



WA Country Health Service (WACHS)

Additional Information - Hospital Salaried Medical Practitioners Classifications

The following pages provide a guide to the certifiable experience, skills and competencies necessary for each position classification (title) for WA Country Health Service Medical Practitioners employed as salaried medical officers as per the current Industrial Agreement.

Health Service Medical Practitioner Year 1 – 3 (South of 26° South Latitude)

Classification Description

A non-specialist medical practitioner who is not in a recognised training program and who is authorised to perform duties without requiring clinical supervision by a consultant/specialist or senior medical practitioner. This classification includes a general practitioner (not vocationally registered).

- Registered as a Medical Practitioner with the Medical Board of Australia

NB: Appointment to the position of HSMP is based on skills and experience. Minimum requirement is usually 10 years.

Remuneration Package (per annum)

Year 1 \$293,556* - Year 3 \$310,861*

- includes Arrangement A salary \$240,526 - \$256,330
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- **additional** shift penalties, on call and call back allowances may also apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000

Senior Medical Practitioner Year 1 – 3 (South of 26° South Latitude)

Classification Description

A medical practitioner who does not have a recognised specialist qualification but practices without supervision exclusively in a specialist area recognised by the Australian Medical Council or such other area recognised by the Director General of Health as being a specialist area; and/or who clinically supervises other practitioners; and /or who has significant medical administration duties (50% as a guide). Promotion to Senior Medical Practitioner shall be by appointment only.

- Registered as a Medical Practitioner with the Medical Board of Australia

AND EITHER

- Fellowship of the Australian College of Rural and Remote Medicine (FACRRM)

OR

- Fellowship of the Royal Australian College of General Practice (FRACGP)

NB: Formal post graduate qualifications in obstetrics, anaesthetics or medical administration preferred

Remuneration Package (per annum)

Year 1 \$319,170* - Year 3 \$339,727*

- includes Arrangement A salary \$263,918 - \$282,691
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- **additional** Head of Department Allowance of \$9,108 – \$48,065 may apply
- **additional** shift penalties, on call and call back allowances may also apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000



WA Country Health Service (WACHS) Salaried Medical Practitioners Classification Descriptions

Consultant Year 1 – 9 (South of 26° South Latitude)

Classification Description

A medical practitioner who holds appropriate higher qualification of University or College, recognised by the Australian Medical Council ("the AMC"), or such other specialist qualification recognised by the Director General of Health, is employed and practising in the specialty for which he/she is qualified.

- Registered as a Medical Practitioner with the Medical Board of Australia

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AND EITHER

- Fellowship of a specialist Australian Medical College or college approval for practice in an area of unmet need

OR

- Specialist qualifications and experience in the specialty for which he/she is qualified.

NB: Appointment to the position of Consultant is based on qualifications recognised by an Australian Specialty College

Remuneration Package (per annum)

Year 1 \$349,248* to Year 9 \$445,001*

- includes Arrangement A salary \$291,386 - \$378,832
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- **additional** Head of Department Allowance of \$9,108 - \$48,065 may apply
- **additional** shift penalties, on call and call back allowances may also apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000

Medical Administrator Year 1 – 9 (South of 26° South Latitude)

Classification Description

A senior practitioner who is appointed as a Director of Medical Services or similar position. The duties of which are primarily associated with the management of hospitals or health services.

- Registered as a Medical Practitioner with the Medical Board of Australia

AND

- Demonstrated considerable experience in a senior management role in the health sector, preferably in a hospital environment

AND

- Postgraduate qualifications commensurate with clinical duties and medical administration role.

NB Formal post graduate qualifications in health administration eg. FRACMA, MBA, MHA, FCHSM is preferred

Remuneration Package (per annum)

Year 1 \$349,248* to Year 9 \$445,001*

- includes Arrangement A salary \$291,386 - \$378,832
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- **additional** Head of Department Allowance of \$9,108 - \$48,065 may apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000



WA Country Health Service (WACHS) Salaried Medical Practitioners Classification Descriptions

Heath Service Medical Practitioner Year 1 – 6 (North of 26° South Latitude)

Classification Description

A non-specialist medical practitioner who is:

- Registered as a Medical Practitioner with the Medical Board of Australia

AND EITHER

- enrolled in a specialist training program, or is authorised to perform duties without requiring clinical supervision by a consultant/specialist or senior medical practitioner.

