



MEDICAL PRACTITIONERS INDUSTRIAL AGREEMENT NEGOTIATIONS – ADMINISTRATIVE PAYMENT

In conjunction with negotiations for a replacement WA Health System – Medical Practitioners – AMA Industrial Agreement 2016 (**AMA Agreement**), approval has been given for the payment by administrative action of a \$1,000 salary increase for the period 1 October 2020 - 30 September 2021, consistent with Public Sector Wages Policy 2019.

The increase applies to medical practitioners employed pursuant to the AMA Agreement and the WA Health System – Medical Practitioners (Clinical Academics) – AMA Industrial Agreement 2016. The new salary rates are effective on and from 1 October 2020.

Updated agreement salary schedules reflecting the approved salary increase are attached.

Copies of the industrial instruments referred to can be accessed at https://ww2.health.wa.gov.au/Articles/A_E/Awards-and-Agreements.

Any queries can be directed to System-wide Industrial Relations, Department of Health.

**WA HEALTH SYSTEM – MEDICAL PRACTITIONERS – AMA INDUSTRIAL AGREEMENT 2016
SCHEDULE 1 – FULL-TIME ANNUAL BASE SALARY RATES**

TABLE 1 – DOCTOR IN TRAINING

Classification and Increment Point	Current	\$1,000 on and from 1-Oct-20
Intern	\$78,479	\$79,479
Resident Medical Officer Yr 1	\$86,328	\$87,328
Resident Medical Officer Yr 2	\$94,960	\$95,960
Resident Medical Officer Yr 3	\$104,456	\$105,456
Registrar Yr 1	\$109,678	\$110,678
Registrar Yr 2	\$115,163	\$116,163
Registrar Yr 3	\$123,800	\$124,800
Registrar Yr 4	\$129,990	\$130,990
Registrar Yr 5	\$136,489	\$137,489
Registrar Yr 6	\$143,314	\$144,314
Registrar Yr 7	\$150,479	\$151,479
Senior Registrar Yr 1	\$161,766	\$162,766
Senior Registrar Yr 2	\$169,854	\$170,854
Supervised Medical Officer Yr 1	\$109,678	\$110,678
Supervised Medical Officer Yr 2	\$115,163	\$116,163
Supervised Medical Officer Yr 3	\$123,800	\$124,800
Supervised Medical Officer Yr 4	\$129,990	\$130,990
Supervised Medical Officer Yr 5	\$136,489	\$137,489
Supervised Medical Officer Yr 6	\$143,314	\$144,314
Supervised Medical Officer Yr 7	\$150,479	\$151,479
Supervised Medical Officer Yr 8	\$161,766	\$162,766
Supervised Medical Officer Yr 9	\$169,854	\$170,854
Trainee Medical Administrator Yr 1	\$115,163	\$116,163
Trainee Medical Administrator Yr 2	\$123,800	\$124,800
Trainee Medical Administrator Yr 3	\$129,990	\$130,990
Trainee Medical Administrator Yr 4	\$136,489	\$137,489
Trainee Medical Administrator Yr 5	\$143,314	\$144,314
Trainee Medical Administrator Yr 6	\$150,479	\$151,479
Trainee Medical Administrator Yr 7	\$161,766	\$162,766
Trainee Psychiatrist Yr 1	\$123,800	\$124,800
Trainee Psychiatrist Yr 2	\$129,990	\$130,990
Trainee Psychiatrist Yr 3	\$136,489	\$137,489
Trainee Psychiatrist Yr 4	\$143,314	\$144,314
Trainee Psychiatrist Yr 5	\$150,479	\$151,479
Trainee Psychiatrist Yr 6	\$161,766	\$162,766
Trainee Psychiatrist Yr 7	\$169,854	\$170,854
Trainee Public Health Physician Yr 1	\$115,163	\$116,163
Trainee Public Health Physician Yr 2	\$123,800	\$124,800
Trainee Public Health Physician Yr 3	\$129,990	\$130,990
Trainee Public Health Physician Yr 4	\$136,489	\$137,489
Trainee Public Health Physician Yr 5	\$143,314	\$144,314
Trainee Public Health Physician Yr 6	\$150,479	\$151,479
Trainee Public Health Physician Yr 7	\$161,766	\$162,766

