

Staff Specialists (State) Award - New

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Summary On 28 April 2006, the NSW Industrial Relations Commission (IRC) handed down a decision on a new Staff Specialists (State) Award. This Information Bulletin provides a summary of the new Award and rates of pay.

Author Branch Employee Relations

Branch contact Employee Relations 9391 9357

Applies to Area Health Services/Chief Executive Governed Statutory Health Corporation, Board Governed Statutory Health Corporations, Affiliated Health Organisations, Public Health System Support Division, Community Health Centres, Dental Schools and Clinics, NSW Ambulance Service, Public Health Units, Public Hospitals

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NEW STAFF SPECIALISTS (STATE) AWARD**New Award**

On 28 April 2006, the NSW Industrial Relations Commission (IRC) handed down a decision on a new Staff Specialists (State) Award.

The new Award shall take effect from the beginning of the first pay period to commence on or after 28 April 2006 and can be viewed on the Department's Internet site at:

<http://www.health.nsw.gov.au/jobs/empond/classifications.html>.

The IRC increased rates of pay under the Award by 14% to take effect on and from the date of the decision. However, the Department and Australian Salaried Medical Officers Federation had agreed to backdate this increase by administrative action. Therefore, the Department has determined (Determination 3 of 2006) that the 14% increase to rates of pay will be backdated and paid from the first full pay period to commence on and after 1 July 2005 to those employees who were employed in the NSW Health Service at the date of the IRC decision, that being 28 April 2006.

The IRC also increased the quantum of the Managerial Allowances. The new allowances will take effect from the first full pay period to commence on and after 28 April 2006.

The IRC also incorporated into the new Award consent changes agreed to by the Department and the Australian Salaried Medical Officers Federation. Brief summaries of some of the changes are outlined below:

- A new Normal Duties clause indicates the usual hours of work will be not less than 40 hours per week or 10 sessions per week to be worked over 5 days per week with scope for these hours to be averaged over four days per week or longer period if there is agreement between the Staff Specialist and the Employer.

The award prescribes a six months transitional period for Staff Specialists employed on 28 April 2006 in order to review the existing rostering arrangements and where necessary develop new rostering arrangements in accordance with the new provisions. During the six months period, Staff Specialists will continue to work in accordance with their current rostering arrangements, unless a shorter transitional period is agreed between the Specialist and the Employer.

- A new Work Location provision introduces the concept of at least two primary work locations.
- A new Outside Practice provision specifies more clearly Staff Specialists' obligations when seeking approval for outside practice.

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- The Performance Agreements clause has been broadened and includes a standard format to be used in all performance agreements.
- Payment of shift penalty rates has been introduced for Emergency Medicine Staff Specialists weekday evenings, weekends and public holidays.

During the transitional period mentioned above, those Emergency Medicine Staff Specialists who, under the existing rostering arrangements, work less than 40 normal duty hours per week will not be eligible for shift penalties until the completion of the transitional period unless a shorter transitional period is agreed between the Specialist and the Employer.

- Enhanced leave conditions for Maternity/Adoption/Parental Leave and Long Service Leave.

Appendix A to this Bulletin sets out a schedule of the new rates and allowances. It also includes the 3% increase to rates of pay and allowances provided for by the Memorandum of Understanding signed between the Director-General, NSW Department of Health and the Australian Salaried Medical Officers Federation on 28 June 2005 effective from the first full pay period to commence on or after 1 July 2006.

Staff Specialists (Academics)

The increases to rates and allowances also apply to Staff Specialists (Academics). Appendix B to this Bulletin sets out a schedule of the new rates and allowances for Staff Specialist (Academics).

Private Practice Arrangements

Schedule 2 of the Salaried Senior Medical Practitioners Determination sets out the maximum drawings available to Staff Specialists, the maximum income and the amount of supplementation available when specific conditions are met. This Schedule has therefore been amended to reflect the increases to rates of pay. Appendix C sets out the private practice arrangements operative from 1 July 2005. Appendix D sets out the private practice arrangements operative from 1 July 2006.

