

AMA (NSW)  
DOCTORS-IN-TRAINING  
**PAY GUIDE**



MARCH 2022

# AMA (NSW) Doctors-in-Training Pay Guide

The AMA (NSW) Doctors-in-Training Pay Guide aims to help you better understand what you should be paid and why.

There is no denying it, your payslips are complicated! Who has the time to navigate the Award and check if you're being paid correctly? We do.

**Click on the links below.** 

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If you have any concerns about your pay, please give us a call, we're here to help.



AMA (NSW) Workplace Relations  
Email: [workplace@amansw.com.au](mailto:workplace@amansw.com.au)  
Phone: 02 9439 8822

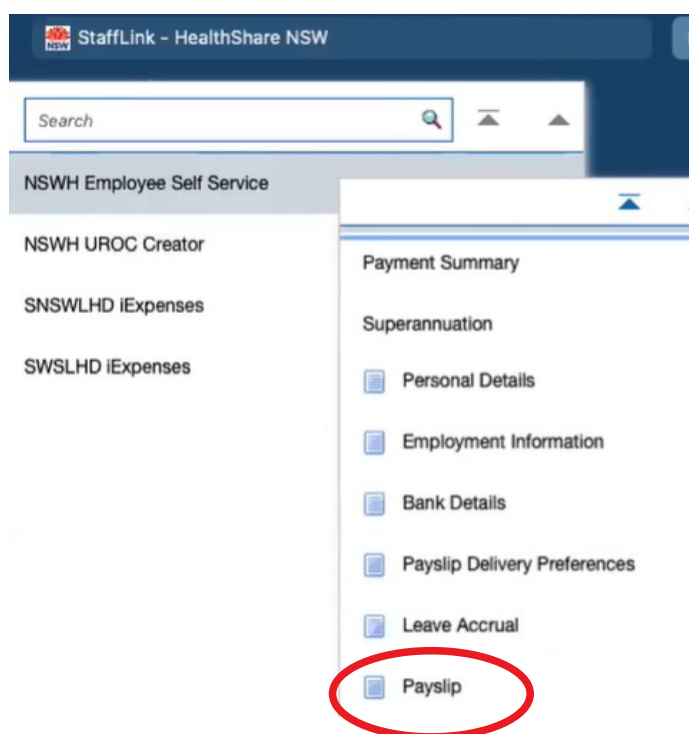
# Pay Day & Payslips

## When will I be paid?

You will be paid fortnightly on a Thursday. Each pay period covers two weeks. Should pay day fall on a public holiday, you will be paid the day before to ensure funds clear in your account by pay day.

## Payslips can also be accessed via **Stafflink**.

Payslips should be emailed to you on (or no later than) pay day. Payslips can also be accessed by Stafflink.



## Where can I find more detail about my earnings?

Your fortnightly payslip doesn't provide a breakdown of your earnings by shift, however, you can find this information on Stafflink under Online Pay Transactions. Log into your Stafflink account, click on NSWH Employee Self Service and select Online Pay Transactions from the dropdown list.

## What do I do if I don't understand my payslip, the Online Pay Transactions or have questions?

Speak to your JMO Manager or payroll if you are unsure of anything related to your pay or you can always contact us at AMA (NSW).



**NEED HELP?** Please contact our Workplace Relations Team if you need help with any pay inquires  
 Email: [workplace@amansw.com.au](mailto:workplace@amansw.com.au)  
 Phone: 02 9439 8822

# An example of what your payslip may look like

<b>Employee Name</b>	1 Medical Officer	<b>Employer</b>	NSW Health Service - Murrumbidgee Local Health District
<b>Assignment Number</b>	60263969	<b>ABN</b>	69569988484
<b>Classification</b>	Registrar Year 1	<b>Organisation</b>	MLHD WAWHS Paediatric Service 948050
<b>Weekly Base Rate</b>	\$1994.77	<b>Payslip Number</b>	1
			Page 1/2
<b>Period Start</b> 15 Nov 2021		<b>Period End</b> 28 Nov 2021	
<b>Pay Date</b> 02 Dec 2021			

