

NSW Emergency Physicians: Staff Specialist and Visiting Medical Officer

Employment Entitlements, Terms and Conditions

Jeremy Lawrence, VMO Emergency Physician Prince of Wales Hospital and Fairfield Hospital

Chris Trethewy, Senior Staff Specialist Central Coast LHD and Chair NSW Australasian College for Emergency Medicine

Disclaimer: this guide does not constitute legal advice. If you have any doubt as to whether this document applies to your individual circumstances, you should seek legal advice. All figures are current as of March 2018.

Category	Cover	Staff Specialists on a "Level 1" Staff Specialist contract	Visiting Medical Officers in public hospital practice only
Leave	• Annual Leave	25 days paid p.a. if full time	Not paid. 5 weeks p.a. entitlement.
	• Study Leave	20 days paid Training, Education and Study Leave (TESL) p.a. if full time	Not paid. 2 weeks p.a. entitlement.
	• Sick Leave	10 days paid p.a. accumulating	Not paid. No specified limit.
	• FACS Leave	3 days p.a.	No. (Employer may agree to an unpaid leave of absence.)

	<ul style="list-style-type: none"> • Long Service Leave • Maternity Leave • Parental Leave(for partners) 	<p>Paid. Can be taken after 7 years. Entitlement is 2 months for first 10 years, and additional 1 month per 2 years thereafter.</p> <p>14 weeks paid plus up to 12 months unpaid</p> <p>1 week paid plus up to 12 months unpaid.</p>	<p>Not paid. Can be taken after 10 years. Entitlement is 2 months for first 10 years, and additional 1 month per 2 years thereafter.</p> <p>No. (Employer may agree to an unpaid leave of absence.)</p> <p>No. (Employer may agree to an unpaid leave of absence.)</p>
Employment Benefits	<ul style="list-style-type: none"> • Penalty rates (evenings, weekends etc.) • Overtime • On-call allowance • Call-backs • Superannuation Guarantee • Super Salary Sacrifice (optional) • Salary packaging (optional) • Study expenses 	<p>Yes</p> <p>Unpaid, but entitled to time in lieu or extra pay if occurs regularly</p> <p>No</p> <p>Unpaid (if “reasonable”)</p> <p>Yes</p> <p>Yes</p> <p>Yes</p> <p>TESL funding \$33,000 per year</p>	<p>No (except public holidays)</p> <p>Generally paid: entitled to actual hours worked on most contracts</p> <p>\$12.50 per hour (some hospitals pay more)</p> <p>Minimum 4 hours pay + travel time</p> <p>Yes</p> <p>Yes</p> <p>No</p> <p>No, except regional: Professional Support up to \$15,000 per year</p>
Injury Cover	<p>NSW Health Provides:</p> <ul style="list-style-type: none"> • Workplace injury cover under icare (formerly WorkCover) 	<p>Yes</p>	<p>No</p>

	Recommended cover to be obtained by emergency physician:	<input type="checkbox"/> +/- Private health insurance <input type="checkbox"/> +/- Income protection insurance	<input type="checkbox"/> +/- Private health insurance <input type="checkbox"/> Income protection insurance (especially important)
Medical Liability Insurance	Cover provided under NSW Treasury Managed Fund (TMF): <ul style="list-style-type: none"> • Public patients • Private paediatric patients • Admitted private adult patients while in the ED • Private adult patients in an ED short stay unit, admitted under another admitting medical officer (AMO) • Private adult patients in an ED short stay unit, admitted under yourself • Expert legal advice independent of employer • Representation in investigations, disciplinary proceedings, and tribunals Recommended cover to be obtained by emergency physician:	Yes Yes Yes Yes Yes No No <input type="checkbox"/> TMF contract (automatic) <input type="checkbox"/> Medical indemnity insurance “employer indemnified, no private practice”	Yes Yes No No No No No <input type="checkbox"/> TMF contract <input type="checkbox"/> Medical indemnity insurance with private practice cover. A nominal amount of “billings”, e.g. <\$10,000 per year, will be sufficient provided the VMO is never the AMO for a private patient in an ED short stay unit.

Industrial Representation		<ul style="list-style-type: none">• ASMOF or AMA	<ul style="list-style-type: none">• ASMOF or AMA
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