

Mater Medical Officers Enterprise Agreement 2025
Earnings Comparison between Mater's Proposed EA and proposed MOCA7

				QHealth	40%	50%	75%					
				Mater	35%	50%	75%					
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.	Packaging	After Tax	After tax & Packaging p.a.
Year1 - 2.5% wage increase	MOGP1	\$ 7,154.50	\$ 827.88	\$ 847.60	\$ 2,504.08			\$ 11,334.06	\$ 295,697.56	\$ 18,550.00	\$ 180,750.00	\$ 199,300.00
Year1 - 3.0% wage increase	L13	\$ 7,189.50	\$ 900.00	\$ 851.73	\$ 2,875.80			\$ 11,817.03	\$ 308,298.15	\$ 9,009.96	\$ 192,484.66	\$ 201,494.62
												-\$ 2,194.62
Year2 - 2.5% wage increase	MOGP1	\$ 7,333.37	\$ 848.58	\$ 868.79	\$ 2,566.68			\$ 11,617.42	\$ 303,090.34	\$ 18,550.00	\$ 184,668.00	\$ 203,218.00
Year2 - 2.5% wage increase	L13	\$ 7,369.25	\$ 900.00	\$ 851.73	\$ 2,947.70			\$ 12,068.68	\$ 314,863.41	\$ 9,009.96	\$ 195,964.11	\$ 204,974.07
												-\$ 1,756.07
Year3 - 2.5% wage increase	MOGP1	\$ 7,516.71	\$ 869.79	\$ 890.51	\$ 2,630.85			\$ 11,907.86	\$ 310,667.69	\$ 18,550.00	\$ 188,684.00	\$ 207,234.00
Year3 - 2.5% wage increase	L13	\$ 7,553.49	\$ 900.00	\$ 851.73	\$ 3,021.40			\$ 12,326.62	\$ 321,592.78	\$ 9,009.96	\$ 199,530.48	\$ 208,540.44
												-\$ 1,306.44
Year1 - 2.5% wage increase	MOGP2	\$ 7,378.36	\$ 827.88	\$ 847.60	\$ 2,582.43			\$ 11,636.27	\$ 303,582.03	\$ 18,550.00	\$ 184,929.00	\$ 203,479.00
Year1 - 3.0% wage increase	L14	\$ 7,414.35	\$ 900.00	\$ 851.73	\$ 2,965.74			\$ 12,131.82	\$ 316,510.76	\$ 9,009.96	\$ 196,837.00	\$ 205,846.96
												-\$ 2,367.96
Year2 - 2.5% wage increase	MOGP2	\$ 7,562.82	\$ 848.58	\$ 868.79	\$ 2,646.99			\$ 11,927.18	\$ 311,171.70	\$ 18,550.00	\$ 188,951.00	\$ 207,501.00
Year2 - 2.5% wage increase	L14	\$ 7,599.72	\$ 900.00	\$ 851.73	\$ 3,039.89			\$ 12,391.34	\$ 323,281.33	\$ 9,009.96	\$ 200,425.65	\$ 209,435.61
												-\$ 1,934.61
Year3 - 2.5% wage increase	MOGP2	\$ 7,751.90	\$ 869.79	\$ 890.51	\$ 2,713.17			\$ 12,225.37	\$ 318,951.22	\$ 18,550.00	\$ 193,075.00	\$ 211,625.00
Year3 - 2.5% wage increase	L14	\$ 7,789.72	\$ 900.00	\$ 851.73	\$ 3,115.89			\$ 12,657.34	\$ 330,221.09	\$ 9,009.96	\$ 204,103.85	\$ 213,113.81
												-\$ 1,488.81
Year1 - 2.5% wage increase	MOGP3	\$ 7,601.40	\$ 827.88	\$ 847.60	\$ 2,660.49			\$ 11,937.37	\$ 311,437.63	\$ 18,550.00	\$ 189,092.00	\$ 207,642.00
Year1 - 3.0% wage increase	L15	\$ 7,638.07	\$ 900.00	\$ 851.73	\$ 3,055.23			\$ 12,445.03	\$ 324,682.00	\$ 9,009.96	\$ 201,168.00	\$ 210,177.96
												-\$ 2,535.96
Year2 - 2.5% wage increase	MOGP3	\$ 7,791.44	\$ 848.58	\$ 868.79	\$ 2,727.00			\$ 12,235.81	\$ 319,223.82	\$ 18,550.00	\$ 193,219.00	\$ 211,769.00
Year2 - 2.5% wage increase	L15	\$ 7,829.02	\$ 900.00	\$ 851.73	\$ 3,131.61			\$ 12,712.36	\$ 331,656.52	\$ 9,009.96	\$ 204,864.40	\$ 213,874.36
												-\$ 2,105.36
Year3 - 2.5% wage increase	MOGP3	\$ 7,986.23	\$ 869.79	\$ 890.51	\$ 2,795.18			\$ 12,541.71	\$ 327,204.45	\$ 18,550.00	\$ 197,449.00	\$ 215,999.00
Year3 - 2.5% wage increase	L15	\$ 8,024.75	\$ 900.00	\$ 851.73	\$ 3,209.90			\$ 12,986.38	\$ 338,805.56	\$ 9,009.96	\$ 208,653.37	\$ 217,663.33
												-\$ 1,664.33
Year1 - 2.5% wage increase	MOGP4	\$ 7,826.90	\$ 827.88	\$ 847.60	\$ 2,739.42			\$ 12,241.80	\$ 319,379.86	\$ 18,550.00	\$ 193,301.00	\$ 211,851.00
Year1 - 3.0% wage increase	L16	\$ 7,864.87	\$ 900.00	\$ 851.73	\$ 3,145.95			\$ 12,762.55	\$ 332,966.09	\$ 9,009.96	\$ 205,558.00	\$ 214,567.96
												-\$ 2,716.96
Year2 - 2.5% wage increase	MOGP4	\$ 8,022.58	\$ 848.58	\$ 868.79	\$ 2,807.90			\$ 12,547.85	\$ 327,364.70	\$ 18,550.00	\$ 197,533.00	\$ 216,083.00
Year2 - 2.5% wage increase	L16	\$ 8,061.50	\$ 900.00	\$ 851.73	\$ 3,224.60			\$ 13,037.83	\$ 340,147.86	\$ 9,009.96	\$ 209,364.63	\$ 218,374.59