SUMMARY OF EARNINGS THIS PAY				YEAR TO DATE BALANCES		
<b>Total Gross Earnings</b>	2 5559.55	<b>Deductions Before Tax</b>	839.03	<b>Gross</b>	LE YTD 9778.71	YTD 9778.71
<b>Taxable Income</b>	4697.48	<b>Deductions After Tax</b>	110.00	<b>Taxable</b>	8077.61	8077.61
<b>Tax</b>	1646.00	<b>Nett</b>	2964.52	<b>Tax</b>	2650.00	2650.00
				<b>Nett</b>	5340.65	5340.65
<b>Total Other Payments</b>	0.00	<b>STSL</b>	Y	<b>Other Payments</b>	0.00	0.00

EMPLOYER SUPERANNUATION					
<b>Contribution Type &amp; Fund</b>	4 SGC Hesta Super Fund.21089.HST0100AU	<b>Member No</b>	12345678	<b>This Pay</b>	410.43
				<b>LE YTD</b>	832.35
				<b>YTD</b>	832.35

EARNINGS AND ALLOWANCES																		
	Week 1					Week 2					Units	Factor	Rate	Amount				
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed					Thu	Fri	Sat	Sun
Normal Hours	8.000	8.000	8.000	8.000	8.000	20/11	21/11	22/11	23/11	24/11	25/11	26/11	27/11	28/11	40.000	52.49382	2099.75	
AWD Mileage Transport Rate				64.000											64.000	0.36000	23.04	
Annual Leave						7.600	7.600	7.600	7.600	7.600					38.000	52.49382	1994.75	
Leave Loading																	349.10	
Pay Averaging	-0.400	-0.400	-0.400	-0.400	-0.400										-2.000	52.49382	-105.00	
Penalty 12.5%			4.000	0.500											4.500	0.125	52.49382	29.53
Penalty 25%	6.500														6.500	0.250	52.49382	85.30
On Call On Duty 1 Off Duty 2	1.000	1.000													2.000	16.60000	33.20	

OTHER PAYMENTS																	
	Week 1					Week 2					Units	Factor	Rate	Amount			
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed					Thu	Fri	Sat
	15/11	16/11	17/11	18/11	19/11	20/11	21/11	22/11	23/11	24/11	25/11	26/11	27/11	28/11			

ADJUSTMENTS FROM PREVIOUS PERIODS							
	Date	Time In	Time Out	Units	Factor	Rate	Amount
Adj Overtime x Double Time 01/11-14/11/21	04/11/2021	16:30	20:30	2.000	2.000	52.49382	209.98
Adj Overtime x Time and Half 01/11-14/11/21	04/11/2021	16:30	20:30	2.000	1.500	52.49382	157.48
Adj Overtime x Time and Half 01/11-14/11/21	05/11/2021	16:30	18:30	2.000	1.500	52.49382	157.48
Adj Overtime x Time and Half 01/11-14/11/21	11/11/2021	16:30	18:30	2.000	1.500	52.49382	157.48
Adj Overtime x Double Time 01/11-14/11/21	12/11/2021	16:30	20:30	2.000	2.000	52.49382	209.98
Adj Overtime x Time and Half 01/11-14/11/21	12/11/2021	16:30	20:30	2.000	1.500	52.49382	157.48

DEDUCTIONS			
Pre Tax	Amount	Post Tax	Amount
Admin Fees	1.91	Rent	100.00
Donation BT Guide Dogs NSW/ACT.465508:WORKPLACE GIV	10.00	Social Club Wollongong Resident Medical Officers A:	10.00
Employer Share	89.01	<b>Tax</b>	<b>Amount</b>
Meal Entertainment Savings	26.93	STSL Deduction	238.00
SP Benefits Deduction	391.73	STSL Deduction 01/11-14/11/21	152.00
SP Meal Ent Benefit	120.45	Tax Deduction	894.00
		Tax Deduction 01/11-14/11/21	362.00

Super	Member No	Deduction Type	This Pay	LE YTD	YTD
Super Sal Sac Contribution Hesta Super Fund.21089:H	11 12345678	Pre Tax	200.00	400.00	400.00