TABLE 2 - SENIOR PRACTITIONERS – ARRANGEMENT A SALARY

Classification and Increment Point	Current	\$1,000 on and from 1-Oct-20
Consultant Yr 1	\$295,757	\$296,757
Consultant Yr 2	\$305,053	\$306,053
Consultant Yr 3	\$314,811	\$315,811
Consultant Yr 4	\$325,061	\$326,061
Consultant Yr 5	\$335,820	\$336,820
Consultant Yr 6	\$347,116	\$348,116
Consultant Yr 7	\$358,979	\$359,979
Consultant Yr 8	\$371,435	\$372,435
Consultant Yr 9	\$384,515	\$385,515
Health Service Medical Practitioner Yr 1	\$244,133	\$245,133
Health Service Medical Practitioner Yr 2	\$251,324	\$252,324
Health Service Medical Practitioner Yr 3	\$260,175	\$261,175
Non Specialist Qualified Medical Administrator Yr 1	\$251,835	\$252,835
Non Specialist Qualified Medical Administrator Yr 2	\$259,025	\$260,025
Non Specialist Qualified Medical Administrator Yr 3	\$267,877	\$268,877
Non Specialist Qualified Medical Administrator Yr 4	\$277,173	\$278,173
Non Specialist Qualified Medical Administrator Yr 5	\$286,931	\$287,931
Snr Medical Practitioner Yr 1	\$267,877	\$268,877
Snr Medical Practitioner Yr 2	\$277,173	\$278,173
Snr Medical Practitioner Yr 3	\$286,931	\$287,931
Medical Administrator Yr 1	\$295,757	\$296,757
Medical Administrator Yr 2	\$305,053	\$306,053
Medical Administrator Yr 3	\$314,811	\$315,811
Medical Administrator Yr 4	\$325,061	\$326,061
Medical Administrator Yr 5	\$335,820	\$336,820
Medical Administrator Yr 6	\$347,116	\$348,116
Medical Administrator Yr 7	\$358,979	\$359,979
Medical Administrator Yr 8	\$371,435	\$372,435
Medical Administrator Yr 9	\$384,515	\$385,515
Vocationally Registered General Practitioner Yr 1	\$251,835	\$252,835
Vocationally Registered General Practitioner Yr 2	\$259,025	\$260,025
Vocationally Registered General Practitioner Yr 3	\$267,877	\$268,877
Vocationally Registered General Practitioner Yr 4	\$277,159	\$278,159
Vocationally Registered General Practitioner Yr 5	\$286,931	\$287,931