Camparison is based on wage rates under Mater's proposed enterprise agreement and wage rates under QH's proposed MOCA7

Mater Medical Officers Enterprise Agreement 2025
Earnings Comparison between Mater's Proposed EA and proposed MOCA7

				QHealth	40%	50%	75%								
				Mater	35%	50%	75%								
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.		Packaging	After Tax	After tax & Packaging p.a.		
Year3 - 2.5% wage increase	MOGP4	\$ 8,223.15	\$ 869.79	\$ 890.51	\$ 2,878.10			\$ 12,861.55	\$ 335,548.90		\$ 18,550.00	\$ 201,871.00	\$ 220,421.00		
Year3 - 2.5% wage increase	L16	\$ 8,263.04	\$ 900.00	\$ 851.73	\$ 3,305.22			\$ 13,319.99	\$ 347,509.11		\$ 9,009.96	\$ 213,266.49	\$ 222,276.45		

Camparison is based on wage rates under Mater's proposed enterprise agreement and wage rates under QH's proposed MOCA7

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Earnings Comparison between Mater's Proposed EA and proposed MOCA7

				QHealth	40%	50%	75%					
				Mater	35%	50%	75%					
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.	Packaging	After Tax	After tax & Packaging p.a.
Year1 - 2.5% wage increase	SMO13	\$ 8,738.74	\$ 827.88	\$ 847.60		\$ 4,369.37		\$ 14,783.59	\$ 385,693.51	\$ 18,550.00	\$ 228,448.00	\$ 246,998.00
Year1 - 3.0% wage increase	L20	\$ 8,781.68	\$ 900.00	\$ 851.73		\$ 4,390.84		\$ 14,924.25	\$ 389,363.12	\$ 9,009.96	\$ 235,449.00	\$ 244,458.96
												\$ 2,539.04
Year2 - 2.5% wage increase	SMO13	\$ 8,957.21	\$ 848.58	\$ 868.79		\$ 4,478.61		\$ 15,153.19	\$ 395,335.99	\$ 18,550.00	\$ 233,558.00	\$ 252,108.00
Year2 - 2.5% wage increase	L20	\$ 9,001.22	\$ 900.00	\$ 851.73		\$ 4,500.61		\$ 15,253.56	\$ 397,954.70	\$ 9,009.96	\$ 240,002.34	\$ 249,012.30
												\$ 3,095.70
Year3 - 2.5% wage increase	SMO13	\$ 9,181.15	\$ 869.79	\$ 890.51		\$ 4,590.58		\$ 15,532.03	\$ 405,219.66	\$ 18,550.00	\$ 238,797.00	\$ 257,347.00
Year3 - 2.5% wage increase	L20	\$ 9,226.26	\$ 900.00	\$ 851.73		\$ 4,613.13		\$ 15,591.12	\$ 406,761.41	\$ 9,009.96	\$ 244,670.05	\$ 253,680.01
												\$ 3,666.99
Year1 - 2.5% wage increase	SMO14	\$ 8,927.34	\$ 827.88	\$ 847.60		\$ 4,463.67		\$ 15,066.49	\$ 393,074.18	\$ 18,550.00	\$ 232,360.00	\$ 250,910.00
