

REMUNERATION

WHAT YOU

need to know

Resources for Doctors-in-Training

WHAT YOU need to know

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 2023			
	Annual	Fortnight	Week	Hour
Intern	\$76,009	\$2,913.42	\$1,456.71	\$38.33
1st Year Resident	\$89,095	\$3,415.00	\$1,707.50	\$44.93
2nd Year Resident	\$97,993	\$3,756.06	\$1,878.03	\$49.42
3rd Year Resident	\$110,986	\$4,254.08	\$2,127.04	\$55.97
4th Year Resident	\$120,489	\$4,618.33	\$2,309.17	\$60.77
1st Year Registrar	\$110,986	\$4,254.08	\$2,127.04	\$55.97
2nd Year Registrar	\$120,489	\$4,618.33	\$2,309.17	\$60.77
3rd Year Registrar	\$130,027	\$4,983.92	\$2,491.96	\$65.58
4th Year Registrar	\$139,187	\$5,335.03	\$2,667.51	\$70.20

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 medical 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.

- **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.

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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

- **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 regional/rural locations**

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

- **Rotating to metropolitan locations**

Doctors-in-training (other than interns) rotating from their regional/rural hospital to a metropolitan hospital are entitled to the same allowance (paid via increment) as their colleagues rotating to regional/rural locations.

A copy of the applicable Determination can be found [here](#).

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 11%.

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.

Employee Name	1 Medical Officer	Employer	NSW Health Service - Murrumbidgee Local Health District	
Assignment Number	60263969	ABN	6956988484	
Classification	Registrar Year 1	Organisation	MLHD WAWHS Paediatric Service 948050	
Weekly Base Rate	\$1994.77	Payslip Number	1	
		Page 1/2		
Period Start 15 Nov 2021		Period End 28 Nov 2021		
		Pay Date 02 Dec 2021		
SUMMARY OF EARNINGS THIS PAY				
Total Gross Earnings	5559.55	Deductions Before Tax	839.03	
Taxable Income	4697.48	Deductions After Tax	110.00	
Tax	1646.00	Nett	2964.52	
Total Other Payments	0.00	STSL	Y	
		YEAR TO DATE BALANCES		
		Gross	LE YTD 9778.71 YTD 9778.71	
		Taxable	8077.61 8077.61	
		Tax	2650.00 2650.00	
		Nett	5340.65 5340.65	
		Other Payments	0.00 0.00	
EMPLOYER SUPERANNUATION				
Contribution Type & Fund	4 SGC Hesta Super Fund.21089.HST0100AU	Member No	12345678	
		This Pay	410.43	
		LE YTD	832.35	
		YTD	832.35	
EARNINGS AND ALLOWANCES				
	Week 1			
	Mon 15/11	Tue 16/11	Wed 17/11	Thu 18/11
	Fri 19/11	Sat 20/11	Sun 21/11	Mon 22/11
	Tue 23/11	Wed 24/11	Thu 25/11	Fri 26/11
	Sat 27/11	Sun 28/11		
	Week 2			
	Mon 29/11	Tue 30/11	Wed 01/12	Thu 02/12
	Fri 03/12	Sat 04/12	Sun 05/12	Mon 06/12
	Tue 07/12	Wed 08/12	Thu 09/12	Fri 10/12
	Sat 11/12	Sun 12/12		
	Units	Factor	Rate	Amount
Normal Hours	40.000		52.49382	2099.75
AWD Mileage Transport Rate	64.000		0.36000	23.04
Annual Leave	7.600	7.600	52.49382	399.75
Leave Loading				349.10
Pay Averaging	-0.400	-0.400	-0.400	-105.00
Penalty 12.5%		4.000	0.125	29.53
Penalty 25%	6.500		0.250	85.30
On Call On Duty 1 Off Duty 2	1.000	1.000		33.20
OTHER PAYMENTS				
	Week 1			
	Mon 15/11	Tue 16/11	Wed 17/11	Thu 18/11
	Fri 19/11	Sat 20/11	Sun 21/11	Mon 22/11
	Tue 23/11	Wed 24/11	Thu 25/11	Fri 26/11
	Sat 27/11	Sun 28/11		
	Week 2			
	Mon 29/11	Tue 30/11	Wed 01/12	Thu 02/12
	Fri 03/12	Sat 04/12	Sun 05/12	Mon 06/12
	Tue 07/12	Wed 08/12	Thu 09/12	Fri 10/12
	Sat 11/12	Sun 12/12		
	Units	Factor	Rate	Amount
ADJUSTMENTS FROM PREVIOUS PERIODS				
	Date	Time In	Time Out	Units
Adj Overtime x Double Time 01/11-14/11/21	04/11/2021	16:30	20:30	2.000
Adj Overtime x Time and Half 01/11-14/11/21	04/11/2021	16:30	20:30	2.000
Adj Overtime x Time and Half 01/11-14/11/21	05/11/2021	18:30	18:30	2.000
Adj Overtime x Time and Half 01/11-14/11/21	11/11/2021	16:30	18:30	2.000
Adj Overtime x Double Time 01/11-14/11/21	12/11/2021	16:30	20:30	2.000
Adj Overtime x Time and Half 01/11-14/11/21	12/11/2021	16:30	20:30	2.000
				Factor
				Rate
				Amount
				209.98
				157.48
				157.48
				157.48
				209.98
				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	88.01	Tax	Amount	
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	
Super Sal Sac Contribution Hesta Super Fund.21089.H	12345678	Pre Tax	200.00	
		LE YTD	YTD	
		400.00	400.00	
LEAVE				
Balances	Units	Entitlement	Pro-rata	
ADO	Days	2.000	0.000	
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		
		Processed This Pay	Actual Start Date	
		LM Annual Leave	22-NOV-2021	
			Actual End Date	
			26-NOV-2021	

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



AMA (NSW) DIT 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 here](#) to find out more.

AMA (NSW)
DOCTORS-IN-TRAINING
Pay Guide

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 2023, the Health Professional and Medical Salaries (State) Award 2023, and the NSW Health Policy Directive PD2019 027 - Employment Arrangements for Medical Officers in the NSW Public Health Service.



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