this clause if failure to give the stipulated notice is occasioned by confinement occurring earlier than the presumed date.
- 1.9.4 Subject to **1.7.1** and unless agreed otherwise between the Hospital and the Doctor, a Doctor may begin parental leave at any time within six (6) weeks immediately prior to the expected date of birth.
- 1.9.5 Where a Doctor continues to work within the six (6) week period immediately prior to the expected date of birth of the child, or is on paid leave under **1.18.2**, a Hospital may require the Doctor to provide a certificate from another registered medical practitioner that she is fit for work in her present position. The Hospital may require the Doctor to start maternity leave if the Doctor:
- (a) does not give the Hospital the requested certificate within seven (7) days after the request; or
 - (b) within seven (7) days after the request for the certificate, gives the Hospital the Medical Certificate stating that the Doctor is unfit to work.
- 1.9.6 Where leave is granted under **1.9.4** during the period of leave, a Doctor may return to work at any time as agreed between the Hospital and the Doctor, provided that time does not exceed four weeks from the recommencement date desired by the Doctor.

1.10. Personal Illness Leave and Special Maternity Leave

1.10.1 Where the pregnancy of a Doctor, not then on maternity leave, terminates other than by the birth of a living child, the Doctor must as soon as practicable give notice to the Hospital of the taking of leave advising the Hospital of the period, or expected period, of the leave (the Hospital may require the Doctor to provide evidence that would satisfy a reasonable person that the leave is taken for a reason below or a certificate from another registered medical practitioner) in accordance with the following:

- (a) where the pregnancy terminates during the first 20 weeks, during the notified period/s the Doctor is entitled to access any paid and/or unpaid personal illness leave entitlements in accordance with the relevant personal leave provisions;
- (b) where the pregnancy terminates after the completion of 20 weeks, during the notified period/s the Doctor is entitled to paid special maternity leave not exceeding the amount of paid maternity leave available under **1.7.1**, and thereafter, to unpaid special maternity leave.

1.10.2 Where a Doctor not then on maternity leave is suffering from an illness, whether related or not to pregnancy, a Doctor may take any paid personal illness leave to which she is entitled and/or unpaid personal illness leave in accordance with the relevant personal illness leave provisions.

1.11. Paternity/Partner Leave

1.11.1 A Doctor will provide to the Hospital at least ten (10) weeks prior to each proposed period of paternity/partner leave, with:

- (a) evidence (the Hospital may require the Doctor to provide evidence that would satisfy a reasonable person or a certificate from another registered medical practitioner) which names his or her spouse and states that she is pregnant and the expected dated of confinement, or states the date on which the birth took place; and
- (b) written notification of the dates on which he or she proposes to start and finish the period of paternity leave; and
- (c) a Statutory Declaration stating:
 - (i) except in relation to leave taken simultaneously with the child's mother under **clause 1.8.1** or **clause 1.13.1(a)**, that he or she will take the period of paternity/partner leave to become the primary care-giver of a child;
 - (ii) particulars of any period of maternity leave sought or taken by his or her spouse; and

- (iii) that for the period of paternity/partner leave he or she will not engage in any conduct inconsistent with his or her contract of employment.

1.11.2 The Doctor will not be in breach of **1.11.1** if the failure to give the required period of notice is because of the birth occurring earlier than expected, the death of the mother of the child, or other compelling circumstances.

1.12. **Adoption Leave**

1.12.1 The Doctor shall be required to provide the Hospital with written notice of their intention to apply for adoption leave as soon as is reasonably practicable after receiving a placement approval notice from an adoption agency or other appropriate body.

1.12.2 The Doctor must give written notice of the day when the placement with the Doctor is expected to start as soon as possible after receiving a placement notice indicating the expected placement day.

1.12.3 The Doctor must give the following written notice of the first and last days of any period of adoption leave they intend to apply for because of the placement:

- (a) where a placement notice is received within the period of eight (8) weeks after receiving the placement approval notice – before the end of that 8 week period; or
- (b) where a placement notice is received after the end of the period of eight (8) weeks after receiving the placement approval notice – as soon as reasonably practicable after receiving the placement notice.

