

Queensland Health Rural Generalist Positions Guide

Position	Scope of practice / training opportunities	Indicative level / base salary ¹
<p>Principal House Officer (PHO) / Registrar</p>	<p>A PHO / Registrar is a medical practitioner usually in their third and subsequent postgraduate years who provides clinical care and medical supervision of a clinical unit whilst maximising their own postgraduate training and education and supervising and teaching junior medical officers and students.</p> <p>PHO positions are available in regional training hospitals and rural hospitals. In larger centres the term PHO is used to describe a medical practitioner who is not undertaking an accredited course of study leading to a higher medical qualification; however, in rural hospitals it is often used to include medical practitioners who are enrolled on a training program with RACGP or ACRRM.</p> <p>Regional hospital PHO positions may be a good choice for Rural Generalist Trainees who have not yet completed Advanced Skills Training (AST) and who wish to remain in that location to undertake relevant training which will benefit their intended rural community. There are opportunities to complete a Graduate Diploma in Child Health, ARANZCOG (P), EM certificate etc.</p> <p>Rural PHO positions may be a good choice for those who wish to undertake rural placement before AST.</p> <p>Rural PHO positions are also available for trainees after AST completion in locations where medical workforce market forces are such that higher level positions are not required to support recruitment. PHOs are not granted scope of clinical practice and practice under the supervision of credentialed senior medical officers.</p> <p>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) \$125,808 - \$138,571</p> <p>Registrar Level 4 - 9 inclusive (REG1 to REG6) \$125,808 - \$145,865</p>
<p>Senior Medical Officer - Provisional Fellow (SMOPF)</p>	<p>SMOPF is a medical practitioner in rural and remote Queensland completing vocational training at a higher pay level than PHO. Trainees are eligible for this position type where they hold certified completion of an advanced skill from ACRRM or RACGP. The advanced skill must match the discipline nominated in the role description.</p> <p>SMOPFs are granted scope of clinical practice within their advanced skill 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) \$176,802 - \$182,330</p> <p><i>Increment from Level 13 to 14 requires five years of service.</i></p> <p><i>Additional allowances such as on call and attraction and retention payments apply.</i></p>

<p>Senior Medical Officer Advanced Credentialed Practice / Senior Medical Officer Advanced Credentialed Practice - Rural Generalist</p>	<p>Rural Generalists with Advanced Credentialed Practice (ACP) are appointed to work unsupervised and practice within their approved, credentialed scope of clinical practice in Rural Generalist Medicine and their advanced skill discipline. Appointment at SMO Rural Generalist ACP level requires: FACRRM, including certified successful completion of AST as nominated in the role description; or Fellowship of the Royal Australian College of General Practitioners - Rural Generalist (FRACGP-RG) (or FRACGP plus Fellowship in Advanced Rural General Practice (FARGP) / Graduate Diploma in Rural General Practice (GradDipRural) with successful completion of AST in an approved discipline nominated in the role description.</p> <p>Medical Officers are appointed to the MEDC or MORG pay scale based on Modified Monash Model work location. Additional rural allowance are applicable for MORG appointments.</p>	<p>Level 18 - 23 (C2-1 to C2-6) \$204,206 - \$231,563</p> <p>Level 24 - 25 inclusive (C3 - 1 to C3 - 2) (senior status)</p> <p>Level 18 - 24 (MORG1-1 - MORG1-7) Level 25 - 27 (MORG2-1 - MORG2-3) (senior status)</p>
<p>Medical Superintendent with Private Practice (MSPP)</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 advanced skills (e.g. anaesthetics or obstetrics) however advanced skills in emergency medicine, Indigenous health, mental health, adult internal medicine etc would likely be desirable. A trainee with a procedural advanced skill could still take one of these positions, if a nearby larger hospital (e.g. Cherbourg to Kingaroy) was able to provide a regular or intermittent opportunity for practice with the advanced skill.</p>	<p>MOPP1-1 to MOPP 1-3 \$176,802 - \$187,832</p> <p>MSPP1-1 to MSPP1-4 \$176,802 - \$193,410</p> <p>Senior MSPP \$198,941 - \$204,206</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>VMOs 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 (by approval) who are 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 advanced skill 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>

¹ 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>

References:

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

QH MOCA 6 Agreement: [Medical Officers' \(Queensland Health\) Certified Agreement \(No. 6\) 2022 \(CB/2023/53\) \(qirc.qld.gov.au\)](https://www.health.qld.gov.au/employment/work-for-us/clinical/medical/moca6)

QH Medical Officer base pay rates: https://www.health.qld.gov.au/hrpolicies/wage_rates/medical

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

Disclaimer: This guide is designed to provide general information regarding Medical Officer positions which may be available during employment 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.