

Classification	Paycode	FFPOA 1 March 2022	FFPOA 1 Sept 2023	FFPOA 1 March 2025	Award Classification	Award Rate (1/7/24)	Rate Above Award	% Above Award
Specialist Year 1								
Full-time - no additional Private Practice Income (Column 2)	HM33	\$4,797.50	\$4,917.44	\$5,040.37	Specialist	\$2,155.77	\$2,884.60	57.23%
Full-time - receives Private Practice Income (Column 1)	HM33	\$3,891.76	\$3,989.05	\$4,088.78	Specialist	\$2,155.77	\$1,933.01	47.28%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN16	\$152.48	\$156.29	\$160.20	Specialist	\$2,155.77	\$3,931.83	64.59%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN18	\$158.85	\$162.82	\$166.89	Specialist	\$2,155.77	\$4,186.05	66.01%
Fractional (17.6+ hrs per week) (per hour)	HN19	\$161.52	\$165.56	\$169.70	Specialist	\$2,155.77	\$4,292.83	66.57%
Specialist Year 2								
Full-time - no additional Private Practice Income (Column 2)	HM34	\$5,118.70	\$5,246.66	\$5,377.83	Specialist	\$2,155.77	\$3,222.06	59.91%
Full-time - receives Private Practice Income (Column 1)	HM34	\$4,152.23	\$4,256.04	\$4,362.44	Specialist	\$2,155.77	\$2,206.67	50.58%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN21	\$154.95	\$158.82	\$162.79	Specialist	\$2,155.77	\$4,030.25	65.15%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN23	\$161.52	\$165.56	\$169.70	Specialist	\$2,155.77	\$4,292.83	66.57%
Fractional (17.6+ hrs per week) (per hour)	HN24	\$164.50	\$168.62	\$172.83	Specialist	\$2,155.77	\$4,411.77	67.18%
Specialist Year 3								
Full-time - no additional Private Practice Income (Column 2)	HM35	\$5,317.52	\$5,450.46	\$5,586.70	Specialist	\$2,155.77	\$3,430.93	61.41%
Full-time - receives Private Practice Income (Column 1)	HM35	\$4,313.55	\$4,421.39	\$4,531.92	Specialist	\$2,155.77	\$2,376.15	52.43%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN26	\$161.01	\$165.03	\$169.16	Specialist	\$2,155.77	\$4,272.31	66.46%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN28	\$168.10	\$172.30	\$176.61	Specialist	\$2,155.77	\$4,555.41	67.88%
Fractional (17.6+ hrs per week) (per hour)	HN29	\$171.18	\$175.46	\$179.85	Specialist	\$2,155.77	\$4,678.53	68.46%
Specialist Year 4								
Full-time - no additional Private Practice Income (Column 2)	HM36	\$5,525.79	\$5,663.94	\$5,805.54	Senior Specialist (PP1)	\$2,305.11	\$3,500.43	60.29%
Full-time - receives Private Practice Income (Column 1)	HM36	\$4,482.26	\$4,594.32	\$4,709.18	Senior Specialist (PP1)	\$2,305.11	\$2,404.07	51.05%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN31	\$167.38	\$171.56	\$175.85	Senior Specialist (PP1)	\$2,305.11	\$4,377.19	65.50%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN33	\$174.47	\$178.83	\$183.30	Senior Specialist (PP1)	\$2,305.11	\$4,660.29	66.91%
Fractional (17.6+ hrs per week) (per hour)	HN34	\$177.45	\$181.89	\$186.43	Senior Specialist (PP1)	\$2,305.11	\$4,779.23	67.46%
Specialist Year 5								
Full-time - no additional Private Practice Income (Column 2)	HM37	\$5,740.85	\$5,884.37	\$6,031.48	Senior Specialist (PP2)	\$2,384.28	\$3,647.20	60.47%
Full-time - receives Private Practice Income (Column 1)	HM37	\$4,656.73	\$4,773.15	\$4,892.48	Senior Specialist (PP2)	\$2,384.28	\$2,508.20	51.27%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN36	\$173.54	\$177.88	\$182.33	Senior Specialist (PP2)	\$2,384.28	\$4,544.26	65.59%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN38	\$181.05	\$185.57	\$190.21	Senior Specialist (PP2)	\$2,384.28	\$4,843.70	67.01%
Fractional (17.6+ hrs per week) (per hour)	HN39	\$184.33	\$188.94	\$193.67	Senior Specialist (PP2)	\$2,384.28	\$4,975.18	67.60%
Specialist Year 6								
Full-time - no additional Private Practice Income (Column 2)	HM38	\$5,964.74	\$6,113.86	\$6,266.71	Senior Specialist (PP3)	\$2,465.84	\$3,800.87	60.65%
Full-time - receives Private Practice Income (Column 1)	HM38	\$4,838.19	\$4,959.14	\$5,083.12	Senior Specialist (PP3)	\$2,465.84	\$2,617.28	51.49%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN41	\$179.92	\$184.41	\$189.02	Senior Specialist (PP3)	\$2,465.84	\$4,716.92	65.67%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN43	\$187.42	\$192.10	\$196.90	Senior Specialist (PP3)	\$2,465.84	\$5,016.36	67.04%