1.12.4 Generally the Doctor must apply for leave to the Hospital at least ten (10) weeks before the date when long adoption leave begins and the period of leave to be taken, or 14 days in advance for short adoption leave. A Doctor may commence adoption leave before providing such notice where, through circumstances beyond the control of the Doctor, the adoption of a child takes place earlier.

1.12.5 Before commencing adoption leave, a Doctor will provide the Hospital with a statement from an adoption agency of the day when the placement is expected to start and a Statutory Declaration stating:

- (a) that the child is an eligible child, whether the Doctor is taking short or long adoption leave or both, and the particulars of any other authorised leave to be taken because of the placement.
- (b) except in relation to leave taken simultaneously with the child's other adoptive parent under **clause 1.8.1** or **clause 1.13.1(a)**, that the Doctor is seeking adoption leave to become the primary care-giver of the child;
- (c) particulars of any period of adoption leave sought or taken by the Doctor's spouse; and

- (d) that for the period of adoption leave the Doctor will not engage in any conduct inconsistent with their contract of employment.
- 1.12.6 A Doctor must provide the Hospital with confirmation from the adoption agency of the start of the placement.
- 1.12.7 Where the placement of child for adoption with a Doctor does not proceed or continue, the Doctor will notify the Hospital immediately. The Hospital will then nominate a time, not exceeding four (4) weeks from receipt of notification, for the Doctor's return to work.
- 1.12.8 A Doctor will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.
- 1.12.9 A Doctor seeking to adopt a child is, on the production of satisfactory evidence if required, entitled to unpaid leave for the purpose of attending any compulsory interviews or examinations necessary to the adoption procedure. The Doctor and the Hospital should agree on the length of the unpaid leave. Where agreement cannot be reached the Doctor is entitled to take up to two (2) days' unpaid leave. Where paid leave is available to the Doctor the Hospital may require the Doctor to take such leave instead.

1.13. Right to Request

- 1.13.1 A Doctor entitled to parental leave pursuant to the provisions of **clause 1.7.1** may request the Hospital to allow the Doctor:
 - (a) to extend the period of simultaneous unpaid parental leave provided for in **clause 1.8.1** up to a maximum of eight (8) weeks;
 - (b) to extend the period of unpaid parental leave provided for in **clause 1.7.1** by a further continuous period of leave not exceeding 12 months;
 - (c) to return from a period of parental leave on a part-time basis until the child reaches school age;
 - (d) to assist the Doctor in reconciling work and parental responsibilities.
- 1.13.2 The Hospital shall consider the request having regard to the Doctor's circumstances and, provided the request is genuinely based on the Doctor's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the Hospital's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

1.14. Doctor's Request and Hospital's Decision to be in Writing

1.14.1 The Doctor's request and the Hospital's decision made under **clauses 1.13.1(b) and 1.13.1(c)** must be in writing. The Hospital's response, including details of the reasons for any refusal, must be given as soon as practicable, and no later than 21 days after the request is made.

1.15. Request to Return to Work Part-time

1.15.1 A request under **clause 1.13.1(c)** must be made as soon as possible but no less than seven (7) weeks prior to the date upon which the Doctor is due to return to work from parental leave.

1.16. Variation of Period of Parental Leave

1.16.1 Unless agreed otherwise between the Hospital and the Doctor, where a Doctor takes leave under **clauses 1.7.1 and 1.13.1(b)**, a Doctor may apply to the Hospital employer to change the period of parental leave on one occasion. Any such change must be notified in writing at least two (2) weeks prior to the start of the changed arrangements.

1.17. Parental Leave and Other Entitlements

1.17.1 A Doctor may in lieu of or in conjunction with parental leave access any annual leave or long service leave entitlements which they have accrued, subject to the total amount of leave not exceeding 52 weeks or a longer period as agreed under **1.13**.

1.17.2 Where a public holiday occurs during a period of paid parental leave, the public holiday is not to be regarded as part of the paid parental leave and the Hospital will grant the Doctor a day off in lieu to be taken by the Doctor immediately following the period of paid parental leave.

