

Interim Salary Increases for Non-Specialist Medical Officers - 2024 and 2025

Summary This Information Bulletin advises staff of a one year interim increase of 3% to remuneration rates commencing from the first full pay period on or after 1 July 2024 and a further one year interim increase of 3% on or after 1 July 2025 for Medical Officers, Career Medical Officers and Medical Superintendents.

Document type Information Bulletin

Document number IB2026_007

Publication date 20 January 2026

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Replaces IB2025_003

Review date 20 January 2027

Policy manual Not applicable

File number H26/2390

Status Active

Functional group Personnel/Workforce - Conditions of employment, Industrial and Employee Relations

Applies to Ministry of Health, Public Health Units, Local Health Districts, Board Governed Statutory Health Corporations, Chief Executive Governed Statutory Health Corporations, Specialty Network Governed Statutory Health Corporations, Affiliated Health Organisations, NSW Health Pathology, Public Health System Support Division, Cancer Institute, Government Medical Officers, NSW Ambulance Service, Public Hospitals

Distributed to Ministry of Health, Public Health System, Divisions of General Practice, Government Medical Officers, NSW Ambulance Service, Health Associations Unions

Audience Medical Officers; Career Medical Officers; Medical Superintendents; Medical Administration

Interim Salary Increases for Non-Specialist Medical Officers – 2024 and 2025

Purpose

This Information Bulletin advises staff of a one year interim increase of 3% to remuneration rates commencing from the first full pay period on or after 1 July 2024, and a further one year interim increase of 3% to remuneration rates commencing from the first full pay period on or after 1 July 2025 for Medical Officers, Career Medical Officers and Medical Superintendents employed by NSW Health.

Staff will also receive the increase of 0.5% to the Superannuation Guarantee Levy, to 11.5% from 1 July 2024 and 12% from 1 July 2025.

Key Information

The applicable Awards are subject to arbitration before the Industrial Relations Commission of New South Wales. NSW Health has agreed with the Australian Salaried Medical Officers Federation (ASMOF) and the Health Services Union (HSU) to provide increases of 3% from the first full pay period on or after 1 July 2024 and 3% from the first full pay period on or after 1 July 2025 on an interim basis. Further increases, where applicable, will be consistent with the final decision of the Commission.

Medical Officers covered by the [Public Hospital Medical Officers \(State\) Award](#), Career Medical Officers covered by the [Public Hospital Career Medical Officers \(State\) Award](#) and Medical Superintendents covered by the [Public Hospitals \(Medical Superintendents\) Award](#) shall be paid the below rates and allowances from the commencement of the first full pay period on or after 1 July 2024 and 1 July 2025.

Medical Officers

Medical Officers			
		2024	2025
Intern			
Intern	Per annum	78,289	80,638
Resident			
1st Year	Per annum	91,768	94,521
2nd Year	Per annum	100,933	103,961
3rd Year	Per annum	114,316	117,745
4th Year	Per annum	124,104	127,827

Registrar			
1st Year	Per annum	114,316	117,745
2nd Year	Per annum	124,104	127,827
3rd Year	Per annum	133,928	137,946
4th Year	Per annum	143,363	147,664

Senior Registrar

For the calculation of payments to officers under this Award, one hour's pay shall be calculated with the following:

- Per annum salary / 52.17857 / 38.
- One day's pay shall then be calculated by multiplying one hour's pay (as calculated with the above formula) by 7.6

Senior Registrar	Per annum	161,189	166,025
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Allowances (Medical Officers)

In-charge allowance	Per 12 hours of duty of part thereof	23.50	24.20
Meal allowance for overtime	Each	37.65	38.65
On-call (clinical) allowance per on call period which coincides with a day rostered on duty	Per Day	109.40	112.70
On-call (clinical) allowance per on call period which coincides with a day rostered off duty	Per Day	219.60	226.20
On-call (relief) allowance per on call period which coincides with a day rostered on duty	Per Day	36.10	37.20
On-call (relief) allowance per on call period which coincides with a day rostered off duty	Per Day	51.50	53.00
Full uniform including special shoes if required	Per Week	2.99	3.06
Other cases	Per Week	2.21	2.26
Higher Medical Qualification Allowance (Medical Officers)	Per Week	67.70	69.70

The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar. The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.

Higher Medical Qualification Allowance - After 5 Years	Per Week	33.90	34.90
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The qualification allowance is paid when an officer in his/her fifth and subsequent years of registrarship is expected to meet the formal requirements of a higher medical qualification in that year.

Part-Time Medical Officers

These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment.

Less than 3 years post-graduate experience (per hour)	Per hour	66.26	68.25
More than 3 years post-graduate experience (per hour)	Per hour	77.66	79.99
More than 6 years post-graduate experience (per hour)	Per hour	93.44	96.24

Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.

Formula:

- Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%.
- Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.
- Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%.

