

Visiting Medical Officers - Remuneration

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Functional Sub group Personnel/Workforce - Industrial and Employee Relations
Personnel/Workforce - Salaries

Summary This Policy Directive prescribes the remuneration rates for Visiting Medical Officers engaged under the Health Services Act 1997.

Replaces Doc. No. Sessional Visiting Medical Officers (VMOs) - Increased Remuneration [PD2005_420]
Visiting Medical Officers (VMOs) Fee for Service - Increased Remuneration [PD2005_422]

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Applies to Area Health Services/Chief Executive Governed Statutory Health Corporation, Board Governed Statutory Health Corporations, Affiliated Health Organisations - Non Declared, Affiliated Health Organisations - Declared, Public Health System Support Division

Audience Administration, clinical

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Director-General

This Policy Directive may be varied, withdrawn or replaced at any time. Compliance with this directive is **mandatory** for NSW Health and is a condition of subsidy for public health organisations.

REMUNERATION FOR VISITING MEDICAL OFFICERS

1. Scope of Policy

This Policy Directive applies to Visiting Medical Officers appointed from time to time under service contracts with public health organisations, other than those Visiting Medical Officers who are:

- (a) entitled to the arrangements set by the Rural Doctors Settlement Package;
- (b) appointed as a specialist radiologist or a pathologist.

2. Purpose

This Policy Directive sets out revised remuneration rates which public health organisations are authorised to pay to Visiting Medical Officers. The revised rates reflect the outcome of lengthy consultations with the Australian Medical Association (NSW) Ltd arising out of its claim for revised terms and conditions for Visiting Medical Officers.

The revised remuneration rates set out in this Policy Directive are effective from 1 January 2007 (and are valid until varied by a further Policy Directive or by a determination made by an arbitrator under the Health Services Act).

This Policy Directive does not deal with other agreed variations in Visiting Medical Officer arrangements arising out of the Australian Medical Association's claim, which will be advised in a further Policy Directive.

3. Definitions

Emergency after hours medical services are services initiated by or on behalf of patients whose medical conditions require immediate treatment, and where those services take place on a weekend, a public holiday, or other than between 8 am and 6 pm on a weekday not being a public holiday.

Public Health Organisation means an area health service, or a statutory health corporation, or an affiliated health organisation in respect of its recognised establishments and recognised services.

Regional Visiting Medical Officer means a Visiting Medical Officer who is appointed:

- (a) for a continuous period of at least 12 months under a service contract in respect of one or more of the regional hospitals listed at Attachment B to this Policy Directive; and
- (b) under a service contract with terms and conditions that are in accordance with the standard arrangements approved by the Department of Health.

Visiting Medical Officer means a medical practitioner appointed under a service contract to provide services as a visiting practitioner for monetary remuneration for or on behalf of a public health organisation.

Visiting Practitioner means a medical practitioner who is appointed by a public health organisation (otherwise than as an employee) to practice as a medical practitioner in accordance with the conditions of appointment at any of its public hospitals or health institutions, or in relation to any health service it provides.

4. Accountabilities

Chief Executives are accountable for ensuring that only the remuneration authorised in this Policy Directive, or otherwise specifically approved by the Department, is paid to Visiting Medical Officers.

5. Sessional Visiting Medical Officer Remuneration

5.1 The ordinary hourly rates and on call rates which public health organisations are authorised to pay to sessional Visiting Medical Officers are increased by 13% with effect from 1 January 2007. Background practice costs are also being increased to reflect annual CPI increases. The details of the revised authorised rates are set out at Attachment A to this Policy Directive.

5.2 Where a sessional Visiting Medical Officer is called back to duty, public health organisations are authorised to pay additional remuneration as follows:

- (a) for services provided during a call-back within the hours of 8.00 am to 6.00 pm Monday to Friday inclusive (other than on a public holiday) - at the Visiting Medical Officer's ordinary hourly rate of remuneration plus a loading of 10 percent;
- (b) for services provided during a call-back outside the hours of 8.00 am to 6.00 pm Monday to Friday inclusive - at the Visiting Medical Officer's ordinary hourly rate of remuneration plus a loading of 25 percent;
- (c) for services provided during a call-back on a public holiday - at the Visiting Medical Officer's ordinary hourly rate of remuneration plus a loading of 50 percent.

6. Fee for Service Visiting Medical Officer Remuneration

6.1 The fee which public health organisations are authorised to pay to fee for service Visiting Medical Officers for routine work has been increased to 100% of the relevant Commonwealth Medicare Benefits Schedule fee.

6.2 The authorised fee payable to fee for service Visiting Medical Officers where services are provided in situations where there is neither a Resident Medical Officer, nor a Registrar, nor a Career Medical Officer at a hospital on a 24 hour, 7 day week basis available as doctor of first contact, remains 110% of the relevant Commonwealth Medicare Benefits Schedule fee.