LEAVE							
Balances	Units	Entitlement	Pro-rata	Processed This Pay	Actual Start Date	Actual End Date	
ADO	Days	2.000	0.000	LM Annual Leave	22-NOV-2021	26-NOV-2021	
Annual Leave	Hours	102.000	11.660				
Extra Leave	Hours	162.000	0.000				
Public Holiday	Hours	24.000	0.000				
LSL Duration	Days	62.000	0.000				
LSL FTE	Days	62.000	0.000				
Sick Leave	Hours	64.000					
Study Leave	Days	14.000					

- |   |   |    |  |
|---|---|----|--|
| 1 | <b>Employee and payslip details</b> - Employment information, dates of payment and the pay period.                  | 8  | <b>Deductions – Pre Tax</b> - Salary packaging, salary sacrifice etc                                     |
| 2 | <b>Summary of earnings this pay</b> - Total earnings and deductions for this pay period.                            | 9  | <b>Deductions – Post Tax</b> - Charities, membership fees, regular payments etc.                         |
| 3 | <b>Year to date balances</b> - Earnings and deductions year to date.  | 10 | <b>Deductions – Tax</b> - Tax, additional withholding tax where applicable, study or training loans etc. |
| 4 | <b>Employer Superannuation</b> - Your super account details and the Superannuation Guarantee contributions.         | 11 | <b>Deductions – Personal Super Contributions</b> - Any additional super payments you make.               |
| 5 | <b>Earnings and Allowances</b> - Daily breakdown of your earnings and allowances for the pay period                 | 12 | <b>Leave – Balances</b> - Leave balances to date.  |
| 6 | <b>Other Payments</b> - Payments outside earnings listed above. May include non-taxable allowances.                 | 13 | <b>Leave – Processed this Pay</b> - Any leave taken within this pay period.                              |
| 7 | <b>Adjustments from Previous Periods</b> - Changes made (additions or deductions) relating to previous pay periods. |    |  |

# Ordinary Time Earnings

## 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?

The following table illustrates ordinary time earnings (base rate) for a full time employee at each classification level.

		Ordinary time earnings effective 1st July 2021			
		Annual	Fortnight	Week	Hour
<b>Intern</b>		\$71,283.00	\$2,732.27	\$1,366.14	\$35.95
<b>Resident</b>	<b>1st Year</b>	\$83,554.00	\$3,202.62	\$1,601.31	\$42.14
	<b>2nd Year</b>	\$91,899.00	\$3,522.48	\$1,761.24	\$46.35
	<b>3rd Year</b>	\$104,084.00	\$3,989.53	\$1,994.77	\$52.49
	<b>4th Year</b>	\$112,996.00	\$4,331.13	\$2,165.56	\$56.99
<b>Registrar</b>	<b>1st Year</b>	\$104,084.00	\$3,989.53	\$1,994.77	\$52.49
	<b>2nd Year</b>	\$112,996.00	\$4,331.13	\$2,165.56	\$56.99
	<b>3rd Year</b>	\$121,941.00	\$4,673.99	\$2,336.99	\$61.50
	<b>4th Year</b>	\$130,532.00	\$5,003.28	\$2,501.64	\$65.83

Annual salary data has been taken from the **Health Professional and Medical Salaries (State) Award 2021**.

Fortnightly and weekly calculation based on 52.17857 weeks per calendar year.

Hourly calculation based on 38 working hours per week.



# Ordinary Hours

## What are my ordinary hours of work?

Full time employment is 38 hours per week and full time employees will be rostered to work 40 ordinary hours per week.

## Why am I working 40 hours per week and only being paid for 38?

The additional 2 hours you work each week accumulate over the course of a month to provide you with an allocated day off (ADO) each month.

## Will my ordinary hours be rostered on week days?

Not necessarily. Your 40 hours each week can be rostered across 7 days or 80 hours across 14 days.