1.18. Transfer to a Safe Job

1.18.1 Where a Doctor is pregnant and provides evidence that would satisfy a reasonable person that she is fit for work but it is inadvisable for her to continue in her present position during a stated period because of illness or risks arising out of the pregnancy or hazards connected with the work assigned to the Doctor, the Doctor will, if the Hospital deems it practicable, be transferred to a safe job with no other change to the Doctor's terms and conditions of employment until the commencement of maternity leave. The Hospital may require the evidence referred to above to be a certificate from another medical practitioner.

1.18.2 If the Hospital does not think it reasonably practicable to transfer the Doctor to a safe job, the Doctor may take paid no safe job leave, or the Hospital may require the Doctor to take paid no safe job leave immediately for a period which ends at the earliest of either:

- (a) when the Doctor is certified unfit to work during the six (6) week period before the expected date of birth by another registered medical practitioner; or
- (b) when the Doctor's pregnancy results in the birth of a living child, or when the Doctor's pregnancy ends otherwise than with the birth of a living child.

1.18.3 The entitlement to no safe job leave is in addition to any other leave entitlement the Doctor has.

1.19. Returning to Work After a Period of Parental Leave

1.19.1 A Doctor will notify their intention to return to work after a period of parental leave at least four weeks prior to the expiration of the leave.

1.19.2 Subject to **sub-clause 1.19.3** below, a Doctor will be entitled to the position which they held immediately before proceeding on parental leave. In the case of a Doctor transferred to a safe job pursuant to **1.18**, the Doctor will be entitled to return to the position they held immediately before such transfer.

1.19.3 Where such position no longer exists but there are other positions available which the Doctor is qualified for and is capable of performing, the Doctor will be entitled to a position as nearly comparable in status and pay to that of their former position.

1.20. Replacement Doctors

1.20.1 A replacement Doctor is a Doctor specifically engaged or temporarily promoted or transferred as a result of a Doctor proceeding on parental leave.

1.20.2 Before a Hospital engages a replacement Doctor the Hospital must inform that person of the temporary nature of the employment and of the rights of the Doctor who is being replaced.

1.21. Consultation and Communication During Parental Leave

1.21.1 Where a Doctor is on parental leave and a definite decision has been made that will have a significant effect on the status, pay or location of the Doctor's pre-parental leave position, the Hospital shall take reasonable steps to:

- (a) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the Doctor held before commencing parental leave; and
- (b) provide an opportunity for the Doctor to discuss any significant effect the change will have on the status or responsibility level of the position the Doctor held before commencing parental leave.

- 1.21.2 The Doctor shall take reasonable steps to inform the Hospital about any significant matter that will affect the Doctor's decision regarding the duration of parental leave to be taken, whether the Doctor intends to return to work and whether the Doctor intends to request to return to work on a part-time basis.
- 1.21.3 The Doctor shall also notify the Hospital of changes of address or other contact details, which might affect the Hospital's capacity to comply with **1.21.1**.

SCHEDULE C – LONG SERVICE LEAVE

1. LONG SERVICE LEAVE

1.1. Entitlement

- 1.1.1 A Doctor is entitled to Long Service Leave with pay for continuous service as follows:

1.2. Normal Entitlement

- 1.2.1 six (6) months of long service leave after 15 years of continuous service then two (2) months of long service leave after each additional five (5) years of continuous service.
- 1.2.2 The Hospital may grant pro-rata long service leave after 10 years of continuous service.

1.3. Pro-rata Entitlement

- 1.3.1 Pro-rata entitlements accrue on termination of employment as follows:
- (a) after 15 years of service; or
 - (b) after 10 years of service but before 15 years of service as long as employment ends for any reason other than serious and willful misconduct pursuant to **clause 16** (Termination of Employment).
- 1.3.2 Pro-rata entitlements are calculated as 1/30th of the period of continuous service since beginning employment, or since the last normal long service leave entitlement became due, whichever is later.