TABLE 3 – SENIOR PRACTITIONERS – ARRANGEMENT B SALARY

Classification and Increment Point	Current	\$1,000 on and from 1-Oct-20
Consultant Yr 1	\$185,895	\$186,895
Consultant Yr 2	\$195,192	\$196,192
Consultant Yr 3	\$204,950	\$205,950
Consultant Yr 4	\$215,200	\$216,200
Consultant Yr 5	\$225,959	\$226,959
Consultant Yr 6	\$237,255	\$238,255
Consultant Yr 7	\$249,118	\$250,118
Consultant Yr 8	\$261,574	\$262,574
Consultant Yr 9	\$274,654	\$275,654
Health Service Medical Practitioner Yr 1	\$169,854	\$170,854
Health Service Medical Practitioner Yr 2	\$177,044	\$178,044
Health Service Medical Practitioner Yr 3	\$185,895	\$186,895
Non Specialist Qualified Medical Administrator Yr 1	\$169,854	\$170,854
Non Specialist Qualified Medical Administrator Yr 2	\$177,044	\$178,044
Non Specialist Qualified Medical Administrator Yr 3	\$185,895	\$186,895
Non Specialist Qualified Medical Administrator Yr 4	\$195,192	\$196,192
Non Specialist Qualified Medical Administrator Yr 5	\$204,950	\$205,950
Snr Medical Practitioner Yr 1	\$185,895	\$186,895
Snr Medical Practitioner Yr 2	\$195,192	\$196,192
Snr Medical Practitioner Yr 3	\$204,950	\$205,950
Medical Administrator Yr 1	\$185,895	\$186,895
Medical Administrator Yr 2	\$195,192	\$196,192
Medical Administrator Yr 3	\$204,950	\$205,950
Medical Administrator Yr 4	\$215,200	\$216,200
Medical Administrator Yr 5	\$225,959	\$226,959
Medical Administrator Yr 6	\$237,255	\$238,255
Medical Administrator Yr 7	\$249,118	\$250,118
Medical Administrator Yr 8	\$261,574	\$262,574
Medical Administrator Yr 9	\$274,654	\$275,654
Vocationally Registered General Practitioner Yr 1	\$169,854	\$170,854
Vocationally Registered General Practitioner Yr 2	\$177,044	\$178,044
Vocationally Registered General Practitioner Yr 3	\$185,895	\$186,895
Vocationally Registered General Practitioner Yr 4	\$195,178	\$196,178
Vocationally Registered General Practitioner Yr 5	\$204,950	\$205,950

**SCHEDULE 3 – WA COUNTRY HEALTH SERVICE - NORTH OF THE 26° SOUTH LATITUDE
SALARY RATES**

TABLE 1 – DOCTOR IN TRAINING

Classification and Increment Point	Current	\$1,000 on and from 1-Oct-20
Intern	\$104,456	\$105,456
Resident Medical Officer Yr 1	\$109,678	\$110,678
Resident Medical Officer Yr 2	\$115,163	\$116,163
Resident Medical Officer Yr 3	\$123,800	\$124,800
Registrar Yr 1	\$129,990	\$130,990
Registrar Yr 2	\$136,489	\$137,489
Registrar Yr 3	\$143,314	\$144,314

TABLE 2 - SENIOR PRACTITIONERS – ARRANGEMENT A SALARY

Classification and Salary Range	Current	\$1,000 on and from 1-Oct-20
Health Service Medical Practitioner Yr 1	\$200,641	\$201,641
Health Service Medical Practitioner Yr 2	\$214,112	\$215,112
Health Service Medical Practitioner Yr 3	\$224,818	\$225,818
Health Service Medical Practitioner Yr 4	\$236,061	\$237,061
Health Service Medical Practitioner Yr 5	\$247,862	\$248,862
Health Service Medical Practitioner Yr 6	\$260,254	\$261,254
DMO (Non Procedural) Year 1	\$273,268	\$274,268
DMO (Non Procedural) Year 2	\$286,929	\$287,929
DMO (Non Procedural) Year 3	\$301,278	\$302,278
DMO (Non Procedural) Year 4	\$316,343	\$317,343
DMO (Non Procedural) Year 5	\$332,158	\$333,158
DMO (Non Procedural) Year 6	\$348,766	\$349,766
DMO (Procedural) Year 1	\$316,343	\$317,343
DMO (Procedural) Year 2	\$332,158	\$333,158
DMO (Procedural) Year 3	\$348,766	\$349,766
Senior Medical Officer Year 1	\$316,343	\$317,343
Senior Medical Officer Year 2	\$332,158	\$333,158
Senior Medical Officer Year 3	\$348,766	\$349,766
Senior Medical Officer Year 4	\$366,204	\$367,204
Consultant Year 1	\$335,820	\$336,820
Consultant Year 2	\$347,116	\$348,116
Consultant Year 3	\$358,979	\$359,979
Consultant Year 4	\$371,435	\$372,435
Consultant Year 5	\$384,515	\$385,515
Consultant Year 6	\$398,247	\$399,247
Director of Medical Services Year 1	\$335,820	\$336,820
Director of Medical Services Year 2	\$347,116	\$348,116
Director of Medical Services Year 3	\$358,979	\$359,979
Director of Medical Services Year 4	\$371,435	\$372,435
Director of Medical Services Year 5	\$384,515	\$385,515

