

Visiting Medical Officers - Remuneration

- Document Number** PD2011_019
- Publication date** 16-Mar-2011
- 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 effective 1 January 2011.
- Replaces Doc. No.** Visiting Medical Officers - Remuneration [PD2007_032]
Visiting Medical Officers - Remuneration [IB2009_066]
- Author Branch** Workplace Relations and Management Branch
- Branch contact** Workplace Relations & Management 9391 9357
- Applies to** Local Health Networks, Board Governed Statutory Health Corporations, Chief Executive Governed Statutory Health Corporations, Network Governed Statutory Health Corporations, Affiliated Health Organisations, Public Health System Support Division
- Audience** Administration, Clinical
- Distributed to** Public Health System, Health Associations Unions, NSW Department of Health
- Review date** 16-Mar-2016
- Policy Manual** Not applicable
- File No.** 09/1388
- Status** Active

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This Policy Directive may be varied, withdrawn or replaced at any time.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

PURPOSE

The purpose of this Policy Directive is to set out the remuneration rates for Visiting Medical Officers, other than those Visiting Medical Officers who are:

- a) entitled to the arrangements set by the Rural Doctors Settlement Package;
- b) appointed as a pathologist; or
- c) appointed as a radiologist where there has not been agreement for standard sessional remuneration to apply.

MANDATORY REQUIREMENTS

The revised remuneration rates set out in this Policy Directive are effective from 1 January 2011 until further notice. Public health organisations are required to remunerate Visiting Medical Officers in accordance with these rates, unless approval to provide non-standard rates and conditions has been provided by the Department.

IMPLEMENTATION

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

Any enquiries regarding this Policy Directive should be directed to the human resource or medical administration staff in the relevant public health organisation. Only staff in public health organisations from such units are to contact the Department.

REVISION HISTORY

Version	Approved by	Amendment notes
March 2011 PD2011_019	Deputy Director-General Health System Support	Replaces Policy PD2007_032 and Information Bulletin IB2009_066 and advised of the fees applicable from 1 January 2011
December 2009 IB2009_066	Deputy Director-General Health System Support	Notified revised remuneration rates for sessional VMOs effective 1 January 2010
May 2007 PD2007_032	Deputy Director-General Health System Support	Notified remuneration arrangements for VMOs effective from 1 January 2007

ATTACHMENTS

1. Visiting Medical Officer Remuneration - Procedures
Attachment A - Sessional Visiting Medical Officer Rates
Attachment B - List of Regional Hospitals

VISITING MEDICAL OFFICER REMUNERATION

1. Sessional Visiting Medical Officer Remuneration

- 1.1 The ordinary hourly rates and on call rates which public health organisations are authorised to pay to sessional Visiting Medical Officers increased by 2.5% with effect from 1 January 2011. Background practice costs are also being increased by 2.5%. The details of the revised rates are set out at Attachment A to this Policy Directive.
- 1.2 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.

2. Fee-for-Service Visiting Medical Officer Remuneration

- 2.1 The fee payable to fee-for-service Visiting Medical Officers for routine work is 100% of the relevant Commonwealth Medicare Benefits Schedule fee.
- 2.2 The 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.
- 2.3 The 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. (**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.)
- 2.4 A flat daily fee of \$98.45 is payable to individual fee-for-service Visiting Medical Officer 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.

3. Regional Visiting Medical Officers

3.1 **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.

3.2 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 1.2) in respect of that occasion of service.

3.3 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.

4. Funding

Budget supplementation for the revised fees will be provided by the Department based on existing public health organisation budgets for Visiting Medical Officers.

Attachment A

SESSIONAL VISITING MEDICAL OFFICER RATES

ORDINARY HOURS 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	Rate per hour
a) General Practitioner	
i. with less than 5 years experience	\$127.10
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	\$163.25
b) Specialist	\$184.85
c) Senior Specialist	\$198.40

BACKGROUND PRACTICE COSTS

1.1.1 Classification	Rate per hour
a) Anaesthetist, Physician and General Practitioner	\$23.50
b) Surgeon	\$39.30

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. This amount remains payable to a visiting medical officer during periods spent travelling or rendering services pursuant to a call-back.

Rate per hour
\$11.70

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