

Salary Increase Staff Specialists NSW Public Health System - Staff Specialists (State) Award

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

Summary This Bulletin sets out the new rates and allowances for Staff Specialists employed under the Staff Specialists (State) Award effective from the first full pay period to commence on or after 1 July 2011.

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Applies to Local Health Districts, Speciality Network Governed Statutory Health Corporations, Board Governed Statutory Health Corporations, Chief Executive Governed Statutory Health Corporations, Affiliated Health Organisations, Public Health System Support Division, NSW Ambulance Service, Public Health Units, Public Hospitals

Audience Medical staff, Human Resources, Payroll

Distributed to Public Health System, Health Associations Unions, NSW Ambulance Service, NSW Department of Health

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SALARY INCREASE FOR STAFF SPECIALISTS IN THE NSW PUBLIC HEALTH SYSTEM COVERED BY THE STAFF SPECIALISTS (STATE) AWARD

PURPOSE

To provide for a one year increase of 2.5% to remuneration rates commencing from the first full pay period on or after 1 July 2011 for staff specialists covered by the Staff Specialists (State) Award.

KEY INFORMATION

Appendix A to this Bulletin sets out a schedule of the new rates and allowances from the first full pay period to commence on or after 1 July 2011.

Clinical Academics

Appendix B to this Bulletin sets out a schedule of rates and allowances applicable to clinical academics.

Private Practice Arrangements

Schedule 2 of the *Staff Specialists Determination 2010* 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 been amended to reflect the increased rates of pay and is attached at Appendix C to this Bulletin.

Enquiries

Any enquiries concerning the information set out in this Bulletin should be directed to the relevant Human Resource staff in the relevant public health organisation.

ATTACHMENTS

1. Appendix A - Staff Specialists Rates of Pay
2. Appendix B - Clinical Academics Rates of Pay
3. Appendix C - Staff Specialist Private Practice Remuneration Levels.

STAFF SPECIALIST RATES OF PAY

Appendix A

Micropay Code	Supero Code	Description	01/07/2011 per annum 2.5%
Staff Specialist Award Salary			
37.001.11	37STSP01	1st year	140,695
37.001.12	37STSP02	2nd year	148,924
37.001.13	37STSP03	3rd year	157,145
37.001.14	37STSP04	4th year	165,391
37.001.15	37STSP05	5th year	173,621
37.002.11	37STSPS00	Senior	190,084
Staff Specialist Level 1 to 4 - Special OnCall/Recall Allowance (17.4%)			
350	350	1st year	24,480
351	350	2nd year	25,913
352	350	3rd year	27,343
353	350	4th year	28,778
354	350	5th year	30,210
355	350	Senior	33,075
Staff Specialist Level 1 - Private Practice Allowance (20%)			
330	330	1st year	33,036
331	330	2nd year	34,968
332	330	3rd year	36,897
333	330	4th year	38,833
334	330	5th year	40,766
335	330	Senior	44,632
Staff Specialist Level 2 - Private Practice Allowance (14%)			
324	328	1st year	23,125
325	328	2nd year	24,477
326	328	3rd year	25,828
327	328	4th year	27,183
328	328	5th year	28,536
329	328	Senior	31,242
Staff Specialist Level 3 - Private Practice Allowance (8%)			
318	329	1st year	13,214
319	329	2nd year	13,987
320	329	3rd year	14,760
321	329	4th year	15,534
322	329	5th year	16,307
323	329	Senior	17,853
Staff Specialist Level 5 - Salary (75% of Award Salary)			
37.001.41	37STSP501	1st year	105,521
37.001.42	37STSP502	2nd year	111,693
37.001.43	37STSP503	3rd year	117,859
37.001.44	37STSP504	4th year	124,043
37.001.45	37STSP505	5th year	130,216
37.002.41	37STSPS500	Senior	142,563