Supplementation

Budget Supplementation for the 14% increase to rates of pay will be provided by the Department based on existing staff profiles submitted by Health Services through the HIE (Health Information Exchange). Separate advice in respect to supplementation for the increases to the Managerial Allowances and the introduction of penalty rates will be issued to Health Services from the Chief Financial Officer.

The new rates of pay and managerial allowances will be varied in Micropay and Supero in the June 2006 update.

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Implementation of the New Award

Employee Relations will be liaising with public health organisations about consistent implementation of the new Award provisions and the transitional arrangements.

Enquiries

Any enquiries concerning the information set out in this Bulletin should be directed to the relevant Human Resource personnel in the relevant Health Service. Human Resource personnel from Health Services may contact the Industrial Relations Unit of the NSW Health Department if they require additional information or assistance.

Robyn Kruk
Director-General

STAFF SPECIALISTS RATES OF PAY

Appendix A

Micropay Code	Supero Code	Description	01/07/2005 per annum 14%	01/07/2006 per annum 3%
Staff Specialist Award Salary				
37.001.11	37STSP01	1st year	115,354	118,815
37.001.12	37STSP02	2nd year	122,101	125,764
37.001.13	37STSP03	3rd year	128,841	132,706
37.001.14	37STSP04	4th year	135,602	139,670
37.001.15	37STSP05	5th year	142,350	146,621
37.002.11	37STSPS00	Senior	155,848	160,523
Staff Specialist Level 1 to 4 - Special OnCall/Recall Allowance (17.4%)				
350	350	1st year	20,072	20,674
351	350	2nd year	21,246	21,883
352	350	3rd year	22,418	23,091
353	350	4th year	23,595	24,303
354	350	5th year	24,769	25,512
355	350	Senior	27,118	27,931
Staff Specialist Level 1 - Private Practice Allowance (20%)				
330	330	1st year	27,085	27,898
331	330	2nd year	28,669	29,529
332	330	3rd year	30,252	31,159
333	330	4th year	31,839	32,795
334	330	5th year	33,424	34,427
335	330	Senior	36,593	37,691
Staff Specialist Level 2 - Private Practice Allowance (14%)				
324	328	1st year	18,960	19,528
325	328	2nd year	20,069	20,671
326	328	3rd year	21,176	21,812
327	328	4th year	22,288	22,956
328	328	5th year	23,397	24,099
329	328	Senior	25,615	26,384
Staff Specialist Level 3 - Private Practice Allowance (8%)				
318	329	1st year	10,834	11,159
319	329	2nd year	11,468	11,812
320	329	3rd year	12,101	12,464
321	329	4th year	12,736	13,118
322	329	5th year	13,370	13,771
323	329	Senior	14,637	15,076
Staff Specialist Level 5 - Salary (75% of Award Salary)				
37.001.41	37STSP501	1st year	86,516	89,111
37.001.42	37STSP502	2nd year	91,576	94,323
37.001.43	37STSP503	3rd year	96,631	99,530
37.001.44	37STSP504	4th year	101,702	104,753
37.001.45	37STSP505	5th year	106,763	109,966
37.002.41	37STSPS500	Senior	116,886	120,392
Staff Specialist Level 5 - Special OnCall/Recall Allowance (17.4% of 75%)				
356	350	1st year	15,054	15,505
357	350	2nd year	15,934	16,412
358	350	3rd year	16,814	17,318
359	350	4th year	17,696	18,227
360	350	5th year	18,577	19,134
361	350	Senior	20,338	20,948
Staff Specialist Scheme D - Salary (50% of Award Salary)				
37.001.21	37STSPD01	1st year	57,677	59,408
37.001.22	37STSPD02	2nd year	61,051	62,882
37.001.23	37STSPD03	3rd year	64,421	66,353
37.001.24	37STSPD04	4th year	67,801	69,835
37.001.25	37STSPD05	5th year	71,175	73,311
37.002.21	37STSPSD00	Senior	77,924	80,262
Staff Specialist Scheme D - Special OnCall/Recall Allowance (17.4% of 50%)				
362	350	1st year	10,036	10,337
363	350	2nd year	10,623	10,941
364	350	3rd year	11,209	11,545
365	350	4th year	11,797	12,151
366	350	5th year	12,384	12,756
367	350	Senior	13,559	13,966
Postgraduate Fellow				
37.001.51	37STSPF00	Postgraduate Fellow	133,996	138,016