TABLE 3 - SENIOR PRACTITIONERS – ARRANGEMENT B SALARY

Classification and Salary Range	Current	\$1,000 on and from 1-Oct-20
Health Service Medical Practitioner Yr 1	\$143,314	\$144,314
Health Service Medical Practitioner Yr 2	\$152,937	\$153,937
Health Service Medical Practitioner Yr 3	\$160,584	\$161,584
Health Service Medical Practitioner Yr 4	\$168,615	\$169,615
Health Service Medical Practitioner Yr 5	\$177,044	\$178,044
Health Service Medical Practitioner Yr 6	\$185,895	\$186,895
DMO (Non Procedural) Year 1	\$195,192	\$196,192
DMO (Non Procedural) Year 2	\$204,950	\$205,950
DMO (Non Procedural) Year 3	\$215,200	\$216,200
DMO (Non Procedural) Year 4	\$225,959	\$226,959
DMO (Non Procedural) Year 5	\$237,255	\$238,255
DMO (Non Procedural) Year 6	\$249,118	\$250,118
DMO (Procedural) Year 1	\$225,959	\$226,959
DMO (Procedural) Year 2	\$237,255	\$238,255
DMO (Procedural) Year 3	\$249,118	\$250,118
Senior Medical Officer Year 1	\$225,959	\$226,959
Senior Medical Officer Year 2	\$237,255	\$238,255
Senior Medical Officer Year 3	\$249,118	\$250,118
Senior Medical Officer Year 4	\$261,574	\$262,574
Consultant Year 1	\$225,959	\$226,959
Consultant Year 2	\$237,255	\$238,255
Consultant Year 3	\$249,118	\$250,118
Consultant Year 4	\$261,574	\$262,574
Consultant Year 5	\$274,654	\$275,654
Consultant Year 6	\$288,386	\$289,386
Director of Medical Services Year 1	\$225,959	\$226,959
Director of Medical Services Year 2	\$237,255	\$238,255
Director of Medical Services Year 3	\$249,118	\$250,118
Director of Medical Services Year 4	\$261,574	\$262,574
Director of Medical Services Year 5	\$274,654	\$275,654

Clause 20(13)(f) Head of Department Annual Allowance

Number of staff under direct supervision and control	Current	First pay period on and from 01-Oct-20
1 to 4	\$9,245	\$9,299
5 to 9	\$16,435	\$16,532
10 to 20	\$30,296	\$30,475
Over 20	\$48,786	\$49,074

Clause 24(3) Radiologist Piece Rates

Current	On and from 1/10/2020
\$52.99	\$53.30

Clause 24(6)(b)

Current	On and from 1/10/2020
\$210.60	\$210.60

Clause 12(7)(a)

Doctors in Training - Professional Development Allowance

Classification	Current	First pay period on and from 1/10/2020
Intern	\$5,742	\$5,776
Resident Medical Officer	\$5,742	\$5,776
Registrar	\$10,048	\$10,107
Senior Registrar	\$14,354	\$14,439
Supervised Medical Officer	\$10,048	\$10,107
Trainee Medical Administrator	\$10,048	\$10,107
Trainee Psychiatrist	\$10,048	\$10,107
Trainee Public Health Physician	\$10,048	\$10,107

Clause 30(6)(a)

Senior Practitioners - Professional Development Allowance

Current	First pay period on and from 1/10/2020
\$28,570	\$28,739

Schedule 2, Clause 5(6)(a)