OR

- recognised as being equivalent to a Registrar Year 4 to Year 7 or Senior Registrar Year 1 -2 if employed in the South

NB: Formal post graduate qualifications in obstetrics or anaesthetics are considered favourably

Remuneration Package (per annum)

Year 1 \$246,634* to Year 6 \$310,947*

- includes Arrangement A salary \$197,675 - \$256,408
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- an **additional** 36% annual commuted allowance for participating in a 1 in 3 on call roster \$50,831 - \$65,933 may apply
- **additional** weekend shift penalties may apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000
- **gratuity payment** equivalent to 12 weeks salary after the first 3 years of continuous service
- **additional week** of annual leave for each completed year of continuous service

District Medical Officer (Non Procedural) Year 1 – 6 (North of 26° South Latitude)

Classification Description

A medical practitioner with extensive generalist medical experience who demonstrates significant emergency department and primary health care knowledge and skills. A medical practitioner who does not have a recognised specialist qualification but practices without supervision exclusively in a specialist area recognised by the Australian Medical Council or such other area recognised by the Director General of Health as being a specialist area; and/or who clinically supervises other senior practitioners. Promotion to District Medical Officer shall be by appointment only.

- Registered as a Medical Practitioner with the Medical Board of Australia

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AND EITHER

Fellowship of the Australian College of Rural and Remote Medicine (FACRRM)

OR

- Fellowship of the Royal Australian College of General Practice (FRACGP)

NB: Appointment to the position of DMO is based on skills and experience. Minimum requirement is usually 12 years in a general practice environment, or relative clinical skills and experience.

Remuneration Package (per annum)

Year 1 \$324,987* to Year 6 \$406,435*

- includes Arrangement A salary \$269,230 - \$343,612
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- an **additional** 36% annual commuted allowance for participating in a 1 in 3 on call roster \$69,231 - \$88,357 may apply
- **additional** weekend shift penalties may apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000
- **gratuity payment** equivalent to 12 weeks salary after the first 3 years of continuous service
- **additional week** of annual leave for each completed year of continuous service

*Medical Indemnity is provided at no cost to all medical practitioners (salaried and non-salaried) employed by WA Country Health Service for treatment of all public and private patients at public hospitals, clinics and rooms whilst employed by WACHS.



WA Country Health Service (WACHS) Salaried Medical Practitioners Classification Descriptions

District Medical Officer (Procedural) Year 1 – 6 (North of 26° South Latitude)

Classification Description

A medical practitioner with extensive generalist experience, able to demonstrate significant emergency department and primary health care knowledge and skills. Holds a formal qualification in anaesthetics, procedural surgery or obstetrics, or undertakes duties in such other procedural areas as are recognised by the Employer. Must be able to practice without clinical supervision in a specialist area recognised by the Australian Medical Council or such other area recognised by the Director General of Health as being a specialist area; and/or who clinically supervises other senior practitioners. Promotion to District Medical Officer (procedural) shall be by appointment only.

- Registered as a Medical Practitioner with the Medical Board of Australia

AND EITHER

- Fellowship of the Australian College of Rural and Remote Medicine (FACRRM)

OR

- Fellowship of the Royal Australian College of General Practice (FRACGP)

AND

- Formal post graduate qualification in anaesthetics, procedural surgery or obstetrics

Remuneration Package (per annum)

Year 1 \$371,456* to Year 3 \$406,435*

- includes Arrangement A salary \$311,668 - \$343,612
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- an **additional** 36% annual commuted allowance for participating in a 1 in 3 on call roster \$80,143 - \$88,357 may apply
- **additional** weekend shift penalties may apply
- **access to** salary packaging options to the value of \$19,000
- **additional** District Allowance may apply
- **additional** rental & travel subsidies may apply
- **gratuity payment** equivalent to 12 weeks salary after the first 3 years of continuous service
- **additional week** of annual leave for each completed year of continuous service

***NB:** Appointment to the position of DMO is based on skills and experience. Minimum requirement is usually 12 years in a general practice environment, or relative clinical skills.*

Senior Medical Officer Year 1 –4 (North of 26° South latitude)

Classification Description

A senior medical practitioner other than a Consultant who undertakes the role of Head of Department in a Hospital. The Senior Medical Officer provides leadership in clinical standards, governance and education to medical practitioners within their hospital and their region; providing medical administration support to the Regional Medical Director (employed North of the 26 degrees South Latitude only).

