

# 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
<b>Intern</b>	\$76,009	\$2,913.42	\$1,456.71	\$38.33
<b>1st Year Resident</b>	\$89,095	\$3,415.00	\$1,707.50	\$44.93
<b>2nd Year Resident</b>	\$97,993	\$3,756.06	\$1,878.03	\$49.42
<b>3rd Year Resident</b>	\$110,986	\$4,254.08	\$2,127.04	\$55.97
<b>4th Year Resident</b>	\$120,489	\$4,618.33	\$2,309.17	\$60.77
<b>1st Year Registrar</b>	\$110,986	\$4,254.08	\$2,127.04	\$55.97
<b>2nd Year Registrar</b>	\$120,489	\$4,618.33	\$2,309.17	\$60.77
<b>3rd Year Registrar</b>	\$130,027	\$4,983.92	\$2,491.96	\$65.58
<b>4th Year Registrar</b>	\$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%). Overtime is calculated on a per-shift basis.

# WHAT YOU

*need to know*



## 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. The forms of on call are:
  - On call (clinical) duty - Includes being ready to provide remote clinical support (i.e. over the telephone) or to attend hospital to perform work as clinically appropriate;
  - On call (relief) duty - Includes being ready to attend a hospital to perform work in the event of an emergent situation, but not to provide remote clinical support.

# 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](mailto: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.

<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>	6956988484
<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>	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	Mon	Tue	Wed	Thu	Fri					Sat	Sun	
Normal Hours	8.000	8.000	8.000	8.000	8.000									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				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	16.80000	33.20	

OTHER PAYMENTS																
	Week 1					Week 2					Units	Factor	Rate	Amount		
	Mon	Tue	Wed	Thu	Fri	Mon	Tue	Wed	Thu	Fri					Sat	Sun

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	88.01	<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			
L.S.L Duration	Days	62.000	0.000			
L.S.L FTE	Days	62.000	0.000			
Sick Leave	Hours	64.000				
Study Leave	Days	14.000				

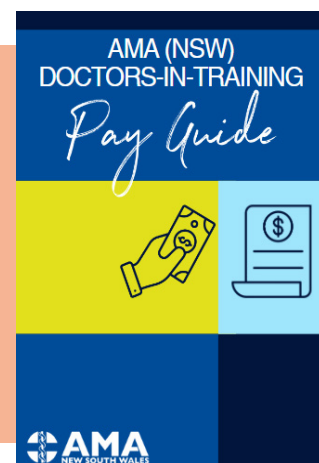
- 1 **Employee and payslip details** - Employment information, dates of payment and the pay period.
- 2 **Summary of earnings this pay** - Total earnings and deductions for this pay period.
- 3 **Year to date balances** - Earnings and deductions year to date.
- 4 **Employer Superannuation** - Your super 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.



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.



**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



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

Membership:  
[membership@amansw.com.au](mailto:membership@amansw.com.au)