1.4. Payment

- 1.4.1 The Doctor is entitled to be paid the ordinary rate of pay under **Schedule A.1** payable at the time the leave is taken or the period of employment ends. If appropriate, the Hospital may deduct rental charges consistent with **clause 57** (Deductions for Board and Lodging).
- 1.4.2 Payment of a Doctor's long service leave entitlement must be made by one of the following methods:
- (a) in full and in advance of the Doctor commencing leave;
 - (b) at the same time as the Doctor would normally be paid when on duty; or
 - (c) in any other way agreed between the Doctor and the Hospital.
- 1.4.3 If the Agreement provides for an increase to ordinary pay pursuant to **Schedule A.1** (Rates of Pay) while the Doctor is on long service leave, the difference between any long service leave payment received and the increase must be paid to the Doctor at the end of the long service leave period.

1.5. Taking of Leave

- 1.5.1 A Doctor must be granted long service leave within six (6) months of the date eligibility arose under this **Schedule C**. By agreement, the taking of the leave may be postponed.
- 1.5.2 Any long service leave is inclusive of public holidays occurring during the period when the leave is taken.
- 1.5.3 By agreement, the following may occur:
 - (a) the first six (6) months of the Doctor's long service leave entitlement may be taken in two (2) or three (3) separate periods;
 - (b) any further period of long service leave may be taken in two (2) separate periods.

1.6. Calculating Service for Entitlement to Leave

- 1.6.1 To determine a period of service of a Doctor, the Hospital must include the following service or breaks. To calculate an entitlement, service or breaks listed in **sub-clauses 1.7.1 to 1.7.7** are counted as service, while **sub-clauses 1.8.1 to 1.8.7** are not counted as service but do not break continuity of service.

Example: If a Doctor was engaged nine years ago and has within that time taken 12 months of Parental Leave, he or she must wait 11 years from the date of engagement before being eligible for pro-rata Long Service Leave.

1.7. Counted as Service:

- 1.7.1 Service for which long service or payment in lieu has not been received.
- 1.7.2 Service with her majesty's armed forces.
- 1.7.3 Service with a business that was transmitted, transferred, assigned, conveyed or succeeded from one business to another.
- 1.7.4 Annual leave, long service leave or personal/carer's leave.
- 1.7.5 Leave of absence where the absence is authorised in advance in writing by the Hospital to be counted as service.
- 1.7.6 Service outside of Victoria but in a College auspiced specialist training program.

1.7.7 Recognition of Interstate Service

- (a) Doctors who commence employment with a Hospital listed in **Schedule D** after 30 November 2008 will have service with an interstate Government health service recognised for the purpose of calculating long service leave entitlements on application, provided that such interstate Government health service employment was within two (2) months of commencing employment with a Hospital listed in **Schedule D**.

1.8. Not Counted as Service but Not Breaking Continuity of Service:

- 1.8.1 Absence on account of injury arising out of or in the course of his or her employment.
- 1.8.2 Parental leave - a Doctor who commences parental leave will not break continuity of service by any period of absence from employment between engagements that is up to 12 months.
- 1.8.3 Absence arising directly or indirectly from an industrial dispute.
- 1.8.4 Any period of time from employment between engagements with the Department, any Hospital, Benevolent Home, Community Health Centre, Society or Association that are registered under the *Health Services Act 1998* and any other provider that is less than the Doctor's allowable period of absence from employment pursuant to **sub-clause 1.9** below.
- 1.8.5 The dismissal of a Doctor by a Hospital if re-employed within two (2) months of the dismissal.
- 1.8.6 Any other leave of absence authorised by the Hospital.
- 1.8.7 Service that lasts less than six (6) months with the Department, any Hospital, Benevolent Home, Community Health Centre, Society or Association that are registered under the *Health Services Act 1998*.

1.9. Allowable Break in Service

- 1.9.1 A Doctor's allowable period of absence from employment is five (5) weeks in addition to the total period of paid annual leave and/or personal leave that the Doctor actually receives on termination, or for which he or she is paid in lieu.

1.10. Hospital Cannot Avoid Obligations

- 1.10.1 Where the institution interrupts the Doctor's work, causes the Doctor to be absent from work, or terminates the Doctor's employment with the intention of avoiding obligations under this **Schedule C** (Long Service Leave), the period of absence is counted as continuous service.