Transferred Medical Officers			
Less than 6 years post graduate experience (per hour)	Per hour	75.22	77.48
6 to less than ten years post graduate experience (per hour)	Per hour	93.44	96.24
10 years or more post-graduate experience (per hour)	Per hour	118.45	122.00
Possess Dip. of Psychological Medical (per hour)	Per hour	111.23	114.57
Dip. of Psychological Medical more than 2 years (per hour)	Per hour	118.45	122.00
Medical Officer - 5th Schedule - 10th year (per annum)	Per annum	169,545	174,631
Community Physician			
Community Physician	Per annum	213,041	219,432

Career Medical Officers

Career Medical Officers			
		2024	2025
Grade 1			
1st Year	Per annum	143,363	147,664
2nd Year	Per annum	154,428	159,061
3rd Year	Per annum	161,189	166,025
4th Year	Per annum	166,630	171,629
5th Year	Per annum	173,211	178,407
Grade 2			
1st Year	Per annum	179,873	185,269
2nd Year	Per annum	185,463	191,027
3rd Year	Per annum	196,336	202,226
4th Year	Per annum	213,610	220,018
Senior			
1st Year	Per annum	230,005	236,905
Thereafter	Per annum	246,849	254,254
Allowance Description			
In-charge allowance	Per 12 hours of duty of part thereof	40.40	41.60
On-call allowance per on call period which coincides with a day rostered on duty	Per Day	44.30	45.60
On-call allowance per on call period which coincides with a day rostered off duty	Per Day	88.50	91.20
On-call per week (Career Medical Officers)	Per Week	310.00	319.30
Full uniform including special shoes if required	Per Week	2.99	3.06
Other cases	Per Week	2.21	2.26

Medical Superintendents

Medical Superintendents			
Chief Executive Officer			
		2024	2025
Level 1	Per annum	268,373	276,424
- 16% Clinical Loading (CEO L1)	Per annum	42,940	44,228
Level 2	Per annum	255,742	263,414
- 16% Clinical Loading (CEO L2)	Per annum	40,919	42,146
Level 3	Per annum	243,108	250,401
- 16% Clinical Loading (CEO L3)	Per annum	38,897	40,064
Level 4	Per annum	196,841	202,746
- 16% Clinical Loading (CEO L4)	Per annum	31,495	32,439
Level 5	Per annum	180,010	185,410
- 16% Clinical Loading (CEO L5)	Per annum	28,802	29,666
Medical Super / Deputy Chief Executive Officer			
Level 1	Per annum	255,742	263,414
- 16% Clinical Loading (MSDCEO L1)	Per annum	40,919	42,146
Level 2	Per annum	243,108	250,401
- 16% Clinical Loading (MSDCEO L2)	Per annum	38,897	40,064
Level 3	Per annum	226,284	233,073
- 16% Clinical Loading (MSDCEO L3)	Per annum	36,205	37,292
Level 4	Per annum	180,010	185,410
- 16% Clinical Loading (MSDCEO L4)	Per annum	28,802	29,666
Level 5	Per annum	171,589	176,737
- 16% Clinical Loading (MSDCEO L5)	Per annum	27,454	28,278
Deputy Medical Superintendent			
Level 1	Per annum	226,284	233,073
- 16% Clinical Loading (DMS L1)	Per annum	36,205	37,292
Level 2	Per annum	196,841	202,746
- 16% Clinical Loading (DMS L2)	Per annum	31,495	32,439
Level 3	Per annum	180,010	185,410
- 16% Clinical Loading (DMS L3)	Per annum	28,802	29,666

Assistant Medical Superintendent			
		2024	2025
Level 1			
1st Year	Per annum	188,435	194,088
- 16% Clinical Loading (AMS L1)	Per annum	30,150	31,054
2nd Year	Per annum	196,841	202,746
- 16% Clinical Loading (AMS L1Y2)	Per annum	31,495	32,439
Level 2			
1st Year	Per annum	171,589	176,737
- 16% Clinical Loading (AMS L2)	Per annum	27,454	28,278
2nd Year	Per annum	180,010	185,410
- 16% Clinical Loading (AMS L2Y2)	Per annum	28,802	29,666
Level 3			
1st Year	Per annum	163,196	168,092
- 16% Clinical Loading (AMS L3)	Per annum	26,111	26,895
2nd Year	Per annum	171,589	176,737
- 16% Clinical Loading (AMS L3Y2)	Per annum	27,454	28,278
Level 4			
1st Year	Per annum	146,356	150,747
- 16% Clinical Loading (AMS L4)	Per annum	23,417	24,120
2nd Year	Per annum	154,776	159,419
- 16% Clinical Loading (AMS L4Y2)	Per annum	24,764	25,507
Clinical Superintendent			
Level 1			
1st Year	Per annum	171,589	176,737
- 16% Clinical Loading (CS L1)	Per annum	27,454	28,278
2nd Year	Per annum	180,010	185,410
- 16% Clinical Loading (CS L1Y2)	Per annum	28,802	29,666
Level 2			
1st Year	Per annum	163,196	168,092
- 16% Clinical Loading (CS L1)	Per annum	26,111	26,895
2nd Year	Per annum	171,589	176,737
- 16% Clinical Loading (CS L2Y2)	Per annum	27,454	28,278

Allowances (Medical Superintendents)

16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base Award salary as varied from time to time with respect to their clinical work performed as part of their function. The qualification allowance shall only apply to those officers who were receiving this allowance as of April 1986 and have continued to remain in the position held by them as of that date.

		2024	2025
Higher Medical Qualification Allowance (Medical Superintendents)	Per Week	60.80	62.60
Diploma Hospital Administration issued AIHA	Per Week	35.72	36.79
Where an officer holds a higher medical qualification relevant to his/her hospital work			
Diploma or Degree Hospital Administration from a University – where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration	Per Week	35.72	36.79

Hospitals are graded at level indicated below:

Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital.

Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children.

Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital - Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.

Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital - North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group.

Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital.

Enquiries

Any enquiries concerning this Information Bulletin should be directed to the relevant Human Resources staff in the relevant public health organisation.