## How long will I be rostered to work each day?

The hours you work each day are commonly referred to as a shift. Each shift may vary in length and time of day however there are guidelines for the length of your shift:

- A shift must be rostered for a minimum of 4 hours in length
- A shift must not be rostered for more than 14 consecutive hours
- There must be a 10 hour break between rostered shifts

# Penalty Rates

## What are penalty rates?

Penalty rates are paid as a percentage on top of your ordinary time earnings when your ordinary hours are rostered at 'unsociable times'.

## What are the penalty rates for working during unsociable times?

Monday to Friday evenings (1800 to midnight)	<b>12.5%</b>
Monday to Friday nights/early mornings (midnight to 0700)	<b>25.0%</b>
Saturdays (midnight Friday to midnight Saturday)	<b>50.0%</b>
Sundays (midnight Saturday to midnight Sunday)	<b>75.0%</b>

## Do penalty rates apply on overtime?

No. Penalty rates only apply on ordinary hours.

## As an example, how would I be paid for a shift rostered from 1600 to 0200 mid week?

Time Worked	Pay Type	Rate
1600 to 1800	Ordinary hours	<b>Ordinary Time Earnings (OTE)</b>
1800 to 0000	Penalty Rates (M-F, 1800 to midnight)	<b>OTE + 12.5%</b>
0000 to 0200	Penalty Rates (M-F, midnight to 0700)	<b>OTE + 25.0%</b>

## What might this look like on my payslip?

### EARNINGS AND ALLOWANCES

	Week 1							Week 2							Units	Factor	Rate	Amount
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun				
Normal Hours	8.0	8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0			80.00		35.95093	2732.27
Penalty 12.5%	2.0	2.0	2.0	2.0											8.00	0.125	35.95093	35.95
Penalty 25%	1.0	1.0	1.0	1.0											4.00	0.250	35.95093	35.95
Pay Averaging	-0.4	-0.4	-0.4	-0.4	-0.4			-0.4	-0.4	-0.4	-0.4	-0.4			-4.0		35.95093	-143.80

# Overtime

## What is overtime?

Overtime refers to hours worked in excess of your ordinary hours.

## When am I entitled to overtime?

- Time worked in excess of 10 consecutive hours will be paid at overtime rates.
- Time worked in excess of 80 hours per fortnight will be paid at overtime rates.
- Unrostered overtime will be paid at overtime rates
- Rostered overtime will be paid at overtime rates.

## What are overtime rates?

Day	Time	Overtime Rate
Monday – Saturday	First 2 hours	<b>Time and a half (1.5x)</b>
Monday – Saturday	Additional hours	<b>Double time (2.0x)</b>
Sunday	All hours	<b>Double time (2.0x)</b>

## Do I get penalty rates on top of my overtime rate?

No. Penalty rates only apply on ordinary hours.

## As an example, how would I be paid for a shift rostered from 1600 to 0400 mid week?

This would be paid similar to the previous example with 2 hours of overtime added given the shift is rostered for longer than 10 hours.

Time Worked	Pay Type	Rate
1600 to 1800	Ordinary hours	<b>Ordinary Time Earnings (OTE)</b>
1800 to 0000	Penalty Rates (M-F, 1800 to midnight)	<b>OTE + 12.5%</b>
0000 to 0200	Penalty Rates (M-F, midnight to 0700)	<b>OTE + 25.0%</b>
0200 to 0400	Overtime Rates (First 2 hours)	<b>OTE x 1.5</b>

## What might this look like on my payslip?

EARNINGS AND ALLOWANCES																		
	Week 1							Week 2										
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Units	Factor	Rate	Amount
Normal Hours	10.0	10.0	10.0	10.0				8.0	8.0	8.0	8.0	8.0			80.00		35.95093	2732.27
Penalty 12.5%	2.0	2.0	2.0	2.0											8.00	0.125	35.95093	35.95
Penalty 25%	1.0	1.0	1.0	1.0											4.00	0.250	35.95093	35.95
Overtime x TH				2.0											2.00	1.500	35.95093	107.85
Pay Averaging	-0.5	-0.5	-0.5	-0.5				-0.4	-0.4	-0.4	-0.4	-0.4			-4.0		35.95093	-143.80





# On Call & Call Backs

## What does it mean to be 'on call'?

You may be rostered 'on call' for a 24 hour period. This means you can be contacted by hospital staff in relation to patients even when you are not in the hospital. Medical Officers who are on call may also be called back into the hospital.