Year1 - 3.0% wage increase	L21	\$ 8,971.09	\$ 900.00	\$ 851.73		\$ 4,485.55		\$ 15,208.37	\$ 396,775.75	\$ 9,009.96	\$ 239,377.00	\$ 248,386.96
												\$ 2,523.04
Year2 - 2.5% wage increase	SMO14	\$ 9,150.53	\$ 848.58	\$ 868.79		\$ 4,575.27		\$ 15,443.17	\$ 402,901.36	\$ 18,550.00	\$ 237,568.00	\$ 256,118.00
Year2 - 2.5% wage increase	L21	\$ 9,195.38	\$ 900.00	\$ 851.73		\$ 4,597.69		\$ 15,544.80	\$ 405,552.95	\$ 9,009.96	\$ 244,029.28	\$ 253,039.24
												\$ 3,078.76
Year3 - 2.5% wage increase	SMO14	\$ 9,379.30	\$ 869.79	\$ 890.51		\$ 4,689.65		\$ 15,829.25	\$ 412,974.05	\$ 18,550.00	\$ 242,907.00	\$ 261,457.00
Year3 - 2.5% wage increase	L21	\$ 9,425.27	\$ 900.00	\$ 851.73		\$ 4,712.64		\$ 15,889.64	\$ 414,549.45	\$ 9,009.96	\$ 248,797.69	\$ 257,807.65
												\$ 3,649.35
Year1 - 2.5% wage increase	SMO15	\$ 9,148.74	\$ 827.88	\$ 847.60		\$ 4,574.37		\$ 15,398.59	\$ 401,738.43	\$ 18,550.00	\$ 236,952.00	\$ 255,502.00
Year1 - 3.0% wage increase	L22	\$ 9,193.68	\$ 900.00	\$ 851.73		\$ 4,596.84		\$ 15,542.25	\$ 405,486.31	\$ 9,009.96	\$ 243,994.30	\$ 253,004.26
												\$ 2,497.74
Year2 - 2.5% wage increase	SMO15	\$ 9,377.46	\$ 848.58	\$ 868.79		\$ 4,688.73		\$ 15,783.56	\$ 411,782.03	\$ 18,550.00	\$ 242,275.00	\$ 260,825.00
Year2 - 2.5% wage increase	L22	\$ 9,423.52	\$ 900.00	\$ 851.73		\$ 4,711.76		\$ 15,887.01	\$ 414,480.97	\$ 9,009.96	\$ 248,761.12	\$ 257,771.08
												\$ 3,053.92
Year3 - 2.5% wage increase	SMO15	\$ 9,611.90	\$ 869.79	\$ 890.51		\$ 4,805.95		\$ 16,178.15	\$ 422,076.61	\$ 18,550.00	\$ 247,731.00	\$ 266,281.00
Year3 - 2.5% wage increase	L22	\$ 9,659.11	\$ 900.00	\$ 851.73		\$ 4,829.56		\$ 16,240.40	\$ 423,700.54	\$ 9,009.96	\$ 253,647.72	\$ 262,657.68
												\$ 3,623.32
Year1 - 2.5% wage increase	SMO16	\$ 9,370.96	\$ 827.88	\$ 847.60		\$ 4,685.48		\$ 15,731.92	\$ 410,434.78	\$ 18,550.00	\$ 241,561.00	\$ 260,111.00
Year1 - 3.0% wage increase	L23	\$ 9,416.36	\$ 900.00	\$ 851.73		\$ 4,708.18		\$ 15,876.27	\$ 414,200.89	\$ 9,009.96	\$ 248,612.72	\$ 257,622.68
												\$ 2,488.32
Year2 - 2.5% wage increase	SMO16	\$ 9,605.24	\$ 848.58	\$ 868.79		\$ 4,802.62		\$ 16,125.23	\$ 420,695.96	\$ 18,550.00	\$ 246,999.00	\$ 265,549.00

