



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2019–20**  
(C2020/1)

**MEDICAL PRACTITIONERS AWARD 2020**  
[MA000031]

Health and welfare services

JUSTICE ROSS, PRESIDENT  
VICE PRESIDENT CATANZARITI  
DEPUTY PRESIDENT ASBURY  
COMMISSIONER HAMPTON  
MR FERGUSON  
PROFESSOR WOODEN  
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

*Annual Wage Review 2019–20.*

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1(a) and inserting the following:

	<b>Minimum annual salary</b> <b>(full-time employee)</b>	<b>Minimum weekly rate</b> <b>(full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Intern	52,091	1001.75	26.36

2. By deleting the table appearing in clause 16.1(b) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$	\$
Pay point 1	55,303	1063.52	27.99
Pay point 2	57,530	1106.35	29.11
Pay point 3	58,090	1117.12	29.40

3. By deleting the table appearing in clause 16.1(c) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$	\$
Pay point 1	62,924	1210.08	31.84
Pay point 2	65,504	1259.69	33.15
Pay point 3	68,493	1317.17	34.66
Pay point 4	70,585	1357.40	35.72

4. By deleting the table appearing in clause 16.1(d) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$	\$
Pay point 1	82,233	1581.40	41.62
Pay point 2	85,477	1643.79	43.26

5. By deleting the table appearing in clause 16.1(e) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$	\$
Pay point 1	83,079	1597.67	42.04

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 2	86,162	1656.96	43.60
Pay point 3	87,871	1689.83	44.47
Pay point 4	91,104	1752.00	46.11

6. By deleting the table appearing in clause 16.1(f) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 1	93,978	1807.27	47.56
Pay point 2	96,968	1864.77	49.07
Pay point 3	100,224	1927.38	50.72
Pay point 4	103,271	1985.98	52.26

7. By deleting the table appearing in clause 16.1(g) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 1	83,062	1597.35	42.04
Pay point 2	86,098	1655.73	43.57
Pay point 3	88,878	1709.19	44.98
Pay point 4	91,102	1751.96	46.10
Pay point 5	93,963	1806.98	47.55
Pay point 6	96,930	1864.04	49.05
Pay point 7	100,173	1926.40	50.69
Pay point 8	103,208	1984.77	52.23

8. By deleting the table appearing in clause 16.1(h) and inserting the following:

	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Specialist	95,298	1832.65	48.23

9. By deleting the table appearing in clause 16.1(i) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 1	101,899	1959.60	51.57
Pay point 2	105,398	2026.88	53.34
Pay point 3	109,004	2096.23	55.16
Pay point 4	116,731	2244.83	59.07
Pay point 5	118,389	2276.71	59.91

10. By deleting the table appearing in clause 16.1(j) and inserting the following:

	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Principal Specialist	120,803	2323.13	61.14

11. By deleting the table appearing in clause 16.1(k) and inserting the following:

	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Senior Principal Specialist	125,079	2405.37	63.30

12. By deleting the table appearing in clause 16.1(l) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 1	84,166	1618.58	42.59
Pay point 2	92,307	1775.13	46.71
Pay point 3	101,899	1959.60	51.57
Pay point 4	112,799	2169.21	57.08

13. By deleting the table appearing in clause 16.1(m) and inserting the following:

<b>Pay points</b>	<b>Minimum annual salary (full-time employee)</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Pay point 1	95,274	1832.19	48.22
Pay point 2	105,349	2025.94	53.31
Pay point 3	120,803	2323.13	61.14
Pay point 4	130,668	2512.85	66.13

14. By deleting the amount "\$5568.12" appearing in clause 18.2(b)(ii) and inserting "\$5665.58".

15. By deleting the amount "\$13,039.01" appearing in clause 18.2(b)(iii) and inserting "\$13,267.25".

16. By deleting the amount "\$20,529.93" appearing in clause 18.2(b)(iv) and inserting "\$20,889.30".

17. By deleting the amount "\$80.12" appearing in clause 20.5(a) and inserting "\$81.52".

18. By deleting clause A.1.1 and inserting the following:

**A.1.1 Wage-related allowances**

The wage-related allowances in this award are based on the standard rate as defined in clause 2—Definitions as the minimum annual salary for a Senior Specialist—Pay point 1 in clause 16.1(i) = **\$101,899**

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Managerial allowance for Senior Doctors only—Level 1	18.2(b)(ii)	5.56	5665.58	per annum
Managerial allowance for Senior Doctors only—Level 2	18.2(b)(iii)	13.02	13,267.25	per annum
Managerial allowance for Senior Doctors only—Level 3	18.2(b)(iv)	20.5	20,889.30	per annum

19. By deleting the amount "80.12" appearing in clause A.1.3 and inserting "81.52".

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2020.

PRESIDENT