



WHAT YOU NEED TO KNOW

# Remuneration

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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 effective 1st July 2021			
	Annual	Fortnight	Week	Hour
<b>Intern</b>	\$71,283.00	\$2,732.27	\$1,366.14	\$35.9509
<b>1st Year Resident</b>	\$83,554.00	\$3,202.62	\$1,601.31	\$42.1397
<b>2nd Year Resident</b>	\$91,899.00	\$3,522.48	\$1,761.24	\$46.3484
<b>3rd Year Resident</b>	\$104,084.00	\$3,989.53	\$1,994.77	\$52.4938
<b>4th Year Resident</b>	\$112,996.00	\$4,331.13	\$2,165.56	\$56.9885



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## 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%).

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## 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.

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- **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.



The information included in this document was collated citing the Public Hospital Medical Officers (State) Award 2021, the Health Professional and Medical Salaries (State) Award 2021, and the NSW Health Policy Directive PD2019\_027 - Employment Arrangements for Medical Officers in the NSW Public Health Service.



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