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				QHealth	40%	50%	75%					
				Mater	35%	50%	75%					
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.	Packaging	After Tax	After tax & Packaging p.a.
Year2 - 2.5% wage increase	L23	\$ 9,651.78	\$ 900.00	\$ 851.73		\$ 4,825.89		\$ 16,229.40	\$ 423,413.69	\$ 9,009.96	\$ 253,495.61	\$ 262,505.57
												\$ 3,043.43
Year3 - 2.5% wage increase	SMO16	\$ 9,845.38	\$ 869.79	\$ 890.51		\$ 4,922.69		\$ 16,528.37	\$ 431,213.60	\$ 18,550.00	\$ 252,573.00	\$ 271,123.00
Year3 - 2.5% wage increase	L23	\$ 9,893.08	\$ 900.00	\$ 851.73		\$ 4,946.54		\$ 16,591.35	\$ 432,856.71	\$ 9,009.96	\$ 258,500.40	\$ 267,510.36
												\$ 3,612.64
Year1 - 2.5% wage increase	SMO17	\$ 9,598.92	\$ 827.88	\$ 847.60		\$ 4,799.46		\$ 16,073.86	\$ 419,355.76	\$ 18,550.00	\$ 246,289.00	\$ 264,839.00
Year1 - 3.0% wage increase	L24	\$ 9,645.44	\$ 900.00	\$ 851.73		\$ 4,822.72		\$ 16,219.88	\$ 423,165.38	\$ 9,009.96	\$ 253,364.17	\$ 262,374.13
												\$ 2,464.87
Year2 - 2.5% wage increase	SMO17	\$ 9,838.90	\$ 848.58	\$ 868.79		\$ 4,919.45		\$ 16,475.72	\$ 429,840.00	\$ 18,550.00	\$ 251,846.00	\$ 270,396.00
Year2 - 2.5% wage increase	L24	\$ 9,886.58	\$ 900.00	\$ 851.73		\$ 4,943.29		\$ 16,581.60	\$ 432,602.34	\$ 9,009.96	\$ 258,365.78	\$ 267,375.74
												\$ 3,020.26
Year3 - 2.5% wage increase	SMO17	\$ 10,084.88	\$ 869.79	\$ 890.51		\$ 5,042.44		\$ 16,887.62	\$ 440,586.18	\$ 18,550.00	\$ 257,541.00	\$ 276,091.00
Year3 - 2.5% wage increase	L24	\$ 10,133.75	\$ 900.00	\$ 851.73		\$ 5,066.88		\$ 16,952.36	\$ 442,275.08	\$ 9,009.96	\$ 263,492.47	\$ 272,502.43
												\$ 3,588.57
Year1 - 2.5% wage increase	SMO21	\$ 9,881.82	\$ 1,005.29	\$ 847.60		\$ 4,940.91		\$ 16,675.62	\$ 435,055.25	\$ 18,550.00	\$ 254,610.00	\$ 273,160.00
Year1 - 3.0% wage increase	L25	\$ 9,930.23	\$ 1,093.00	\$ 851.73		\$ 4,965.12		\$ 16,840.08	\$ 439,345.77	\$ 9,009.96	\$ 261,939.57	\$ 270,949.53
												\$ 2,210.47
Year2 - 2.5% wage increase	SMO21	\$ 10,128.87	\$ 1,030.42	\$ 868.79		\$ 5,064.44		\$ 17,092.52	\$ 445,931.75	\$ 18,550.00	\$ 260,374.00	\$ 278,924.00
Year2 - 2.5% wage increase	L25	\$ 10,178.49	\$ 1,093.00	\$ 851.73		\$ 5,089.25		\$ 17,212.47	\$ 449,061.16	\$ 9,009.96	\$ 267,089.05	\$ 276,099.01
												\$ 2,824.99
Year3 - 2.5% wage increase	SMO21	\$ 10,382.10	\$ 1,056.18	\$ 890.51		\$ 5,191.05		\$ 17,519.84	\$ 457,080.36	\$ 18,550.00	\$ 266,283.00	\$ 284,833.00
Year3 - 2.5% wage increase	L25	\$ 10,432.96	\$ 1,093.00	\$ 851.73		\$ 5,216.48		\$ 17,594.17	\$ 459,019.58	\$ 9,009.96	\$ 272,366.79	\$ 281,376.75
												\$ 3,456.25
Year1 - 2.5% wage increase	SMO22	\$ 10,181.94	\$ 1,005.29	\$ 847.60		\$ 5,090.97		\$ 17,125.80	\$ 446,800.13	\$ 18,550.00	\$ 260,835.00	\$ 279,385.00
Year1 - 3.0% wage increase	L26	\$ 10,231.40	\$ 1,093.00	\$ 851.73		\$ 5,115.70		\$ 17,291.83	\$ 451,131.82	\$ 9,009.96	\$ 268,186.15	\$ 277,196.11
												\$ 2,188.89
Year2 - 2.5% wage increase	SMO22	\$ 10,436.49	\$ 1,030.42	\$ 868.79		\$ 5,218.25		\$ 17,553.95	\$ 457,970.14	\$ 18,550.00	\$ 266,755.00	\$ 285,305.00
Year2 - 2.5% wage increase	L26	\$ 10,487.19	\$ 1,093.00	\$ 851.73		\$ 5,243.60		\$ 17,675.52	\$ 461,141.81	\$ 9,009.96	\$ 273,491.45	\$ 282,501.41
												\$ 2,803.59
Year3 - 2.5% wage increase	SMO22	\$ 10,697.41	\$ 1,056.18	\$ 890.51		\$ 5,348.71		\$ 17,992.81	\$ 469,419.69	\$ 18,550.00	\$ 272,823.00	\$ 291,373.00
Year3 - 2.5% wage increase	L26	\$ 10,749.37	\$ 1,093.00	\$ 851.73		\$ 5,374.69		\$ 18,068.79	\$ 471,401.95	\$ 9,009.96	\$ 278,929.25	\$ 287,939.21
												\$ 3,433.79

