



WHAT YOU NEED TO KNOW

REMUNERATION

What you need to know



If you have any questions with regards to the information contained in this document or related to remuneration, please contact our Workplace Relations team on 9439 8822 or via workplace@amansw.com.au

Remuneration comprises several components. They can be categorised as:

- Ordinary time earnings;
- Overtime;
- Allowances and Penalties;
- Superannuation; and
- Salary Packaging.

What are ordinary time earnings?

This is the amount you are paid for your ordinary hours of work. For a full time employee this will be 38 hours per week.

What are the current rates for ordinary time earnings?

ORDINARY TIME EARNINGS (per annum) from first full pay period on or after 1/7/2019	
<i>Classification</i>	<i>Pay Rate (full time)</i>
INTERN	
Intern	\$69,649
RESIDENT	
1st Year	\$81,639
2nd Year	\$89,793
3rd Year	\$101,698
4th Year	\$110,406
REGISTRAR	
1st Year	\$101,698
2nd Year	\$110,406
3rd Year	\$119,146
4th Year	\$127,539
SENIOR REGISTRAR	
Senior Registrar	\$143,398

What is overtime?

Overtime is a payment made for the hours you work that are in excess of your ordinary hours.

At what rate is overtime paid?

Overtime is paid at time and a half (150%) of your ordinary hourly rate for the first two hours and then double time (200%) thereafter. However, all overtime worked on a Sunday is paid at double time (200%).

What you need to know



If you have any questions with regards to the information contained in this document or related to remuneration, please contact our Workplace Relations team on 9439 8822 or via workplace@amansw.com.au



COMMENT

Overtime consists of rostered and unrostered overtime. Hospitals often don't like paying unrostered overtime. However, don't be fooled if a supervisor says, "the last registrar did all of this within 38 hours, why are you claiming overtime?" or "discharge summaries are prepared in your time not ours". Remind them that you are in a training position, work diligently and by claiming these entitlements, it will make it easier for the hospital to undertake workforce planning.

What is a penalty rate and how much will I be paid?

If your ordinary hours are rostered at 'unsociable times' you are entitled to be paid a penalty rate on top of your ordinary time earnings such as hours worked between:

- (i) 6.00 p.m. and midnight, Monday to Friday (+12.5% per hour)
- (ii) Midnight and 7.00 a.m., midnight Sunday to midnight Friday (+25% per hour)
- (iii) Midnight Friday and midnight Saturday (+50% per hour)
- (iv) Midnight Saturday and midnight Sunday (+75% per hour)

What is an allowance?

This is a separate payment for you to undertake a particular activity or for agreeing to do specific things.

What allowances are available?

- **Higher Duties Allowance**
When you are acting in a more senior role.
- **In Charge Allowance**
When you are the in-charge medical officer for after-hours medial services.
- **Higher Medical Qualification Allowance**
for Medical Officers who obtain an appropriate higher medical qualification subject to graduation.
- **Meal Allowance**
If you were authorised to work overtime and were not notified on, or prior to your previous shift of this requirement, you will be paid an allowance or will be provided with adequate meals in lieu of payments.

What you need to know



If you have any questions with regards to the information contained in this document or related to remuneration, please contact our Workplace Relations team on 9439 8822 or via workplace@amansw.com.au

- **On Call Allowance**

When you remain available after leaving work to take calls and return to work.

- When you are on call and are recalled to the hospital outside your rostered hours – you will be paid for all time worked at the appropriate overtime rate, with a minimum of four hours at such rates.
- Remote Clinical Appraisal - When on call and providing advice remotely (i.e. over the telephone), you will be paid for this work at the appropriate overtime rate, with a minimum payment of one hour at such rates.

- **Uniform allowance**

If you are required to wear a uniform and are not provided with a uniform that is laundered then a uniform allowance is payable.

- **Kilometer allowance**

When you are required to travel to another location for work.

- **Travelling allowance**

If you are seconded to another hospital you may be granted a daily travel allowance at the rate of the difference between the cost of travel by public transport to your normal place of employment and travel by public transport to the seconding hospital.

If you drive your own vehicle, you may be eligible for a mileage allowance, for the difference between the distance to your normal place of employment and the distance to the seconding hospital.

- **Rotating to country locations**

Medical officers (other than interns) on rotation to one of the rural locations listed in Part C of the **Medical Officers Award**, have their salary increased by one incremental step for the period they work at that hospital during the rotation.

What is Superannuation?

Superannuation is a payment made by your employer on top of your ordinary time earnings placed into your nominated superannuation fund. The current superannuation guarantee is 9.5%.

What is Salary Packaging?

Salary packaging is a way for you to increase your take home pay by paying for approved personal expenses using your gross salary.

