Attachment 1 - Settlement package to resolve proposed Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 (VMO2)

Ref	Matter	Offer
1	Duration and date of operation	The agreement will: • have a three-year term; • operate from the date of certification, including any back payment of wages*; • have a nominal expiry date of 30 June 2029. * a person must be employed under the Agreement on or after certification to be entitled to any wage increases.
2	Wage increases	The guaranteed wage increases in accordance with Public Sector Wages Policy (PSWP) are as follows (noting wage increase dates set out below will be maintained only where in-principle agreement is reached by all parties by 31 July 2026 and supported by an employee ballot): • 1 July 2026 - 3.5 per cent applied to the agreement rate being paid at the nominal expiry of the *Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No.1) 2023* – this comprises a 3.0% wage outcome and 0.5% CUA, noting CUA has been triggered for year 1 as described below. • 1 July 2027 – 2.5 per cent (applied to the preceding agreement rate of pay); • 1 July 2028 – 2.5 per cent (applied to the preceding agreement rate of pay).

3	CPI Uplift Adjustments (CUA)	Where the relevant through-the-year March quarter CPI outcome (All Groups Brisbane) measure ('the CPI measure) exceeds the relevant guaranteed wage increase under the agreement, a CUA will become payable up to the maximum amount of up to 0.5% in year 1 and up to 1.0% in years 2 and 3 of the agreement. The CUA will be:
		• based on the percentage difference between the guaranteed wage increase under the agreement for the agreement year and the relevant CPI measure as published by the Australian Bureau of Statistics from 2026 onwards;
		• paid or payable where that CPI:
		  ○ exceeds the 3 per cent increase in year 1, providing up to a maximum additional 0.5 per cent;
		  ○ exceeds the 2.5 per cent increase in years 2 and 3, providing up to a maximum additional 1 per cent.
		• considered and treated as a wage increase under the agreement and applied to the rates payable from the date the guaranteed wage increase was payable i.e., it will go into base, be cumulative and relevant for future agreement year increases.
		
		Note that once the CPI outcome is known, and where applicable, implementation of the payment may take up to four months to process and for employees to receive the relevant back-payment.

4	Professional	Queensland Health proposes a one-off **3%** increase to the PDA on

CONFIDENTIAL AND WITHOUT PREJUDICE

Attachment 1 - Settlement package to resolve proposed Visiting Medical Officers' Employees (Queensland Health) Certified Agreement (No. 2) 2026 (VMO2)

Ref	Matter	Offer
	Development Allowance (PDA)	the existing rate, **from date of certification.**
5	Expansion of Clinical Managers Allowance (CMA) and Medical Managers Allowance (MMA)	Queensland Health proposes expanding the CMA and MMA, currently limited to Senior Medical Officers under MOCA7 **from date of certification**, to include Visiting Medical Officers, provided eligibility requirements are met in accordance with HR Policy C80, Clinical Manager Allowance and Medical Manager Allowance. Introduction of the allowance including relevant amendments to HR Policy and payroll system configurations **to enable payment are to be completed within 12-months from date of certification.**
6	New and amended common clauses across Queensland Health certified agreements	To support standardisation and consistency across Queensland Health certified agreements, Queensland Health is seeking the inclusion of model (common) clauses in the replacement agreement. This includes replacing existing clauses where an equivalent clause already exists under MOCA7 and introducing new clauses to align with MOCA7 where applicable. The application of common clauses is intended to ensure the efficient use of resources across the sector and to reduce delays and disputation relating to process matters. The parties have engaged throughout the bargaining process to progress the inclusion of common clauses. Where mutual agreement was not reached on a particular common clause, Queensland Health will not pursue its inclusion and the existing clause in the current agreement will be retained. The list of agreed common clauses that are proposed to be included in VMO2 are: • Domestic and Family Violence Leave • Employment Security • Flexible Work Arrangements • Organisational Change and Restructuring • Permanent Employment • Prevention and Settlement of Disputes Relating to the Interpretation, Application or Operation of this Agreement • Lactation Breaks • Cultural Respect • Gender Equity and Diversity • Parental Leave • Workplace Health and Safety • Workplace Behaviour • Workplace Mental Health
7	Removal of projects completed under VMO1	Queensland Health proposes the following projects are not included in VMO2 as they are now complete: • Clause 5.4 'Workload Management Kit' • Clause 5.6 'Excessive Phone Calls'.
8	Car Parking (not for inclusion in the	Queensland Health acknowledges the challenges which may be experienced associated with accessing suitable and timely car

