

Medical Contracts Implementation

Metro North Hospital and Health Service

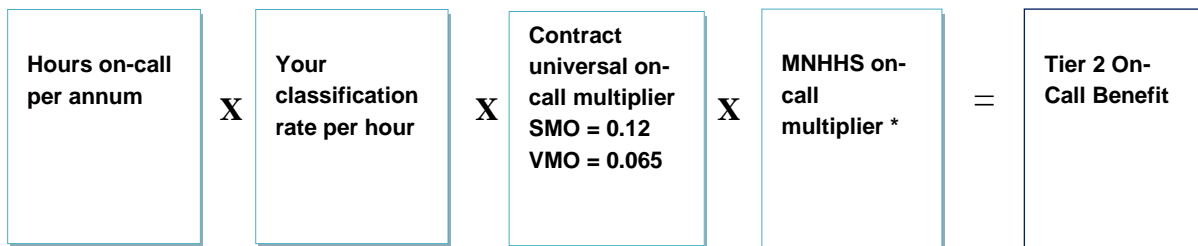


Explanatory Information

Schedule 2 - Employment Details

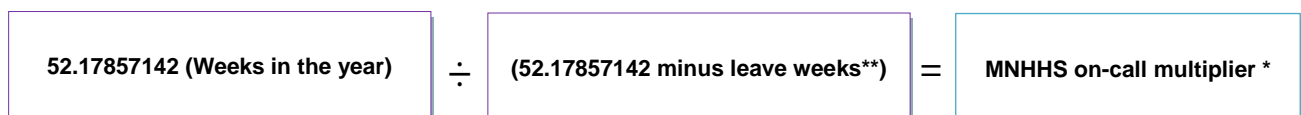
- 1) **Chief Executive's Name:** this is the MNHHS Chief Executive's name
- 2) **Medical Officer's Name:** this is your name taken from Payroll data.
- 3) **Commencement Date:** this is the date on which the contract commences: i.e. 4 August 2014 for all translating Medical Officers.
- 3a) **Employment Anniversary Date:** this is an historical Payroll date. This date has *no effect* on your remuneration including incremental pay increases with changed classification.
- 3b) **End Date of Contract:** a date will only appear here if your contract is for a 'fixed term' or is 'temporary'.
- 6) **Position:** this will be either Senior Medical Officer or Visiting Medical Officer. Where you have a specific title, such as Clinical Director, this is noted here.
- 7) **Medical Specialty Details:** these details have been taken from AHPRA and classified as per Department of Health specifications.
- 8) **Classification:** this is your current pay level. Classifications transition from MOCA-3 or the VMO Agreement. You will increment as usual on the appropriate date as per Payroll records.
- 8a) **Base Salary:** this is your classification pay rate multiplied by FTE hours per annum.
- 9) **Tier 1 Benefits:** this details any Motor Vehicle Allowance and/or Professional Development Allowance (pro rata).
- 10) **Tier 2 Benefits:** this details any on-call payments expressed as a percentage of your Base Salary. This will be paid fortnightly as a percentage of your fortnightly base pay, **except when you are on leave.**

How the Tier 2 On-Call Benefit is calculated:



	Recreation Leave	Professional Development Leave (PDL)	Resulting MNHHS On-Call Multiplier
SMO	4 weeks	3.6 weeks	1.1705
SMO	5 weeks	3.6 weeks	1.1973
VMO	4 weeks	4 weeks	1.1811
VMO	5 weeks	4 weeks	1.2084

* How the MNHHS On-Call Multiplier has been determined:



* The MNHHS on-call multiplier is applied to take into account expected leave during the year to ensure full payment is received for your on-call requirements per annum.

** Leave weeks = Recreation leave + Professional development leave

Tier 2S Benefits: this includes any shifts attracting penalty rates including public holidays and is expressed as a percentage of base salary **except when you are on leave**. This portion of remuneration is superannuable. The MNHHS on-call multiplier has also been applied to Tier 2S.

Tier 2 Annualisation Basis: at MNHHS *in all cases* this payment will be paid by exception. This means that all overtime/recall will be paid as worked by signed AVAC as per facility protocols.

- 11) **Tier 3 Benefits:** at MNHHS in all cases this is 25%. This is paid fortnightly as a percentage of your fortnightly base pay.
- 12) **Tier 4A Benefits:** are applicable to Kilcoy Hospital only – Category 7.
 - Tier 4B/4BS:** This is the Clinical Manager or Medical Manager's Allowance. If you were eligible for the CMA or MMA prior to November 2012, then it also attracts your previous Option A percentage where appropriate and the base portion is superannuable (4BS). This is paid fortnightly as a percentage of your fortnightly base pay.
 - Tier 4C:** this is currently for Emergency Medicine Specialists and is 25%.
 - Tier 4D:** this is for all translating Option A doctors. It is 25% for Specialists and 10% for Non-Specialist SMOs. This is paid fortnightly as a percentage of your fortnightly base pay.
- 13) **Total Remuneration:** this is an estimate of your total remuneration (excluding superannuation) if you remain in this position for a full year. As Tier 2/2S is not paid when you are on leave, your total remuneration will be less if you take any leave. (Note: Leave Loading will be paid as you take leave.)
- 14) **Key Performance Indicators (KPIs):** this section directs MNHHS employees to the annexure/s to the contract detailing individual KPIs.
- 15) **Core Hours:** these are the hours you are employed to work each fortnight.
- 16) **Address for Health Service:** this is the address of MNHHS.
- 17) **Address for Medical Officer:** this is your address, taken from Payroll or as advised to MNHHS, Medical Services.
- 18) **Special Conditions:** this includes leave provisions and other individual special conditions.

Questions

Questions relating to any aspect of Schedule 2 or the Contract can be directed to your Facility Executive/Director of Medical Services or the MNHHS Medical Contracts Team: 7am-8pm Monday to Friday on 3328 9122 or via email: **MedicalContracts_MN@health.qld.gov.au**

NOTE: This information is provided for general information. The Senior Medical Officer or Visiting Medical Officer Contract should be read in conjunction with supporting documentation available on the Department of Health Medical Contracts website at <http://www.health.qld.gov.au/medical/medical-contracts/>. For your convenience, MNHHS has compiled a list of policies and legislative documents pertinent to this Contract which can be found at: <http://www.health.qld.gov.au/metronorth/staff-info/medical-contracts-info.asp>.