

## Overview of Queensland Health Medical Officer Positions

Position	Scope of practice / training opportunities	Indicative level / base salary <sup>1</sup>
Principal House Officer (PHO) / Registrar	<p>A PHO / Registrar provides clinical care and medical supervision of a clinical unit whilst maximising their own professional development with a view to the completion of post graduate training and assisting the professional development of interns and training students.</p> <p>PHOs / Registrars are usually in their third and subsequent post graduate years. A PHO is a medical practitioner who is not undertaking an accredited course of study leading to a higher medical qualification. A PHO position is an equivalent level to Registrar.</p> <p>Registrars are doctors who have been accepted into an accredited specialist training program (including the Rural Generalist Pathway through Australian General Practice Training) in a clinical specialty with a nominated College. PHOs / Registrars may be employed on 12 month temporary contracts or in continued fixed term tenure or scholarship contracts but in any case must apply for postings on an annual basis.</p> <p>PHO positions can be considered by Rural Generalist Trainees who do not obtain their preferred Advanced Skills Training (AST) post in PGY3 and wish to remain in location to undertake relevant training which will benefit their intended rural community or who wish to undertake rural placement before AST; Rural Generalist Medicine Prevocational Certification is a prerequisite. Trainees can apply for positions in areas of interest for 3, 6 or 12 month terms; there are opportunities here to complete paediatric diplomas, DRANZCOG basic etc. Trainees should contact the team for advice pertaining to individual circumstances and to ensure training will count towards fellowship requirements.</p>	<p>PHO Level 4 - 7 inclusive (PHO1 to PHO4) \$105,377 - \$116,066</p> <p>Registrar Level 4 - 9 inclusive (REG1 to REG6) \$105,377 - \$122,176</p>

<p>Senior Medical Officer - Provisional Fellow (SMOPF)</p>	<p>SMOPFs undertake clinical duty with two certifiable postgraduate qualifications accepted by Queensland Health: Rural Generalist Medicine Prevocational Certification and certified completion of an Advanced Skill (AS) accredited by ACRRM, RACGP or the relevant specialist College. SMOPFs are granted scope of clinical practice within their AS discipline without supervision and in general practice with supervision as prescribed by ACRRM or RACGP.</p>	<p>Level 13 - 14 inclusive (C1-1 to C1-2) \$148,091 - \$152,719 <i>Increment from Level 13 to 14 requires five years of service</i> <i>Additional allowances such as on call and attraction and retention payments apply.</i></p>
<p>Senior Medical Officer (SMO)- Rural Generalist</p>	<p>SMOs are appointed to work unsupervised and practice within their approved, credentialed scope of clinical practice in Rural Generalist Medicine and their AS discipline. Appointment at SMO Rural Generalist level requires: FACRRM, including certified successful completion of AST in at least one of eight approved disciplines nominated in the role description; and / or Fellowship of the Royal Australian College of General Practitioners (FRACGP) plus Fellowship in Advanced Rural General Practice (FARGP), successful completion of AST in an approved discipline nominated in the role description and supplied evidence of the acquisition of the abilities and skills specified in the Curriculum Statements of ACRRM for Obstetrics / Women's Health (unless obstetrics is the chosen AS discipline).</p>	<p>Level 13 - 18 inclusive (C1-1 to C2-1) \$148,091 - \$171,044</p>
<p>Senior Medical Officer (SMO) - Rural Generalist Advanced Credentialed Practice</p>	<p>Appointment to this pay scale is determined in accordance with previous experience as an SMO - Rural Generalist.</p>	<p>Level 19 - 23 inclusive (C2-2 to C2-6) \$175,628 - \$193,956</p>
<p>Medical Officer with Private Practice (MOPP)</p>	<p>Medical Officers and Medical Superintendents with Private Practice are medical practitioners employed (retained) by Queensland Health who work in smaller rural hospitals. They provide services to the hospital as well as private general practice services in the town. These positions are usually in towns that are too small to support procedural AS (eg surgery, anaesthetics or obstetrics) however AS in Emergency Medicine, Indigenous Health, Mental Health, Adult Internal Medicine etc would likely be desirable. A trainee with a procedural AS could still take one of these positions, if a nearby larger hospital (eg Cherbourg to Kingaroy) was able to provide a regular or intermittent opportunity for practice with the AS.</p>	<p>MOPP1-1 to MOPP 1-3 \$133,400 - \$141,605</p>
<p>Medical Superintendent with Private Practice (MSPP)</p>		<p>MSPP1-1 to MSPP1-4 \$133,400 - \$145,803</p> <p>Senior MSPP \$149,966 - \$154,629</p> <p><i>Note: Unlimited Private Practice provides capacity for separate private practice earnings in addition to the salary listed.</i></p>

<p>Visiting Medical Officer (VMO)</p>	<p>VMO's are medical practitioners who have their own private practice and conduct sessions, on contract, for Queensland Health up to 15 hours / week</p>	<p>Hourly rates apply. Contact Health Services of interest for more information.</p>
<p>Visiting Medical Officer - Advanced Credentialed Practice (VMOAP)</p>	<p>VMOAPs are VMOs paid at specialist equivalent rates upon approval, engaged in a recognised rural maternity service and hold current credentialed practice privileges in Obstetrics and/or Anaesthetics. This position might be attractive for a trainee with a procedural AS and a particular location preference if there are no hospital positions available at that location. It would require some negotiation with the local hospital and GP practice prior to accepting a position.</p>	<p>Hourly rates apply. Contact Health Services of interest for more information.</p>

<sup>1</sup> Does not include applicable locality allowances.

For further information regarding a snapshot of the entitlements that medical officers in Queensland Health can expect, visit:

<https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/salary>

*Disclaimer: This guide is designed to provide you with general information regarding Medical Officer positions which may be available to you throughout your career with Queensland Health. Whilst every effort is made to ensure the accuracy and currency of this information, this material does not constitute nor replace professional advice. Please contact your local Human Resource unit for advice regarding your personal circumstances.*

#### References:

QH Work For Us website: <https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/career-structure>

QH Human Resources Policy website: <https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy>

QH MOCA 4 agreement: [http://www.qirc.qld.gov.au/qirc/resources/pdf/certified\\_agreements/cert\\_agreements/2015/ca9\\_2015.pdf](http://www.qirc.qld.gov.au/qirc/resources/pdf/certified_agreements/cert_agreements/2015/ca9_2015.pdf)

QH Medical Officer Base Pay rates: [https://www.health.qld.gov.au/hrpolicies/wage\\_rates/medical](https://www.health.qld.gov.au/hrpolicies/wage_rates/medical)

QH VMO Agreement: <https://www.health.qld.gov.au/employment/conditions/contracts/medical>