STAFF SPECIALISTS RATES OF PAY

Appendix A

Micropay Code	Supero Code	Description	28/04/2006 per annum \$	01/07/2006 per annum 3%
Managerial Allowances				
336	351	Level 1	16000	16,480
337	352	Level 2	28000	28,840
338	353	Level 3	40000	41,200

**CLINICAL ACADEMICS
RATES OF PAY**

Appendix B

Micropay Code	Supero Code	Description	01/07/2005 per annum 14%	01/07/2006 per annum 3%
Staff Specialist (Academics) - Salary (40% of Staff Specialist Award Salary)				
54.001.21	54CA01	1st year	46,142	47,526
54.001.22	54CA02	2nd year	48,840	50,306
54.001.23	54CA03	3rd year	51,536	53,082
54.001.24	54CA04	4th year	54,241	55,868
54.001.25	54CA05	5th year	56,940	58,648
54.001.31	54CAS00	Senior	62,339	64,209
Staff Specialist (Academics) - 17.4% Special Allowance				
350	350	1st year	8,029	8,270
351	350	2nd year	8,498	8,753
352	350	3rd year	8,967	9,236
353	350	4th year	9,438	9,721
354	350	5th year	9,908	10,205
355	350	Senior	10,847	11,172
Micropay Code	Supero Code	Description	28/04/2006 per annum \$	01/07/2006 per annum 3%
Managerial Allowances - where Staff Specialist (Academic) is paid pro rata, i.e. 40% rather than full-time rate				
376	351A	1st year	6,400	6,592
377	352A	2nd year	11,200	11,536
378	353A	3rd year	16,000	16,480

Staff Specialist Private Practice Remuneration Levels - effective 1 July 2005

1	2	3	4	5	6	7	8
Level/ Year	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Maximum Possible Income	Guaranteed supplementation if insufficiencies billings - up to	Guaranteed supplementation if billing achieve 11% of salary but not 18% - up to	Guaranteed Minimum Salary
1/1	135426	27085		162511	N/A	N/A	162511
1/2	143347	28669		172016	N/A	N/A	172016
1/3	151259	30252		181511	N/A	N/A	181511
1/4	159197	31839		191036	N/A	N/A	191036
1/5	167119	33424		200543	N/A	N/A	200543
1/Senior	182966	36593		219559	N/A	N/A	219559
2/1	135426	18960	32502	186888	14897	9480	169283
2/2	143347	20069	34403	197819	15768	10034	179184
2/3	151259	21176	36302	208737	16638	10588	189073
2/4	159197	22288	38207	219692	17512	11144	198997
2/5	167119	23397	40109	230625	18383	11698	208899
2/Senior	182966	25615	43912	252493	20126	12808	228707
3/1	135426	10834	48753	195013	23022	N/A	169282
3/2	143347	11468	51605	206420	24369	N/A	179184
3/3	151259	12101	54453	217813	25714	N/A	189074
3/4	159197	12736	57311	229244	27063	N/A	198996
3/5	167119	13370	60163	240652	28410	N/A	208899
3/Senior	182966	14637	65868	263471	31104	N/A	228707
4/1	135426		67713	203139	33857	N/A	169283
4/2	143347		71674	215021	35837	N/A	179184
4/3	151259		75630	226889	37815	N/A	189074
4/4	159197		79599	238796	39799	N/A	198996
4/5	167119		83560	250679	41780	N/A	208899
4/Senior	182966		91483	274449	45742	N/A	228708
5/1	101570		135426	236996	N/A	N/A	101570
5/2	107510		143347	250857	N/A	N/A	107510
5/3	113445		151259	264704	N/A	N/A	113445
5/4	119398		159197	278595	N/A	N/A	119398
5/5	125340		167119	292459	N/A	N/A	125340
5/Senior	137224		182966	320190	N/A	N/A	137224