Micropay Code	Supero Code	Description	01/07/2011 per annum 2.5%
Staff Specialist Level 5 - Special OnCall/Recall Allowance (17.4% of 75%)			
356	350	1st year	18,360
357	350	2nd year	19,435
358	350	3rd year	20,507
359	350	4th year	21,583
360	350	5th year	22,658
361	350	Senior	24,806
Staff Specialist Scheme D - Salary (50% of Award Salary)			
37.001.21	37STSPD01	1st year	70,348
37.001.22	37STSPD02	2nd year	74,462
37.001.23	37STSPD03	3rd year	78,572
37.001.24	37STSPD04	4th year	82,695
37.001.25	37STSPD05	5th year	86,810
37.002.21	37STSPSD00	Senior	95,043
Staff Specialist Scheme D - Special OnCall/Recall Allowance (17.4% of 50%)			
362	350	1st year	12,241
363	350	2nd year	12,956
364	350	3rd year	13,672
365	350	4th year	14,389
366	350	5th year	15,104
367	350	Senior	16,537
Postgraduate Fellow			
37.001.51	37STSPF00	Postgraduate Fellow	163,432
Managerial Allowances			
336	351	Level 1	19,515
337	352	Level 2	34,151
338	353	Level 3	48,787

CLINICAL ACADEMICS

Appendix B

RATES OF PAY

Micropay Code	Supero Code	Description	01/07/2011 per annum 2.5%
Staff Specialist (Academics) - Salary (40% of Staff Specialist Award Salary)			
54.001.21	54CA01	1st year	56,278
54.001.22	54CA02	2nd year	59,570
54.001.23	54CA03	3rd year	62,858
54.001.24	54CA04	4th year	66,157
54.001.25	54CA05	5th year	69,448
54.001.31	54CAS00	Senior	76,033
Staff Specialist (Academics) - 17.4% Special Allowance			
350	350	1st year	9,793
351	350	2nd year	10,366
352	350	3rd year	10,938
353	350	4th year	11,512
354	350	5th year	12,085
355	350	Senior	13,230

Micropay Code	Supero Code	Description	1/7/2011 per annum 2.5%
Managerial Allowances - where Staff Specialist (Academic) is paid pro rata, i.e. 40% rather than full-time rate			
376	351A	1st year	7,806
377	352A	2nd year	13,660
378	353A	3rd year	19,515

Staff Specialist Private Practice Remuneration Levels - effective 1 July 2011

	1	2	3	4	5	6	7	8
Level/ Year	Award Rate	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed supplementation if insufficient billings	Guaranteed supplementation if billing achieve 11% of salary but not 18%	Guaranteed Minimum Income	Maximum Possible Income
1/1	140695	165176	33036		N/A	N/A	198212	198212
1/2	148924	174837	34968		N/A	N/A	209805	209805
1/3	157145	184488	36897		N/A	N/A	221385	221385
1/4	165391	194169	38833		N/A	N/A	233002	233002
1/5	173621	203831	40766		N/A	N/A	244597	244597
1/Senior	190084	223159	44632		N/A	N/A	267791	267791
2/1	140695	165176	23125	39643	18169	11562	206470	227944
2/2	148924	174837	24477	41961	19232	12239	218546	241275
2/3	157145	184488	25828	44277	20294	12914	230610	254593
2/4	165391	194169	27183	46601	21358	13593	242710	267953
2/5	173621	203831	28536	48919	22421	14269	254788	281286
2/Senior	190084	223159	31242	53558	24548	15621	278949	307959
3/1	140695	165176	13214	59463	28080	N/A	206470	237853
3/2	148924	174837	13987	62941	29722	N/A	218546	251765
3/3	157145	184488	14760	66416	31363	N/A	230611	265664
3/4	165391	194169	15534	69901	33009	N/A	242712	279604
3/5	173621	203831	16307	73379	34651	N/A	254789	293517
3/Senior	190084	223159	17853	80337	37936	N/A	278948	321349
4/1	140695	165176		82587	41294	N/A	206470	247763
4/2	148924	174837		87418	43710	N/A	218547	262255
4/3	157145	184488		92244	46122	N/A	230610	276732
4/4	165391	194169		97084	48543	N/A	242712	291253
4/5	173621	203831		101916	50958	N/A	254789	305747
4/Senior	190084	223159		111579	55790	N/A	278949	334738
5/1	105521	123882		165176	N/A	N/A	123882	289058
5/2	111693	131128		174837	N/A	N/A	131128	305965
5/3	117859	138366		184488	N/A	N/A	138366	322854
5/4	124043	145626		194169	N/A	N/A	145626	339795
5/5	130216	152874		203830	N/A	N/A	152874	356704
5/Senior	142563	167369		223159	N/A	N/A	167369	390528

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

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

Column 7 - is the sum of salary in column 2, the allowance in column 3 and the guaranteed drawing rights in column 5