Camparison is based on wage rates under Mater's proposed enterprise agreement and wage rates under QH's proposed MOCA7

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Earnings Comparison between Mater's Proposed EA and proposed MOCA7

				QHealth	40%	50%	75%						
				Mater	35%	50%	75%						
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.		Packaging	After Tax	After tax & Packaging p.a.
Year1 - 2.5% wage increase	SMO23	\$ 10,477.14	\$ 1,005.29	\$ 847.60		\$ 5,238.57		\$ 17,568.60	\$ 458,352.48		\$ 18,550.00	\$ 266,957.00	\$ 285,507.00
Year1 - 3.0% wage increase	L27	\$ 10,528.35	\$ 1,093.00	\$ 851.73		\$ 5,264.18		\$ 17,737.26	\$ 462,752.61		\$ 9,009.96	\$ 274,345.28	\$ 283,355.24
													\$ 2,151.76
Year2 - 2.5% wage increase	SMO23	\$ 10,739.07	\$ 1,030.42	\$ 868.79		\$ 5,369.54		\$ 18,007.82	\$ 469,811.29		\$ 18,550.00	\$ 273,030.00	\$ 291,580.00
Year2 - 2.5% wage increase	L27	\$ 10,791.56	\$ 1,093.00	\$ 851.73		\$ 5,395.78		\$ 18,132.07	\$ 473,053.01		\$ 9,009.96	\$ 279,804.81	\$ 288,814.77
													\$ 2,765.23
Year3 - 2.5% wage increase	SMO23	\$ 11,007.55	\$ 1,056.18	\$ 890.51		\$ 5,503.78		\$ 18,458.02	\$ 481,556.69		\$ 18,550.00	\$ 279,255.00	\$ 297,805.00
Year3 - 2.5% wage increase	L27	\$ 11,061.35	\$ 1,093.00	\$ 851.73		\$ 5,530.68		\$ 18,536.76	\$ 483,610.96		\$ 9,009.96	\$ 285,400.02	\$ 294,409.98
													\$ 3,395.02
Year1 - 2.5% wage increase	SMO31	\$ 10,919.94	\$ 1,005.29	\$ 847.60		\$ 5,459.97		\$ 18,232.80	\$ 475,680.99		\$ 18,550.00	\$ 276,141.00	\$ 294,691.00
Year1 - 3.0% wage increase	L28	\$ 10,972.80	\$ 1,093.00	\$ 851.73		\$ 5,486.40		\$ 18,403.92	\$ 480,145.49		\$ 9,009.96	\$ 283,563.57	\$ 292,573.53
													\$ 2,117.47
Year2 - 2.5% wage increase	SMO31	\$ 11,192.94	\$ 1,030.42	\$ 868.79		\$ 5,596.47		\$ 18,688.62	\$ 487,573.01		\$ 18,550.00	\$ 282,444.00	\$ 300,994.00
Year2 - 2.5% wage increase	L28	\$ 11,247.12	\$ 1,093.00	\$ 851.73		\$ 5,623.56		\$ 18,815.41	\$ 490,880.88		\$ 9,009.96	\$ 289,253.12	\$ 298,263.08
													\$ 2,730.92
Year3 - 2.5% wage increase	SMO31	\$ 11,472.77	\$ 1,056.18	\$ 890.51		\$ 5,736.39		\$ 19,155.85	\$ 499,762.59		\$ 18,550.00	\$ 288,904.00	\$ 307,454.00
Year3 - 2.5% wage increase	L28	\$ 11,528.30	\$ 1,093.00	\$ 851.73		\$ 5,764.15		\$ 19,237.18	\$ 501,884.56		\$ 9,009.96	\$ 295,085.24	\$ 304,095.20
													\$ 3,358.80
Year1 - 2.5% wage increase	SMO41	\$ 11,510.34	\$ 1,005.29	\$ 847.60		\$ 5,755.17		\$ 19,118.40	\$ 498,785.67		\$ 18,550.00	\$ 288,387.00	\$ 306,937.00
Year1 - 3.0% wage increase	L29	\$ 11,566.39	\$ 1,093.00	\$ 851.73		\$ 5,783.19		\$ 19,294.31	\$ 503,374.98		\$ 9,009.96	\$ 295,874.94	\$ 304,884.90
													\$ 2,052.10
Year2 - 2.5% wage increase	SMO41	\$ 11,798.10	\$ 1,030.42	\$ 868.79		\$ 5,899.05		\$ 19,596.36	\$ 511,255.31		\$ 18,550.00	\$ 294,996.00	\$ 313,546.00
Year2 - 2.5% wage increase	L29	\$ 11,855.55	\$ 1,093.00	\$ 851.73		\$ 5,927.78		\$ 19,728.06	\$ 514,691.15		\$ 9,009.96	\$ 301,872.95	\$ 310,882.91
													\$ 2,663.09
Year3 - 2.5% wage increase	SMO41	\$ 12,093.06	\$ 1,056.18	\$ 890.51		\$ 6,046.53		\$ 20,086.28	\$ 524,036.98		\$ 18,550.00	\$ 301,770.00	\$ 320,320.00
Year3 - 2.5% wage increase	L29	\$ 12,151.94	\$ 1,093.00	\$ 851.73		\$ 6,075.97		\$ 20,172.64	\$ 526,290.06		\$ 9,009.96	\$ 308,020.42	\$ 317,030.38
													\$ 3,289.62
Year1 - 2.5% wage increase	SMO11	\$ 8,263.96	\$ 827.88	\$ 847.60			\$ 6,197.97	\$ 16,137.41	\$ 421,013.73		\$ 18,550.00	\$ 247,167.00	\$ 265,717.00
Year1 - 3.0% wage increase	L18	\$ 8,303.86	\$ 900.00	\$ 851.73			\$ 6,227.90	\$ 16,283.49	\$ 424,824.73		\$ 9,009.96	\$ 254,243.44	\$ 263,253.40
													\$ 2,463.60