Senior Practitioners - WA Country Health Service (WACHS)

Schedule 3, Clause 4(1)

Senior Practitioners (WACHS Practitioners - North of the 26° South Latitude) - Professional Development Allowance

Current	First pay period on and from 1/10/2020
\$30,633	\$30,814

Clause 23(7)(a)

Clause 24((6)(d)(i) Private Practice Cost Allowance

Current	First pay period on and from 01-Oct-20
\$110.12	\$110.77

Clause 33(c)(i) On call - Doctor in Training

Current	First pay period on and from 01-Oct-20
\$11.68	\$11.77

Clause 33(c)(iii) On call - Senior Practitioner

Current	First pay period on and from 01-Oct-20
\$22.39	\$22.47

Clause 33(2)(b)(v) Call back - Senior Practitioner

Classification and Increment Point	Current	First pay period on and from 01-Oct-20
Consultant Yr 1	\$141	\$142
Consultant Yr 2	\$145	\$146
Consultant Yr 3	\$151	\$152
Consultant Yr 4	\$155	\$156
Consultant Yr 5	\$161	\$162
Consultant Yr 6	\$165	\$166
Consultant Yr 7	\$171	\$172
Consultant Yr 8	\$177	\$178
Consultant Yr 9	\$184	\$185
Health Service Medical Practitioner Yr 1	\$115	\$116
Health Service Medical Practitioner Yr 2	\$120	\$121
Health Service Medical Practitioner Yr 3	\$124	\$125
Non Specialist Qualified Medical Administrator Yr 1	\$120	\$121
Non Specialist Qualified Medical Administrator Yr 2	\$123	\$124
Non Specialist Qualified Medical Administrator Yr 3	\$129	\$130
Non Specialist Qualified Medical Administrator Yr 4	\$133	\$134
Non Specialist Qualified Medical Administrator Yr 5	\$137	\$138
Snr Medical Practitioner Yr 1	\$129	\$130
Snr Medical Practitioner Yr 2	\$133	\$134
Snr Medical Practitioner Yr 3	\$137	\$138
Medical Administrator Yr 1	\$141	\$142

Clause 33(2)(b)(v) Call back - Senior Practitioner (continued)

Medical Administrator Yr 2	\$145	\$146
Medical Administrator Yr 3	\$151	\$152
Medical Administrator Yr 4	\$155	\$156
Medical Administrator Yr 5	\$161	\$162
Medical Administrator Yr 6	\$165	\$166
Medical Administrator Yr 7	\$171	\$172
Medical Administrator Yr 8	\$177	\$178
Medical Administrator Yr 9	\$184	\$185
Vocationally Registered General Practitioner Yr 1	\$120	\$121
Vocationally Registered General Practitioner Yr 2	\$123	\$124
Vocationally Registered General Practitioner Yr 3	\$129	\$130
Vocationally Registered General Practitioner Yr 4	\$133	\$134
Vocationally Registered General Practitioner Yr 5	\$137	\$138

WA HEALTH SYSTEM – MEDICAL PRACTITIONERS (CLINICAL ACADEMICS) AMA INDUSTRIAL AGREEMENT 2016

SCHEDULE 1 – ANNUAL SALARY RATES

TABLE 1 – ARRANGEMENT A AGGREGATE SALARY RATES

Classification	Current	On and from 1-Oct-2020
Winthrop Professor (E1)	\$398,248	\$399,248
Professor (D4)	\$384,515	\$385,515
Associate Professor (C6)	\$357,050	\$358,050
Assistant Professor (B6)	\$329,584	\$330,584

TABLE 2 – ARRANGEMENT B AGGREGATE SALARY RATES

Classification	Current	On and from 1-Oct-2020
Winthrop Professor (E1)	\$288,387	\$289,387
Professor (D4)	\$274,654	\$275,654
Associate Professor (C6)	\$247,188	\$248,188
Assistant Professor (B6)	\$219,723	\$220,723