

**Number:** 1614  
**Addressee:** PUBLIC SECTOR EMPLOYERS  
**From:** CHIEF EXECUTIVE OFFICER  
**Date:** 12 NOVEMBER 2010  
**Subject:** DOCTORS – INCREMENTAL STRUCTURE FOR FEBRUARY 2011

Dear Member

Bulletin 1611 detailed the revised structure for doctors that will apply after 1 February 2011. The revised structure resulted from arrangements contained in the 2009 Doctors Heads of Agreement (HOA) that were agreed between VHIA, DHS and the AMA. This Bulletin reiterates the requirements of the HOA regarding incremental progression.

### **Hospital Medical Officers**

Hospital Medical Officers who as at 31 January 2011 were classified as HMO year 1 will be translated to the new HMO Year 1 incremental rate on 1 February 2011 and will then progress to the new HMO Year 2 rate on the anniversary of their commencement.

Incremental advancement for **former** HMO Years 2 and Year 3 will continue to apply on their anniversary date (refer to *AMA Doctors in Training Agreement 2008-2012*, Schedule A.1.4)

### **Registrars**

Registrars who as at 31 January 2011 were classified as a 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.

Incremental advancement for **former** Registrars Years 2, 3, 4, 5 and 6 will continue to apply on their anniversary date of commencement as a Registrar (refer to *AMA Doctors in Training Agreement 2008-2012*, Schedule A.1.4)

### **Specialists**

Specialists who as at 31 January 2011 were classified as a Specialist Years 1 and 2 will be translated to the new Specialist Year 1 rate on 1 February 2011 and will then progress to the new Specialist Year 2 rate on the anniversary of their commencement date.

Incremental advancement for **former** Specialists Years 4, 5, 6, 7, 8, 9, and 10 will continue to apply on their anniversary date of commencement as a Specialist (refer to AMA and DHS and VHIA Heads of Agreement 2009, paragraph 6.2.3).

## Example

If a DiT was classified as pay code HM28 on the 31 January 2011 (Registrar, 5<sup>th</sup> year under 2010 arrangements) who has an anniversary date on the 7 February 2011 the following process should occur:

### Step 1

On the 1 February 2011 translate the Registrar to the new structure. The Registrar would stay on the pay code HM28 which now represents a Registrar "4<sup>th</sup> year" (notwithstanding that the doctor is in his/her fifth year).

### Step 2

On the 7 February 2011 (anniversary date) the Registrar increments to the next level in the new structure, a HM29 Registrar "5<sup>th</sup> year".

It is important to note that Pay Codes that relate to a particular classification will be re-aligned after 1 February 2011. To assist health services with translation arrangements a Salary Circular for **INFORMATION ONLY** with the changed 'Yearly' classifications and the corresponding pay codes effective 1 February 2011 is attached (**Attachment A**). **Do not act on this attached salary circular** – salary circulars 485 and 486 provide the current rates of pay and allowances until 31/1/2011.

Should you have any queries, please contact Peter Clarke on (03) 8961 4000 or [pclarke@vhia.com.au](mailto:pclarke@vhia.com.au).



**Alec Djoneff**  
Chief Executive Officer