- Registered as a Medical Practitioner with the Medical Board of Australia

AND EITHER

- Fellowship of the Australian College of Rural and Remote Medicine (FACRRM)

OR

- Fellowship of the Royal Australian College of General Practice (FRACGP)

***NB:** Formal post graduate qualifications in obstetrics or anaesthetics are considered favourably*

Remuneration Package (per annum)

Year 1 \$371,456* to Year 4 \$425,247*

- includes Arrangement A salary \$311,668 - \$360,792
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- an **additional** 36% annual commuted allowance for participating in a 1 in 3 on call roster \$80,143 - \$92,775 may apply
- **additional** Head of Department Allowance of \$9,108 - \$48,065 applies
- **additional** weekend shift penalties may apply
- **additional** District Allowance may apply
- **additional** rental & travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000
- **gratuity payment** equivalent to 12 weeks salary after the first 3 years of continuous service
- **additional week** of annual leave for each completed year

*Medical Indemnity is provided at no cost to all medical practitioners (salaried and non-salaried) employed by WA Country Health Service for treatment of all public and private patients at public hospitals, clinics and rooms whilst employed by WACHS.



WA Country Health Service (WACHS) Salaried Medical Practitioners Classification Descriptions

Consultant Year 1 –6 (North of 26° South latitude)

Classification Description

A senior medical practitioner who holds appropriate higher qualification of University or College, recognised by the Australian Medical Council (the "AMC"), and includes a Fellow of the Australian Chapter of Addiction Medicine, or such other specialist qualification recognised by the Director General of Health; is employed and practising in the specialty for which he/she is qualified.

- Registered as a Medical Practitioner with the Medical Board of Australia

AND EITHER

- Fellowship of a specialist Australian Medical College or college approval for practice in an area of unmet need.

OR

- Specialist qualifications and experience in the specialty for which he/she is qualified.

NB: Appointment to the position of Consultant is based on qualifications recognised by an Australian Specialty College

Remuneration Package (per annum)

Year 1 \$392,468* to Year 6 \$459,815*

- includes Arrangement A salary \$330,857 - \$392,361
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- **additional** Head of Department Allowance of \$9,108 - \$48,065 may apply
- an **additional** 36% annual commuted allowance for participating in a 1 in 3 on call roster \$80,143 - \$102,285 may apply
- **OR** (depending on clinical duties)
 - **additional** 7.5% annual commuted allowance for participating in a 1 in 3 on call roster \$16,696 - \$21,309 may apply
- **additional** weekend shift penalties may apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000
- **gratuity payment** equivalent to 12 weeks salary after the first 3 years of continuous service
- **additional week** of annual leave for each completed year of continuous service

Director of Medical Services Year 1 – 5 (North of 26° South latitude)

Classification Description

A senior medical practitioner, who is appointed as a Regional Medical Director, is the principal medical administrator of the hospital and / or health service.

- Registered as a Medical Practitioner with the Medical Board of Australia

AND

- Demonstrated considerable experience in a senior management role in the health sector, preferably in a hospital environment

AND

- Postgraduate qualifications commensurate with clinical duties and medical administration role.

NB Formal post graduate qualifications in health administration eg. FRACMA, MBA, MHA, FCHSM is preferred

Remuneration Package (per annum)

Year 1 \$392,468* to Year 5 \$445,001*

- includes Arrangement A salary \$330,857 - \$378,832
- includes professional development allowance \$30,180
- includes 9.50% Employer Superannuation contribution

*AND

- an **additional** 36% annual commuted allowance for participating in a 1 in 3 on call roster \$80,143 - \$97,414 may apply
- **OR** (depending on clinical duties)
 - **additional** 7.5% annual commuted allowance for being contactable on a regular basis after hours, \$16,696 - \$20,295 may apply
- **additional** Head of Department Allowance of \$9,108 - \$48,065 may apply
- **additional** weekend shift penalties may also apply
- **additional** District Allowance may apply
- **additional** rental and travel subsidies may apply
- **access to** salary packaging options to the value of \$19,000
- **gratuity payment** equivalent to 12 weeks salary after the first 3 years of continuous service
- **additional week** of annual leave for each completed year of continuous service