NOTES:

Column 2 - is the award rate plus the 17.4% special loading

Column 3 - is the quantum of private practice allowance for each level as per clause 2 of the Staff Specialists Determination

Column 6 - refer to the supplementation provisions for the appropriate private practice level in Clause 2 of the Staff Specialists Determination

Column 7 - refer to the further supplementation provisions for private practice level 2 in Clause 2 of the Staff Specialists Determination

Column 8 - is the sum of salary in column 2, the allowance in column 3 and the guaranteed drawing rights in column 6

Staff Specialist Private Practice Remuneration Levels - effective 1 July 2006

1	2	3	4	5	6	7	8
Level/ Year	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Maximum Possible Income	Guaranteed supplementation if insufficient billings - up to	Guaranteed supplementation if billing achieve 11% of salary but not 18% - up to	Guaranteed Minimum Salary
1/1	139489	27898		167387	N/A	N/A	167387
1/2	147647	29529		177176	N/A	N/A	177176
1/3	155797	31159		186956	N/A	N/A	186956
1/4	163973	32795		196768	N/A	N/A	196768
1/5	172133	34427		206560	N/A	N/A	206560
1/Senior	188454	37691		226145	N/A	N/A	226145
2/1	139489	19528	33477	192494	15344	9764	174361
2/2	147647	20671	35435	203753	16241	10335	184559
2/3	155797	21812	37391	215000	17138	10906	194747
2/4	163973	22956	39354	226283	18037	11478	204966
2/5	172133	24099	41312	237544	18935	12049	215167
2/Senior	188454	26384	45229	260067	20730	13192	235568
3/1	139489	11159	50216	200864	23713	N/A	174361
3/2	147647	11812	53153	212612	25100	N/A	184559
3/3	155797	12464	56087	224348	26485	N/A	194746
3/4	163973	13118	59030	236121	27875	N/A	204966
3/5	172133	13771	61968	247872	29263	N/A	215167
3/Senior	188454	15076	67843	271373	32037	N/A	235567
4/1	139489		69745	209234	34872	N/A	174361
4/2	147647		73824	221471	36912	N/A	184559
4/3	155797		77899	233696	38949	N/A	194746
4/4	163973		81987	245960	40993	N/A	204966
4/5	172133		86067	258200	43033	N/A	215166
4/Senior	188454		94227	282681	47114	N/A	235568
5/1	104616		139489	244105	N/A	N/A	104616
5/2	110735		147647	258382	N/A	N/A	110735
5/3	116848		155797	272645	N/A	N/A	116848
5/4	122980		163973	286953	N/A	N/A	122980
5/5	129100		172133	301233	N/A	N/A	129100
5/Senior	141340		188454	329794	N/A	N/A	141340

NOTES:

Column 2 - is the award rate plus the 17.4% special loading

Column 3 - is the quantum of private practice allowance for each level as per clause 2 of the Staff Specialists Determination

Column 6 - refer to the supplementation provisions for the appropriate private practice level in Clause 2 of the Staff Specialists Determination

Column 7 - refer to the further supplementation provisions for private practice level 2 in Clause 2 of the Staff Specialists Determination

Column 8 - is the sum of salary in column 2, the allowance in column 3 and the guaranteed drawing rights in column 6