## Do I get paid for being on call?

Yes. You will be paid a daily allowance for being on call even if you don't receive any calls or if you are not called back into the hospital.

## How much is the on call allowance?

There are two different rates for being rostered on call.

- On Call Allowance on a work day → **\$16.60 / 24hr period**
- On Call Allowance on a rostered day off → **\$33.30 / 24hr period**

Should you be rostered on call for numerous days through out the week, it's worth noting the on call allowance is capped at \$116.40 per week.

## What if I am called back into the hospital?

If you are called back into the hospital you will be paid for a minimum of 4 hours at overtime rates.

## On Call & Call Backs (cont)

### What if I am called back into the hospital but I am only needed for an hour or two?

You will still be paid the minimum for a shift which is 4 hours at overtime rates.

### What if I am called back into the hospital and I work more than 4 hours, say 6 hours?

You will be paid for all time worked at overtime rates.

### What would the overtime rate be in this instance?

As with regular overtime rates they would be:

Day	Time	Overtime Rate
Monday – Saturday	First 2 hours	Time and a half (1.5x)
Monday – Saturday	Additional hours	Double time (2.0x)
Sunday	All hours	Double time (2.0x)

### What about remote clinical appraisals?

Remote clinical appraisals are a little bit different – when you are contacted (via phone or email) by another medical practitioner in the hospital to assess a patient's condition or make a diagnosis when you yourself are not present in the hospital, this is referred to as a remote clinical appraisal.

### Isn't this the same as being on call?

No. A remote clinical appraisal is more detailed and must fit within certain criteria to enable you to claim for your time.

For more information please refer to our What You Need To Know Guide on **Remote Clinical Appraisals**.



**NEED HELP?** Please contact our Workplace Relations Team if you need help with any pay inquiries  
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 Phone: 02 9439 8822

# Pay Adjustments – Underpayment & Overpayment

## What should I do if I think there has been a mistake made with my pay?

As previously mentioned, if you believe there has been an error with your pay please contact your JMO Manager, payroll or make contact with us at [AMA \(NSW\)](#).

It's worth noting that the Award does allow penalty rates and rostered overtime from the second week of a pay cycle to be paid in the subsequent pay period.

## What happens if I have been underpaid?

Underpayments will be paid to you within 3 business days following confirmation of the underpayment (or sooner for smaller amounts).

If the underpayment relates to penalty rates or overtime worked in the second week of the pay cycle, this may be paid in the next pay cycle. This will appear as an adjustment on your next payslip and may look something like this:

ADJUSTMENTS FROM PREVIOUS							
	Date	Time In	Time Out	Units	Factor	Rate	Amount
Adj Overtime x Time and Half 1/11-14/11/21	04/11/2021	16:00	04:00	2.00	1.500	35.95093	105.39
Adj Penalty 25.0% 1/11-14/11/21	04/11/2021	16:00	04:00	2.00	0.250	35.95093	17.97

## What will happen if I have been overpaid?

You should be notified as soon as possible of any overpayment including the reason and the amount involved. You will also be notified how the money will be recovered and when this process will commence. For small amounts, this may be recovered in whole from the next pay cycle. This will appear as an adjustment on your next payslip and may look something like this:

ADJUSTMENTS FROM PREVIOUS							
	Date	Time In	Time Out	Units	Factor	Rate	Amount
Adj Normal Hours 1/11-14/11/21	04/11/2021	16:30	20:00	-7.60		35.95093	-273.23
Adj Overtime x Time and Half 1/11-14/11/21	04/11/2021	16:00	04:00	-2.00	1.500	35.95093	-105.39

Larger amounts will be recovered at the rate of up to 10% of your gross fortnightly base pay (i.e. before tax ordinary earnings).

If you are unable to manage at that rate and can demonstrate 'undue hardship', you can request to negotiate a different payment plan.