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- 6.3. The authorised fee payable to fee for service Visiting Medical Officers for emergency after hours medical services remains 110% of the relevant Commonwealth Medicare Benefits Schedule fee.
- 6.4. Public health organisations are authorised to pay a flat daily fee of \$98.45 to individual fee for service Visiting Medical Officers specialist surgeons and anaesthetists who are required by the relevant public health organisation to remain available for emergency surgery during December and January, or during the Easter holiday period, when access by the Visiting Medical Officer to operating theatres in the relevant hospital is available only for genuine emergency operations for a period of at least 7 consecutive days, including at least one day of which is a public holiday.

7. Regional Visiting Medical Officers

- 7.1 The authorised fee payable to a sessional regional Visiting Medical Officer:
- (a) who provides a call-back service at a regional hospital listed at Attachment B to this Policy Directive; and
 - (b) whose usual place of residence is within a 50 kilometre radius of the regional hospital where the call-back service is provided,

is a further 10% loading on the amount that would otherwise have been payable (as provided for at paragraph 5.2) in respect of that occasion of service.

- 7.2 The authorised fee payable to a fee for service regional Visiting Medical Officer:
- (a) who provides an emergency after hours service at a regional hospital listed at Attachment B to this Policy Directive, and
 - (b) whose usual place of residence is within a 50 km radius of the regional hospital where the service is provided,

is 120% of the relevant Commonwealth Medicare Benefits Schedule fee in respect of that occasion of service.

8. Funding

Budget supplementation for the revised authorised fees will be provided by the Department based on existing public health organisation budgets for Visiting Medical Officers. Any additional costs which are attributable to making the rates payable to sessional Visiting Medical Officer with 5 to 10 years' experience the same as those applying to sessional Visiting Medical Officers with over ten years' experience are to be internally funded by public health organisations from within existing budgetary allocations.

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9. Non-standard arrangements

Public health organisations are not to offer or to provide remuneration to Visiting Medical Officers which is not in accordance with the rates authorised by the Department without the specific approval of the Department.

Robert D McGregor AM
A/Director General

SESSIONAL VMO RATES

ORDINARY HOUR REMUNERATION

A sessional Visiting Medical Officer shall be paid the following hourly rate of remuneration for each ordinary hour (and on a proportionate basis to the nearest quarter hour) specified in a sessional contract:

Classification	Sessional Rate (per hour)			
	1 January 2007 13%	1 January 2008 2.5%	1 January 2009 2.5%	1 January 2010 2.5%
a) General Practitioner	\$115.10	\$118.00	\$120.95	\$124.00
i) with less than 5 years experience	\$147.85	\$151.55	\$155.35	\$159.25
ii) with at least 5 years experience and/or who has been admitted to Fellowship of the Royal Australian College of General Practitioners and/or Fellowship of the Australian College of Rural and Remote Medicine				
b) Specialist	\$167.45	\$171.65	\$175.95	\$180.35
c) Senior Specialist	\$179.75	\$184.25	\$188.85	\$193.55

BACKGROUND PRACTICE COSTS

Classification	Rate per hour			
	1 January 2007	1 January 2008	1 January 2009	1 January 2010
a) Anaesthetist, Physician and General Practitioner	\$21.05	Rate as at 1 January 2007 adjusted in line with the annual increase in the All Groups Consumer Price Index for Sydney (as at the June quarter in the preceding year)	Rate as at 1 January 2008 adjusted in line with the annual increase in the All Groups Consumer Price Index for Sydney (as at the June quarter in the preceding year)	Rate as at 1 January 2009 adjusted in line with the annual increase in the All Groups Consumer Price Index for Sydney (as at the June quarter in the preceding year)
b) Surgeon	\$35.10	Rate as at 1 January 2007 adjusted in line with the annual increase in the All Groups Consumer Price Index for Sydney (as at the June quarter in the preceding year)	Rate as at 1 January 2008 adjusted in line with the annual increase in the All Groups Consumer Price Index for Sydney (as at the June quarter in the preceding year)	Rate as at 1 January 2009 adjusted in line with the annual increase in the All Groups Consumer Price Index for Sydney (as at the June quarter in the preceding year)

And on a proportionate basis to the nearest quarter hour.

ON-CALL

A sessional visiting medical officer shall be paid an amount as shown below for each hour (or part thereof) the officer is rostered to be on-call or whilst travelling or rendering services pursuant to a call-back.

Rate of Allowance (per hour)			
1 January 2007	1 January 2008	1 January 2009	1 January 2010
\$10.60	\$10.85	\$11.10	\$11.40

Attachment B

Regional Hospitals

Albury Base Hospital
Armidale Hospital
Bathurst Base Hospital
Blue Mountains District ANZAC Memorial Hospital
Broken Hill Health Service
Coffs Harbour Base Hospital
Dubbo Base Hospital
Goulburn Base Hospital
Grafton Base Hospital
Griffith Base Hospital
Kempsey District Hospital
Lismore Base Hospital
Maitland Hospital
Manning Base Hospital
Murwillumbah Hospital
Orange Base Hospital
Port Macquarie Base Hospital
Shoalhaven Hospital
Tamworth Base Hospital
Tweed Heads District Hospital
Wagga Wagga Base Hospital