Fractional (17.6+ hrs per week) (per hour)	HN44	\$191.22	\$196.00	\$200.90	Senior Specialist (PP3)	\$2,465.84	\$5,168.36	67.70%
Specialist Year 7								
Full-time - no additional Private Practice Income (Column 2)	HM39	\$6,082.08	\$6,234.13	\$6,389.99	Senior Specialist (PP4)	\$2,640.61	\$3,749.38	58.68%
Full-time - receives Private Practice Income (Column 1)	HM39	\$4,933.44	\$5,056.77	\$5,183.19	Senior Specialist (PP4)	\$2,640.61	\$2,542.58	49.05%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN46	\$185.98	\$190.63	\$195.39	Senior Specialist (PP4)	\$2,640.61	\$4,784.21	64.44%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN48	\$193.48	\$198.32	\$203.27	Senior Specialist (PP4)	\$2,640.61	\$5,083.65	65.81%
Fractional (17.6+ hrs per week) (per hour)	HN49	\$197.38	\$202.32	\$207.38	Senior Specialist (PP4)	\$2,640.61	\$5,239.83	66.49%
Specialist Year 8								
Full-time - no additional Private Practice Income (Column 2)	HM40	\$6,441.71	\$6,602.75	\$6,767.82	Senior Specialist (PP5)	\$2,678.15	\$4,089.67	60.43%
Full-time - receives Private Practice Income (Column 1)	HM40	\$5,225.35	\$5,355.99	\$5,489.88	Senior Specialist (PP5)	\$2,678.15	\$2,811.73	51.22%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN51	\$191.94	\$196.74	\$201.65	Senior Specialist (PP5)	\$2,678.15	\$4,984.55	65.05%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN53	\$199.75	\$204.74	\$209.86	Senior Specialist (PP5)	\$2,678.15	\$5,296.53	66.42%
Fractional (17.6+ hrs per week) (per hour)	HN54	\$203.86	\$208.95	\$214.18	Senior Specialist (PP5)	\$2,678.15	\$5,460.69	67.09%
Specialist Year 9								
Full-time - no additional Private Practice Income (Column 2)	HM41	\$6,596.65	\$6,761.57	\$6,930.61	Principal Specialist	\$2,732.73	\$4,197.88	60.57%
Full-time - receives Private Practice Income (Column 1)	HM41	\$5,351.01	\$5,484.79	\$5,621.91	Principal Specialist	\$2,732.73	\$2,889.18	51.39%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN56	\$198.41	\$203.37	\$208.45	Principal Specialist	\$2,732.73	\$5,188.37	65.50%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN58	\$206.22	\$211.37	\$216.66	Principal Specialist	\$2,732.73	\$5,500.35	66.81%
Fractional (17.6+ hrs per week) (per hour)	HN59	\$210.53	\$215.80	\$221.19	Principal Specialist	\$2,732.73	\$5,672.49	67.49%
Executive Specialist - Bottom of Range								

Full-time - no additional Private Practice Income (Column 2)	HM42	\$6,596.65	\$6,761.57	\$6,930.61	Director of Medical Services (PP4)	\$2,551.67	\$4,378.94	63.18%
Full-time - receives Private Practice Income (Column 1)	HM42	\$5,351.01	\$5,484.79	\$5,621.91	Director of Medical Services (PP4)	\$2,551.67	\$3,070.24	54.61%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN61	\$198.41	\$203.37	\$208.45	Director of Medical Services (PP4)	\$2,551.67	\$5,369.43	67.79%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN63	\$206.22	\$211.37	\$216.66	Director of Medical Services (PP4)	\$2,551.67	\$5,681.41	69.01%
Fractional (17.6+ hrs per week) (per hour)	HN64	\$210.53	\$215.80	\$221.19	Director of Medical Services (PP4)	\$2,551.67	\$5,853.55	69.64%
Executive Specialist - Top of Range								
Full-time - no additional Private Practice Income (Column 2)	HM43	\$7,586.24	\$7,775.89	\$7,970.29	Director of Medical Services (PP4)	\$2,955.92	\$5,014.37	62.91%
Full-time - receives Private Practice Income (Column 1)	HM43	\$6,153.59	\$6,307.43	\$6,465.12	Director of Medical Services (PP4)	\$2,955.92	\$3,509.20	54.28%
Fractional (0.1 – 10.5 hrs per week) (per hour)	HN66	\$226.67	\$232.33	\$238.14	Director of Medical Services (PP4)	\$2,955.92	\$6,093.40	67.34%
Fractional (10.6 – 17.5 hrs per week) (per hour)	HN68	\$236.33	\$242.23	\$248.29	Director of Medical Services (PP4)	\$2,955.92	\$6,479.10	68.67%
Fractional (17.6+ hrs per week) (per hour)	HN69	\$240.54	\$246.55	\$252.71	Director of Medical Services (PP4)	\$2,955.92	\$6,647.06	69.22%