# Meal Breaks

## Do I have to take a meal break?

For your own health and wellbeing, yes you should be taking a meal break. Your roster takes into account a 30 minute meal break for each shift.

## Are meal breaks paid or unpaid?

Your break may be paid or unpaid depending on when your shift is rostered:

- Monday to Friday Day Shifts → **Unpaid 30 min meal break**
- Monday to Friday Evening/Night Shifts → **Paid 30 min meal break**
- Weekend Shifts → **Paid 30 min meal break**

## Is there a specific time I should take my meal break during my shift?

No, you can take your meal break at any time that is convenient to you considering your workload.

## What if I had to work during my unpaid meal break?

Make sure you claim this time via the unrostered overtime claim process.

# Allowances

## What is an allowance?

An allowance is a separate payment made to you for completing a particular activity or for agreeing to do something in addition to your normal role. You will need to meet the necessary criteria outlined in the Award to be eligible for some allowances.

## What is an example of an allowance I may be entitled to and how much is the allowance?

It's generally a good idea to consult the Award for more specific information about allowances as they can be role or situation specific. We have included the basics for you here assuming the criteria has been met:

- Higher Duties Allowance → **Refer to Award**
- Higher Medical Qualification Allowance → **\$61.60 per week**
- In Charge Allowance → **\$21.40 per 12 hrs (or part thereof)**
- Kilometer Allowance → **Refer to Award**
- Meal Allowance for Overtime → **\$31.95**
- On Call Allowance → **\$16.60 or \$30.30 (see previous section)**
- Travelling allowance → **Refer to Award**
- Uniform Allowance → **Only where uniform is not provided. Refer to Award**

# Allocated Days Off (ADO)

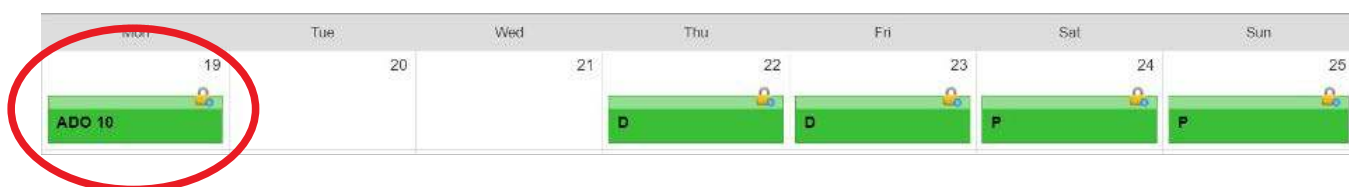
## What is an ADO?

The two additional hours you work each week add up over the course of a month to give you with one paid day off each month, an ADO.

## How do I know when I have an ADO?

ADOs will be rostered in advance. They ideally should be combined with any other days off, however this is not always possible.

ADOs will appear in your roster and may look like this:



## Can I request when I would like an ADO?

You can certainly put in a request to have an ADO on a particular day but there is no guarantee your request will be granted.

## I would rather not have an extra day off every month, can I store up ADOs and take them at a later date?

No. ADOs should be rostered and taken each month.

## How much will I be paid for an ADO?

ADOs are paid at ordinary time earnings. An ADO is effectively replacing one full day in your shift schedule. If you are working 8 hour shifts then your will be paid 8 hours for your ADO. If you are working 10 hour shifts then you will be paid 10 hours for your ADO.

## How is an ADO reflected on my payslip?

If you have had an ADO in a pay cycle, your payslip may look like this:

EARNINGS AND ALLOWANCES																		
	Week 1							Week 2							Units	Factor	Rate	Amount
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun				
Normal Hours	8.0	8.0	8.0	8.0				8.0	8.0	8.0	8.0	8.0			72.00		35.95093	2444.66
ADO					8.0										8.00		35.95093	287.61
Pay Averaging	-0.4	-0.4	-0.4	-0.4	-0.4			-0.4	-0.4	-0.4	-0.4	-0.4			-4.0		35.95093	-143.80

# Public Holidays

## What will I be paid for working on a public holiday?

For hours worked on a public holiday you will be paid time and a half i.e. your ordinary time earnings x 1.5.