CONFIDENTIAL AND WITHOUT PREJUDICE

Ref	Matter	Offer
	agreement)	parking across facilities. While car parking remains the responsibility of each individual Hospital and Health Service (HHS) and facility, Queensland Health recognises the importance of adequate parking access for Visiting Medical Officers (VMOs). HHSs are encouraged to take reasonable steps to facilitate and assist VMOs in securing appropriate parking arrangements, and Queensland Health will continue to support HHSs by facilitating discussions between relevant parties if required.
9	Digital Recall	Clarification of digital recall, including associated verifiable documentation to facilitate pathway to payment; and clarification of when circumstances (such as phone calls that significantly impact clinical care) might be considered digital recall. This amendment will enhance clarity of clause 8.6 'Digital Recall' to align with clauses 11.17.8.2 and 11.17.8.3 of MOCA7.
10	VMO Employment Framework Review	The current VMO Employment Framework creates potential inconsistencies between VMO1, Health Employment Directives (HEDs) and the VMO Individual Employment Contract. Given the complexity of the framework and the associated employment contracts, Queensland Health commits to undertaking a comprehensive review of the VMO Employment Framework over the life of VMO2 with findings to inform potential bargaining matters for the replacement agreement (VMO3).
11	Introduction of provisions relating to confidential and safe workspaces	Introduction of the following clause relating to confidential workspaces: • *Where operationally practicable and subject to available facility resources, Hospital and Health Services (HHS) will take reasonable steps to facilitate access to appropriate spaces for VMOs to undertake confidential work. This may include, but is not limited to, access to private work areas and secure digital storage for confidential documents and materials such as letters, notes and other records generated or required as part of a VMOs ordinary duties.* Introduction of the following clause relating to safe workspaces: • *For the safety of patients and employees, patients are to be assessed and treated in spaces that are appropriate to the treatment of the patient. This includes access to appropriate equipment, confidentiality, privacy, ability to move freely and safely (e.g. access and egress). This applies to all employees and their workplaces, including those services outside hospital settings.*
12	Improved and/or clarified wording within VMO2	Within VMO1, a number of terms are outdated and require modernisation. There are also inconsistencies in numbering and clause referencing that require correction, along with minor amendments necessary to ensure legislative compliance. Queensland Health proposes the following: • amend entitlements referencing taxis to include ride-share; • amend salary sacrifice and superannuation clauses to

CONFIDENTIAL AND WITHOUT PREJUDICE

Ref	Matter	Offer
		reflect current legislative requirements; • amend clause 8.4 'On Call Hours' to align with *HED 05/18 - Visiting Medical Officers: Employment Framework*, specifically, that an Employee will not be placed on-call between 7:00 am to 6:00 pm Monday to Friday (inclusive), unless required by the service and by agreement from the Employee; o Note: **payroll system configurations are to be completed within 12-months from certification.** • the introduction of a new clause outlining the classification structure; • the introduction of a new clause outlining the applicable wage rates; and • minor amendments to, and re-numbering of, existing clauses relating to commencement, increment progression, and promotion.
13	Excluded matters	In accordance with PSWP, the following provisions, commitments or undertakings will not be included in the proposed Agreement: • One off sign-on payments; • Cost of Living Adjustment (COLA) payments similar to or the same as provided for under the previous PSWP (noting the current PSWP provides a new inflation based adjustment mechanism in the form of the CUA); • Reopening wage rates under a settled replacement agreement during the life of that agreement, except as provided for by the CUA mechanism; • Incorporating certified agreement rates of pay into underpinning awards; • Broadening the scope of existing financial elements or introducing new financial elements outside of those included in this offer; or • Any changes to superannuation arrangements, regardless of how the costs are proposed to be met.
14	Termination of VMO1	Upon certification of VMO2, VMO1 will be terminated.

CONFIDENTIAL AND WITHOUT PREJUDICE