1.11. Payment on Termination

- 1.11.1 On termination of employment Doctors are entitled to receive payment for any outstanding normal or pro-rata long service leave entitlement.

1.12. Transfer of Entitlement

- 1.12.1 Where a Doctor has a pro-rata long service leave entitlement and/or a normal entitlement on termination of employment and they move to the Department, any Hospital, Benevolent Home, Community Health Centre, Society or Association registered under the *Health Services Act 1998* within two (2) months, they may elect to transfer the entitlements rather than have them paid out.
- 1.12.2 A Doctor may, in writing, request that the Hospital defer payment in respect of any pro-rata leave entitlements beyond two (2) months. Unless this notice is given, the leave entitlement must be paid out when six (6) months is exceeded. When the Doctor finally gives notice in writing that they are employed by the Department, any Hospital, Benevolent Home, Community Health Centre, Society or Association that are registered under the *Health Services Act 1998*, then the Hospital is no longer required to make payment to the Doctor.

1.13. Long Service Leave that was Granted in Advance

- 1.13.1 Where a Doctor who has been granted long service leave in advance and who has been terminated consistent with **sub-clause 16.1.3** (i.e. for serious and willful misconduct), may have an amount equal to the amount paid in respect of the advance leave deducted and withheld from any payments owed by the institution on termination.

1.14. What Happens on Doctor's death?

- 1.14.1 For a Doctor who has completed at least ten (10) years of service and who has died, the Hospital must pay the Doctor's authorised representative an amount equal to 1/30th of the Doctor's continuous service in respect of which leave has not been allowed or payment made immediately prior to the death of the Doctor.

1.15. Hospital Must Keep Records

- 1.15.1 The Hospital must keep a record of long service leave for each Doctor. This record must show details of service, leave taken and payments made.

1.16. Doctor Responsible for Proof of Service

- 1.16.1 The Doctor is at all times responsible for proving that he or she has completed sufficient service consistent with **sub-clauses 1.6** through **1.10** to access the long service leave entitlement. A certificate in the form noted at **sub-clause 1.17** shall constitute proof, but not the only possible proof.

1.17. **Certificate of Service:**

<p style="text-align: center;">CERTIFICATE OF SERVICE</p> <p style="text-align: center;">[Name of Institution] [date]</p> <p>This is to certify that [Name of Employee] has been employed by this institution/society/board for a period of [years/months/etc.] from [date] to [date].</p> <p>Specify hereunder full details of paid or unpaid leave or absences including periods represented by payment made in lieu of leave on termination.</p> <p>.....</p> <p>.....</p> <p>Specify hereunder full details of long service leave granted during service or on termination:</p> <p>.....</p> <p>.....</p> <p>Signed.....[Stamp of Institution]</p>

SCHEDULE D – LIST OF RESPONDENTS

METROPOLITAN HEALTH SERVICES:

Alfred Health
Austin Health
Calvary Health Care Bethlehem Ltd.
Eastern Health
Melbourne Health
Mercy Public Hospitals Inc.
Northern Health
Peninsula Health
Peter MacCallum Cancer Institute
Southern Health
St Vincent's Health
The Royal Children's Hospital
The Royal Victorian Eye and Ear Hospital
The Royal Women's Hospital
Western Health

RURAL AND REGIONAL HEALTH SERVICES:

Albury Wodonga Health
Bairnsdale Regional Health Service
Ballarat Health Services
Barwon Health
Bass Coast Regional Health
Beechworth Health Service
Benalla and District Memorial Hospital
Bendigo Health Care Group
Central Gippsland Health Service
Colac Area Health
Djerriwarrh Health Services
East Grampians Health Service

East Wimmera Health Service
Echuca Regional Health
Gippsland Southern Health Service
Goulburn Valley Health
Kyabram and District Health Service
Latrobe Regional Hospital
Maryborough District Health Service
Mildura Base Hospital
Mt Alexander Hospital
Northeast Health Wangaratta
Portland District Health
South West Healthcare
Stawell Regional Health
Swan Hill District Health
West Gippsland Healthcare Group
West Wimmera Health Service
Western District Health Service
Wimmera Health Care Group