In addition, you will have one day of annual leave added to your leave balance. These additional hours of leave may appear in your leave accrual in Stafflink as 'Public Holiday Credit'.

## What will my payslip look like if I have worked on a public holiday?

For this example we have assumed the length of your shift on the public holiday is 8 hours.

EARNINGS AND ALLOWANCES																		
	Week 1							Week 2							Units	Factor	Rate	Amount
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun				
Normal Hours	8.0	8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0			80.00		35.95093	2732.27
Pub Hol 50%	8.0														8.00	0.50	35.95093	1430.80
Pay Averaging	-0.4	-0.4	-0.4	-0.4	-0.4			-0.4	-0.4	-0.4	-0.4	-0.4			-4.0		35.95093	-143.80

## Will I be paid for a public holiday if it falls on day when I am not rostered to work?

Yes, if you would ordinarily be working on that day, you will be paid at ordinary time earnings.

You will also have one day of annual leave added to your leave balance. As above, these additional hours of leave may appear in your leave accrual in Stafflink as 'Public Holiday Credit'.

## What will my payslip look like if I have not worked on a public holiday?

EARNINGS AND ALLOWANCES																		
	Week 1							Week 2							Units	Factor	Rate	Amount
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun				
Normal Hours		8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0			72.00		35.95093	2444.66
Public Holiday	8.0														8.00		35.95093	287.61
Pay Averaging	-0.4	-0.4	-0.4	-0.4	-0.4			-0.4	-0.4	-0.4	-0.4	-0.4			-4.0		35.95093	-143.80



**NEED HELP?** Please contact our Workplace Relations Team if you need help with any pay inquiries

Email: [workplace@amansw.com.au](mailto:workplace@amansw.com.au)

Phone: 02 9439 8822

# Example 1 – Time Sheet vs Payslip

Below is my roster for the last pay period

Mon	Tue	Wed	Thu	Fri	Sat	Sun
25	26 Australia Day	27	28	29	30	31
<b>D</b>	<b>PH</b>	<b>D</b>	<b>D</b>	<b>D</b>		
08:30-17:00		08:30-17:00	08:30-17:00	OT 08:30-18:30		
1	2	3	4	5	6	7
<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>		
08:30-17:00	08:30-17:00	OT 08:30-19:00	OT 08:30-20:00	OT 08:30-20:00		

What will my payslip look like?

EARNINGS AND ALLOWANCES																		
	Week 1							Week 2							Units	Factor	Rate	Amount
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun				
Normal Hours	8.0		8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0			72.00		35.95093	2444.68
Overtime x DT											1.0	1.0			2.00	2.000	35.95093	143.80
Overtime x TH										2.0	2.0	2.0			7.50	1.500	35.95093	404.45
Public Holiday		8.0													8.00		35.95093	287.61
Pay Averaging	-0.4	-0.4	-0.4	-0.4	-0.4			-0.4	-0.4	-0.4	-0.4	-0.4			-4.0		35.95093	-143.80

Can you please explain why it has been allocated in this way?

Mon	Tue	Wed	Thu	Fri	Sat	Sun
25	26 Australia Day	27	28	29	30	31
<b>D</b>	<b>PH</b>	<b>D</b>	<b>D</b>	<b>D</b>		
08:30-17:00		08:30-17:00	08:30-17:00	OT 08:30-18:30		
NH x 8.00	PH x 8.00	NH x 8.00	NH x 8.00	NH x 8.00 OT TH x 1.5		
1	2	3	4	5	6	7
<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>	<b>D</b>		
08:30-17:00	08:30-17:00	OT 08:30-19:00	OT 08:30-20:00	OT 08:30-20:00		
NH x 8.00	NH x 8.00	NH x 8.00 OT TH x 2.00	NH x 8.00 OT TH x 2.00 OT DT x 1.00	NH x 8.00 OT TH x 2.00 OT DT x 1.00		

NH = Normal Hours    PH = Public Holiday  
 OT TH = Overtime Time and Half    OT DT = Overtime Double Time

# Example 2 – Time Sheet vs Payslip

Below is my roster for the last pay period

Mon	Tue	Wed	Thu	Fri	Sat	Sun
8	9	10	11	12	13	14
N	N	N	N			
23:30-07:30	23:30-07:30	23:30-07:30	OT 23:30-09:30			
15	16	17	18	19	20	21
D	D	D	D		D	D
OT 08:00-17:00	OT 08:00-19:30	OT 08:00-17:00	08:00-16:30		08:00-16:00	08:00-16:00

What will my payslip look like?