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				Mater	35%	50%	75%					
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.	Packaging	After Tax	After tax & Packaging p.a.
Year2 - 2.5% wage increase	SMO11	\$ 8,470.56	\$ 848.58	\$ 868.79			\$ 6,352.92	\$ 16,540.85	\$ 431,539.20	\$ 18,550.00	\$ 252,746.00	\$ 271,296.00
Year2 - 2.5% wage increase	L18	\$ 8,511.46	\$ 900.00	\$ 851.73			\$ 6,383.60	\$ 16,646.79	\$ 434,302.97	\$ 9,009.96	\$ 259,266.78	\$ 268,276.74
												\$ 3,019.26
Year3 - 2.5% wage increase	SMO11	\$ 8,682.33	\$ 869.79	\$ 890.51			\$ 6,511.75	\$ 16,954.38	\$ 442,327.84	\$ 18,550.00	\$ 258,464.00	\$ 277,014.00
Year3 - 2.5% wage increase	L18	\$ 8,724.25	\$ 900.00	\$ 851.73			\$ 6,543.19	\$ 17,019.17	\$ 444,018.17	\$ 9,009.96	\$ 264,416.26	\$ 273,426.22
												\$ 3,587.78
Year1 - 2.5% wage increase	SMO12	\$ 8,485.36	\$ 827.88	\$ 847.60			\$ 6,364.02	\$ 16,524.86	\$ 431,122.03	\$ 18,550.00	\$ 252,525.00	\$ 271,075.00
Year1 - 3.0% wage increase	L19	\$ 8,526.34	\$ 900.00	\$ 851.73			\$ 6,394.76	\$ 16,672.83	\$ 434,982.33	\$ 9,009.96	\$ 259,627.18	\$ 268,637.14
												\$ 2,437.86
Year2 - 2.5% wage increase	SMO12	\$ 8,697.50	\$ 848.58	\$ 868.79			\$ 6,523.13	\$ 16,938.00	\$ 441,900.43	\$ 18,550.00	\$ 258,238.00	\$ 276,788.00
Year2 - 2.5% wage increase	L19	\$ 8,739.50	\$ 900.00	\$ 851.73			\$ 6,554.63	\$ 17,045.86	\$ 444,714.42	\$ 9,009.96	\$ 264,785.14	\$ 273,795.10
												\$ 2,992.90
Year3 - 2.5% wage increase	SMO12	\$ 8,914.94	\$ 869.79	\$ 890.51			\$ 6,686.21	\$ 17,361.45	\$ 452,947.95	\$ 18,550.00	\$ 264,092.00	\$ 282,642.00
Year3 - 2.5% wage increase	L19	\$ 8,957.99	\$ 900.00	\$ 851.73			\$ 6,718.49	\$ 17,428.21	\$ 454,689.86	\$ 9,009.96	\$ 270,071.89	\$ 279,081.85
												\$ 3,560.15
Year1 - 2.5% wage increase	SMO13	\$ 8,738.74	\$ 827.88	\$ 847.60			\$ 6,554.06	\$ 16,968.28	\$ 442,690.42	\$ 18,550.00	\$ 258,656.00	\$ 277,206.00
Year1 - 3.0% wage increase	L20	\$ 8,781.68	\$ 900.00	\$ 851.73			\$ 6,586.26	\$ 17,119.66	\$ 446,640.07	\$ 9,009.96	\$ 265,805.92	\$ 274,815.88
												\$ 2,390.12
Year2 - 2.5% wage increase	SMO13	\$ 8,957.21	\$ 848.58	\$ 868.79			\$ 6,717.91	\$ 17,392.49	\$ 453,757.82	\$ 18,550.00	\$ 264,522.00	\$ 283,072.00
Year2 - 2.5% wage increase	L20	\$ 9,001.22	\$ 900.00	\$ 851.73			\$ 6,750.92	\$ 17,503.87	\$ 456,663.59	\$ 9,009.96	\$ 271,118.11	\$ 280,128.07
												\$ 2,943.93
Year3 - 2.5% wage increase	SMO13	\$ 9,181.15	\$ 869.79	\$ 890.51			\$ 6,885.86	\$ 17,827.31	\$ 465,102.10	\$ 18,550.00	\$ 270,535.00	\$ 289,085.00
Year3 - 2.5% wage increase	L20	\$ 9,226.26	\$ 900.00	\$ 851.73			\$ 6,919.70	\$ 17,897.69	\$ 466,938.07	\$ 9,009.96	\$ 276,563.86	\$ 285,573.82
												\$ 3,511.18
Year1 - 2.5% wage increase	SMO14	\$ 8,927.34	\$ 827.88	\$ 847.60			\$ 6,695.51	\$ 17,298.33	\$ 451,301.19	\$ 18,550.00	\$ 263,220.00	\$ 281,770.00
Year1 - 3.0% wage increase	L21	\$ 8,971.09	\$ 900.00	\$ 851.73			\$ 6,728.32	\$ 17,451.14	\$ 455,288.14	\$ 9,009.96	\$ 270,389.36	\$ 279,399.32
												\$ 2,370.68
Year2 - 2.5% wage increase	SMO14	\$ 9,150.53	\$ 848.58	\$ 868.79			\$ 6,862.90	\$ 17,730.80	\$ 462,584.10	\$ 18,550.00	\$ 269,200.00	\$ 287,750.00
Year2 - 2.5% wage increase	L21	\$ 9,195.38	\$ 900.00	\$ 851.73			\$ 6,896.54	\$ 17,843.65	\$ 465,528.21	\$ 9,009.96	\$ 275,816.56	\$ 284,826.52
												\$ 2,923.48
Year3 - 2.5% wage increase	SMO14	\$ 9,379.30	\$ 869.79	\$ 890.51			\$ 7,034.48	\$ 18,174.08	\$ 474,148.89	\$ 18,550.00	\$ 275,329.00	\$ 293,879.00
Year3 - 2.5% wage increase	L21	\$ 9,425.27	\$ 900.00	\$ 851.73			\$ 7,068.95	\$ 18,245.95	\$ 476,024.13	\$ 9,009.96	\$ 281,379.44	\$ 290,389.40

Camparison is based on wage rates under Mater's proposed enterprise agreement and wage rates under QH's proposed MOCA7

Mater Medical Officers Enterprise Agreement 2025
Earnings Comparison between Mater's Proposed EA and proposed MOCA7

