

Shift Penalties - FFPOA 1 March 2025

		Hourly Penalty Rates for work performed within the applicable timeframe			
Classification	Paycode	Monday to Thursday between 6:00pm and midnight	Monday to Friday, between midnight and 7:00am; Saturday, between midnight and 7:00am (Sunday); Sunday, between 7.00am and midnight	Saturday, between 7:00am and midnight & Friday, between 6:00pm and midnight	Sunday, between midnight and 7:00am (Monday)
Full-time - no additional Private Practice Income (Column 2)					
Specialist Year 1	HM33	\$33.16	\$99.48	\$66.32	\$132.64
Specialist Year 2	HM34	\$35.38	\$106.14	\$70.76	\$141.52
Specialist Year 3	HM35	\$36.75	\$110.26	\$73.51	\$147.02
Specialist Year 4	HM36	\$38.19	\$114.58	\$76.39	\$152.78
Specialist Year 5	HM37	\$39.68	\$119.04	\$79.36	\$158.72
Specialist Year 6	HM38	\$41.23	\$123.68	\$82.46	\$164.91
Specialist Year 7	HM39	\$42.04	\$126.12	\$84.08	\$168.16
Specialist Year 8	HM40	\$44.53	\$133.58	\$89.05	\$178.10
Specialist Year 9	HM41	\$45.60	\$136.79	\$91.19	\$182.38
Executive Specialist - Bottom of Range	HM42	\$45.60	\$136.79	\$91.19	\$182.38
Executive Specialist - Top of Range	HM43	\$52.44	\$157.31	\$104.87	\$209.74
Full-time - receives Private Practice Income (Column 1)					
Specialist Year 1	HM33	\$26.90	\$80.70	\$53.80	\$107.60
Specialist Year 2	HM34	\$28.70	\$86.10	\$57.40	\$114.80
Specialist Year 3	HM35	\$29.82	\$89.45	\$59.63	\$119.26
Specialist Year 4	HM36	\$30.98	\$92.94	\$61.96	\$123.93
Specialist Year 5	HM37	\$32.19	\$96.56	\$64.37	\$128.75
Specialist Year 6	HM38	\$33.44	\$100.32	\$66.88	\$133.77
Specialist Year 7	HM39	\$34.10	\$102.30	\$68.20	\$136.40
Specialist Year 8	HM40	\$36.12	\$108.35	\$72.24	\$144.47
Specialist Year 9	HM41	\$36.99	\$110.96	\$73.97	\$147.94
Executive Specialist - Bottom of Range	HM42	\$36.99	\$110.96	\$73.97	\$147.94
Executive Specialist - Top of Range	HM43	\$42.53	\$127.60	\$85.07	\$170.13
Fractional					
Specialist Year 1					
0.1 – 10.5 hrs p/wk	HN16	\$40.05	\$120.15	\$80.10	\$160.20
10.6 – 17.5 hrs p/wk	HN18	\$41.72	\$125.17	\$83.45	\$166.89
17.6+ hrs p/wk	HN19	\$42.43	\$127.28	\$84.85	\$169.70
Specialist Year 2					
0.1 – 10.5 hrs p/wk	HN21	\$40.70	\$122.09	\$81.40	\$162.79
10.6 – 17.5 hrs p/wk	HN23	\$42.43	\$127.28	\$84.85	\$169.70
17.6+ hrs p/wk	HN24	\$43.21	\$129.62	\$86.42	\$172.83
Specialist Year 3					
0.1 – 10.5 hrs p/wk	HN26	\$42.29	\$126.87	\$84.58	\$169.16
10.6 – 17.5 hrs p/wk	HN28	\$44.15	\$132.46	\$88.30	\$176.61
17.6+ hrs p/wk	HN29	\$44.96	\$134.89	\$89.92	\$179.85
Specialist Year 4					
0.1 – 10.5 hrs p/wk	HN31	\$43.96	\$131.89	\$87.93	\$175.85
10.6 – 17.5 hrs p/wk	HN33	\$45.83	\$137.48	\$91.65	\$183.30
17.6+ hrs p/wk	HN34	\$46.61	\$139.82	\$93.22	\$186.43
Specialist Year 5					
0.1 – 10.5 hrs p/wk	HN36	\$45.58	\$136.75	\$91.17	\$182.33
10.6 – 17.5 hrs p/wk	HN38	\$47.55	\$142.66	\$95.11	\$190.21
17.6+ hrs p/wk	HN39	\$48.42	\$145.25	\$96.83	\$193.67
Specialist Year 6					
0.1 – 10.5 hrs p/wk	HN41	\$47.26	\$141.77	\$94.51	\$189.02
10.6 – 17.5 hrs p/wk	HN43	\$49.23	\$147.68	\$98.45	\$196.90
17.6+ hrs p/wk	HN44	\$50.22	\$150.67	\$100.45	\$200.90
Specialist Year 7					
0.1 – 10.5 hrs p/wk	HN46	\$48.85	\$146.54	\$97.70	\$195.39
10.6 – 17.5 hrs p/wk	HN48	\$50.82	\$152.45	\$101.64	\$203.27
17.6+ hrs p/wk	HN49	\$51.84	\$155.53	\$103.69	\$207.38
Specialist Year 8					

0.1 – 10.5 hrs p/wk	HN51	\$50.41	\$151.24	\$100.83	\$201.65
10.6 – 17.5 hrs p/wk	HN53	\$52.46	\$157.39	\$104.93	\$209.86
17.6+ hrs p/wk	HN54	\$53.54	\$160.63	\$107.09	\$214.18
Specialist Year 9					
0.1 – 10.5 hrs p/wk	HN56	\$52.11	\$156.34	\$104.23	\$208.45
10.6 – 17.5 hrs p/wk	HN58	\$54.16	\$162.49	\$108.33	\$216.66
17.6+ hrs p/wk	HN59	\$55.30	\$165.89	\$110.60	\$221.19
Executive Specialist - Bottom of Range					
0.1 – 10.5 hrs p/wk	HN61	\$52.11	\$156.34	\$104.23	\$208.45
10.6 – 17.5 hrs p/wk	HN63	\$54.16	\$162.49	\$108.33	\$216.66
17.6+ hrs p/wk	HN64	\$55.30	\$165.89	\$110.60	\$221.19
Executive Specialist - Top of Range					
0.1 – 10.5 hrs p/wk	HN66	\$59.54	\$178.61	\$119.07	\$238.14
10.6 – 17.5 hrs p/wk	HN68	\$62.07	\$186.22	\$124.14	\$248.29
17.6+ hrs p/wk	HN69	\$63.18	\$189.54	\$126.36	\$252.71

Travelling Allowance (per kilometer)

Engine size	FFPPOA 1 March 2025
Engine less than 3800cc	\$0.95
Engine 3800cc and over	\$1.16

Insurance Allowance (per annum) (pro rata for Fractional Doctors (1/35th per contracted hour))

	FFPPOA 1 March 2025
Insurance Allowance	\$629.18