EARNINGS AND ALLOWANCES																		
	Week 1							Week 2							Units	Factor	Rate	Amount
	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun				
Normal Hours	8.0	8.0	8.0	8.0				8.0	8.0	8.0	8.0		8.0	8.0	80.00		35.95093	2444.68
Overtime x DT									1.0						1.00	2.000	35.95093	71.90
Overtime x TH				2.0				0.5	2.0	0.5					5.00	1.500	35.95093	269.32
Penalty 12.5%	0.5	0.5	0.5	0.5											2.00	0.125	35.95093	8.98
Penalty 25%	7.0	7.0	7.0	7.0											28.00	0.250	35.95093	281.85
Penalty Sat 50%													8.0		8.00	0.500	35.95093	143.80
Penalty Sun 75%														8.0	8.00	0.750	35.95093	215.71
Pay Averaging	-0.4	-0.4	-0.4	-0.4				-0.4	-0.4	-0.4	-0.4		-0.4	-0.4	-4.0		35.95093	-143.80

Can you please explain why it has been allocated in this way?

Mon	Tue	Wed	Thu	Fri	Sat	Sun
8	9	10	11	12	13	14
N	N	N	N			
23:30-07:30	23:30-07:30	23:30-07:30	OT 23:30-9:30			
NH x 8.00	NH x 8.00	NH x 8.00	NH x 8.00			
12.5% x 0.5	12.5% x 0.5	12.5% x 0.5	12.5% x 0.5			
25% x 7.0	25% x 7.0	25% x 7.0	25% x 7.0			
			OT TH x 2.0			
15	16	17	18	19	20	21
D	D	D	D		D	D
OT 08:00-17:00	OT 08:00-19:30	OT 08:00-17:00	08:00-16:30		08:00-16:00	08:00-16:00
NH x 8.00	NH x 8.00	NH x 8.00	NH x 8.00		NH x 8.00	NH x 8.00
OT TH x 0.5	OT TH x 2.00	OT TH x 0.5			50% x 8.0	75% x 8.0
	OT TH x 1.00					

NH = Normal Hours    PH = Public Holiday  
 OT TH = Overtime Time and Half    OT DT = Overtime Double Time



# Useful Links & Resources

## What sites would you recommend I add to my favourites?

It's a good idea to have [Stafflink](#) at the ready for all things pay related.

To check your roster or look up past rosters, log in to Employee On Line (EOL) when you're onsite at the hospital. **HealthRoster** can be accessed from the eHealth NSW Intranet site.

## Where can I find a copy of the Award I am covered by?

As doctors-in-training working in NSW you are covered by the

**Public Hospital Medical Officers (State) Award 2019.**

There are links to your Award on the [AMA \(NSW\) DIT page](#) and via [Stafflink](#).

## Salary information isn't included in the Award, where can I find it?

Confusing isn't it! Your salary information is covered in the **Health Professional and Medical Salaries (State) Award 2021.**

## Are there any other resources that might be useful to me?

Yes. AMA (NSW) has a number of resources including our "What you need to know" series on our [website](#).

It's also a good idea to know where to find various NSW Health Policy Directives. The one that relates to your employment and pay is **Employment Arrangements for Medical Officers in the NSW Public Health Service**



## **NEED HELP?**

**Please contact our Workplace Relations Team**

**if you need help with any pay inquiries**

**Email: [workplace@amansw.com.au](mailto:workplace@amansw.com.au)**

**Phone: 02 9439 8822**

**[www.amansw.com.au](http://www.amansw.com.au)**



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