			QHealth	40%	50%	75%						
			Mater	35%	50%	75%						
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.	Packaging	After Tax	After tax & Packaging p.a.
												\$ 3,489.60
Year1 - 2.5% wage increase	SMO15	\$ 9,148.74	\$ 827.88	\$ 847.60			\$ 6,861.56	\$ 17,685.78	\$ 461,409.49	\$ 18,550.00	\$ 268,577.00	\$ 287,127.00
Year1 - 3.0% wage increase	L22	\$ 9,193.68	\$ 900.00	\$ 851.73			\$ 6,895.26	\$ 17,840.66	\$ 465,450.45	\$ 9,009.96	\$ 275,775.22	\$ 284,785.18
												\$ 2,341.82
Year2 - 2.5% wage increase	SMO15	\$ 9,377.46	\$ 848.58	\$ 868.79			\$ 7,033.10	\$ 18,127.93	\$ 472,944.87	\$ 18,550.00	\$ 274,691.00	\$ 293,241.00
Year2 - 2.5% wage increase	L22	\$ 9,423.52	\$ 900.00	\$ 851.73			\$ 7,067.64	\$ 18,242.89	\$ 475,944.23	\$ 9,009.96	\$ 281,337.04	\$ 290,347.00
												\$ 2,894.00
Year3 - 2.5% wage increase	SMO15	\$ 9,611.90	\$ 869.79	\$ 890.51			\$ 7,208.93	\$ 18,581.13	\$ 484,768.54	\$ 18,550.00	\$ 280,958.00	\$ 299,508.00
Year3 - 2.5% wage increase	L22	\$ 9,659.11	\$ 900.00	\$ 851.73			\$ 7,244.33	\$ 18,655.17	\$ 486,700.39	\$ 9,009.96	\$ 287,037.72	\$ 296,047.68
												\$ 3,460.32
Year1 - 2.5% wage increase	SMO16	\$ 9,370.96	\$ 827.88	\$ 847.60			\$ 7,028.22	\$ 18,074.66	\$ 471,555.23	\$ 18,550.00	\$ 273,955.00	\$ 292,505.00
Year1 - 3.0% wage increase	L23	\$ 9,416.36	\$ 900.00	\$ 851.73			\$ 7,062.27	\$ 18,230.37	\$ 475,617.47	\$ 9,009.96	\$ 281,163.73	\$ 290,173.69
												\$ 2,331.31
Year2 - 2.5% wage increase	SMO16	\$ 9,605.24	\$ 848.58	\$ 868.79			\$ 7,203.93	\$ 18,526.54	\$ 483,344.46	\$ 18,550.00	\$ 280,203.00	\$ 298,753.00
Year2 - 2.5% wage increase	L23	\$ 9,651.78	\$ 900.00	\$ 851.73			\$ 7,238.84	\$ 18,642.35	\$ 486,365.73	\$ 9,009.96	\$ 286,860.17	\$ 295,870.13
												\$ 2,882.87
Year3 - 2.5% wage increase	SMO16	\$ 9,845.38	\$ 869.79	\$ 890.51			\$ 7,384.04	\$ 18,989.72	\$ 495,428.37	\$ 18,550.00	\$ 286,607.00	\$ 305,157.00
Year3 - 2.5% wage increase	L23	\$ 9,893.08	\$ 900.00	\$ 851.73			\$ 7,419.81	\$ 19,064.62	\$ 497,382.59	\$ 9,009.96	\$ 292,699.18	\$ 301,709.14
												\$ 3,447.86
Year1 - 2.5% wage increase	SMO17	\$ 9,598.92	\$ 827.88	\$ 847.60			\$ 7,199.19	\$ 18,473.59	\$ 481,963.03	\$ 18,550.00	\$ 279,471.00	\$ 298,021.00
Year1 - 3.0% wage increase	L24	\$ 9,645.44	\$ 900.00	\$ 851.73			\$ 7,234.08	\$ 18,631.24	\$ 486,076.04	\$ 9,009.96	\$ 286,707.00	\$ 295,716.96
												\$ 2,304.04
Year2 - 2.5% wage increase	SMO17	\$ 9,838.90	\$ 848.58	\$ 868.79			\$ 7,379.18	\$ 18,935.45	\$ 494,012.51	\$ 18,550.00	\$ 285,857.00	\$ 304,407.00
Year2 - 2.5% wage increase	L24	\$ 9,886.58	\$ 900.00	\$ 851.73			\$ 7,414.94	\$ 19,053.25	\$ 497,085.82	\$ 9,009.96	\$ 292,541.77	\$ 301,551.73
												\$ 2,855.27
Year3 - 2.5% wage increase	SMO17	\$ 10,084.88	\$ 869.79	\$ 890.51			\$ 7,563.66	\$ 19,408.84	\$ 506,363.05	\$ 18,550.00	\$ 292,403.00	\$ 310,953.00
Year3 - 2.5% wage increase	L24	\$ 10,133.75	\$ 900.00	\$ 851.73			\$ 7,600.31	\$ 19,485.79	\$ 508,370.69	\$ 9,009.96	\$ 298,522.82	\$ 307,532.78
												\$ 3,420.22
Year1 - 2.5% wage increase	SMO21	\$ 9,881.82	\$ 1,005.29	\$ 847.60			\$ 7,411.37	\$ 19,146.08	\$ 499,507.69	\$ 18,550.00	\$ 288,769.00	\$ 307,319.00
Year1 - 3.0% wage increase	L25	\$ 9,930.23	\$ 1,093.00	\$ 851.73			\$ 7,447.67	\$ 19,322.63	\$ 504,113.96	\$ 9,009.96	\$ 296,266.61	\$ 305,276.57

Camparison is based on wage rates under Mater's proposed enterprise agreement and wage rates under QH's proposed MOCA7

Mater Medical Officers Enterprise Agreement 2025
Earnings Comparison between Mater's Proposed EA and proposed MOCA7