Salary packaging allows you to use up to \$9,009 of your pre-tax income each year towards an approved expense. This reduces your taxable income and therefore the amount of tax you pay.

Should I opt to Salary Package?

Prior to signing any salary packaging agreement, you are advised to obtain independent financial advice relevant to your particular circumstances.

[Click here](#) to view HealthShare's information on Salary Packaging.

Payslip Guide

Employee Name	John D Citizen	1	Period Start	30 Dec 2019
Assignment Number	600669954-2		Period End	12 Jan 2020
Classification	Resident Medical Off Year 2		Pay Date	16 Jan 2020
Weekly Base Rate	\$1877.93		Payslip Number	1

Page 1/2

Employer	NSW Health Service – Western Sydne	ABN	90064943572	Organisation	NBM MHLT RMP Pialla Unit 357854
-----------------	------------------------------------	------------	-------------	---------------------	---------------------------------

SUMMARY OF EARNINGS THIS PAY				
Total Gross Earnings	3912.54	Deductions Before Tax		419.01
Taxable Income	3567.50	Deductions After Tax		0.00
Tax	1206	Nett		2283.67
Total Other Payments	0.00	STSL		Y

YEAR TO DATE BALANCES		
	LE YTD	YTD
Gross	66543.63	66543.63
Taxable	52471.27	52471.27
Tax	19568.00	19568.00
Nett	35472.29	35472.29
Other Payments	0.00	0.00

EMPLOYER SUPERANNUATION				
Employer Superannuation	Member No	This Pay	LE YTD	YTD
SGC Host Plus	672328937	348.65	5077.27	5077.27
Superannuation:5391:HOS0100AU				

LEAVE BALANCES			
	Units	Entitlement	Pro-rata
Annual Leave	Hours	220.400	147.836
Sick Leave	Hours	152.000	

Earnings and Allowances	Factor	Rate	Units	Amount
Normal Hours		45.28629	64.000	2898.36
Overtime x Double Time	2.00	45.28629	1.000	90.57
Overtime x Time and Half	1.50	45.28629	2.000	135.86
Penalty 12.5%	0.12	45.28629	2.000	11.32
Penalty Saturday 50%	0.50	45.28629	6.000	135.86
Pub Hol Penalty 50%	0.50	45.28629	4.000	90.57
Public Holiday		45.28629	12.000	543.44

Pre Tax Deductions		Amount
Admin Fees		2.43
Employer Share		70.05
SP Benefits Deduction		346.53

Other Payments				
Other Payments	Factor	Rate	Units	Amount

Post Tax Deductions		Amount

Disbursements Method	Bank	Account	Amount
EFT	935-150	XXX7382	2281.97

Employer Message For pay queries, contact your Manager in the first instance. Leave balances can be viewed within Employee Self Service.

	PAYSLIP AREA	DESCRIPTION
1	Employee and payslip details	<ul style="list-style-type: none"> Employee Name Employee Number Salary Level Pay Period Start Pay Period End Pay Date Printed payslip delivery point Employer and organisation
2	Summary of earnings this pay	How much you have been paid, taking into account: <ul style="list-style-type: none"> Pre-tax income Pre & Post tax deductions Tax Net Pay
3	Year to date balances	How much you have earned this financial year
4	Superannuation	Your super account details and how much has been deposited
5	Leave Balances	The amount of leave you are entitled to – NOTE: Extra Leave and Public Holiday leave is included in your annual leave
6	Earnings and Allowances	A breakdown of earnings including allowances for the pay period with calculation details NOTE: "ADJ NORMAL HOURS" Refers to a back pay or an adjustment in your pay
7	Pre tax deductions	Shows pre-tax deductions such as salary packaging, and any salary sacrifice into superannuation funds
8	Post tax deductions	Shows post-tax deductions such as charity deductions, union fees, regular payments (mortgage, rent) and SASS contributions
9	Disbursements	The Amount paid into your account, and the account details
10	Employers Message	Messages of interest to staff

This information is for general guidance only and should not be used as a substitute for obtaining specific assistance or advice.

AMA (NSW) will not be liable for any decision made or action taken in reliance on the information in this document.

The information included in this document was collated citing the Public Hospital Medical Officers (State) Award 2019 and NSW Health Policy Directive PD2019_027 - Employment Arrangements for Medical Officers in the NSW Public Health Service.



Australian Medical Association (NSW) Limited

AMA House, Level 6, 69 Christie St, St Leonards NSW 2065, Australia

PO Box 121 St Leonards NSW 1590

ABN 81 000 001 614



Phone: 02 9439 8822 or
1800 813 423 from outside of Sydney.



Fax: 02 9438 3760 or
1300 889 017 from outside of Sydney.

www.amansw.com.au



Workplace relations:
workplace@amansw.com.au

Membership:
members@amansw.com.au