			QHealth	40%	50%	75%						
			Mater	35%	50%	75%						
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.	Packaging	After Tax	After tax & Packaging p.a.
												\$ 2,042.43
Year2 - 2.5% wage increase	SMO21	\$ 10,128.87	\$ 1,030.42	\$ 868.79			\$ 7,596.65	\$ 19,624.73	\$ 511,995.53	\$ 18,550.00	\$ 295,388.00	\$ 313,938.00
Year2 - 2.5% wage increase	L25	\$ 10,178.49	\$ 1,093.00	\$ 851.73			\$ 7,633.87	\$ 19,757.09	\$ 515,448.58	\$ 9,009.96	\$ 302,274.16	\$ 311,284.12
												\$ 2,653.88
Year3 - 2.5% wage increase	SMO21	\$ 10,382.10	\$ 1,056.18	\$ 890.51			\$ 7,786.58	\$ 20,115.37	\$ 524,795.79	\$ 18,550.00	\$ 302,172.00	\$ 320,722.00
Year3 - 2.5% wage increase	L25	\$ 10,432.96	\$ 1,093.00	\$ 851.73			\$ 7,824.72	\$ 20,202.41	\$ 527,066.74	\$ 9,009.96	\$ 308,431.70	\$ 317,441.66
												\$ 3,280.34
Year1 - 2.5% wage increase	SMO22	\$ 10,181.94	\$ 1,005.29	\$ 847.60			\$ 7,636.46	\$ 19,671.29	\$ 513,210.06	\$ 18,550.00	\$ 296,032.00	\$ 314,582.00
Year1 - 3.0% wage increase	L26	\$ 10,231.40	\$ 1,093.00	\$ 851.73			\$ 7,673.55	\$ 19,849.68	\$ 517,864.35	\$ 9,009.96	\$ 303,554.64	\$ 312,564.60
												\$ 2,017.40
Year2 - 2.5% wage increase	SMO22	\$ 10,436.49	\$ 1,030.42	\$ 868.79			\$ 7,827.37	\$ 20,163.07	\$ 526,040.32	\$ 18,550.00	\$ 302,832.00	\$ 321,382.00
Year2 - 2.5% wage increase	L26	\$ 10,487.19	\$ 1,093.00	\$ 851.73			\$ 7,865.39	\$ 20,297.31	\$ 529,542.68	\$ 9,009.96	\$ 309,743.98	\$ 318,753.94
												\$ 2,628.06
Year3 - 2.5% wage increase	SMO22	\$ 10,697.41	\$ 1,056.18	\$ 890.51			\$ 8,023.06	\$ 20,667.16	\$ 539,191.67	\$ 18,550.00	\$ 309,802.00	\$ 328,352.00
Year3 - 2.5% wage increase	L26	\$ 10,749.37	\$ 1,093.00	\$ 851.73			\$ 8,062.03	\$ 20,756.13	\$ 541,512.84	\$ 9,009.96	\$ 316,088.08	\$ 325,098.04
												\$ 3,253.96
Year1 - 2.5% wage increase	SMO23	\$ 10,477.14	\$ 1,005.29	\$ 847.60			\$ 7,857.86	\$ 20,187.89	\$ 526,687.79	\$ 18,550.00	\$ 303,175.00	\$ 321,725.00
Year1 - 3.0% wage increase	L27	\$ 10,528.35	\$ 1,093.00	\$ 851.73			\$ 7,896.26	\$ 20,369.34	\$ 531,421.93	\$ 9,009.96	\$ 310,739.85	\$ 319,749.81
												\$ 1,975.19
Year2 - 2.5% wage increase	SMO23	\$ 10,739.07	\$ 1,030.42	\$ 868.79			\$ 8,054.30	\$ 20,692.58	\$ 539,854.99	\$ 18,550.00	\$ 310,153.00	\$ 328,703.00
Year2 - 2.5% wage increase	L27	\$ 10,791.56	\$ 1,093.00	\$ 851.73			\$ 8,093.67	\$ 20,829.96	\$ 543,439.08	\$ 9,009.96	\$ 317,109.39	\$ 326,119.35
												\$ 2,583.65
Year3 - 2.5% wage increase	SMO23	\$ 11,007.55	\$ 1,056.18	\$ 890.51			\$ 8,255.66	\$ 21,209.90	\$ 553,351.51	\$ 18,550.00	\$ 317,307.00	\$ 335,857.00
Year3 - 2.5% wage increase	L27	\$ 11,061.35	\$ 1,093.00	\$ 851.73			\$ 8,296.01	\$ 21,302.09	\$ 555,756.68	\$ 9,009.96	\$ 323,637.40	\$ 332,647.36
												\$ 3,209.64
Year1 - 2.5% wage increase	SMO31	\$ 10,919.94	\$ 1,005.29	\$ 847.60			\$ 8,189.96	\$ 20,962.79	\$ 546,904.39	\$ 18,550.00	\$ 313,890.00	\$ 332,440.00
Year1 - 3.0% wage increase	L28	\$ 10,972.80	\$ 1,093.00	\$ 851.73			\$ 8,229.60	\$ 21,147.12	\$ 551,713.64	\$ 9,009.96	\$ 321,494.61	\$ 330,504.57
												\$ 1,935.43
Year2 - 2.5% wage increase	SMO31	\$ 11,192.94	\$ 1,030.42	\$ 868.79			\$ 8,394.71	\$ 21,486.86	\$ 560,577.01	\$ 18,550.00	\$ 321,136.00	\$ 339,686.00
Year2 - 2.5% wage increase	L28	\$ 11,247.12	\$ 1,093.00	\$ 851.73			\$ 8,435.34	\$ 21,627.19	\$ 564,238.25	\$ 9,009.96	\$ 328,132.86	\$ 337,142.82
												\$ 2,543.18

Camparison is based on wage rates under Mater's proposed enterprise agreement and wage rates under QH's proposed MOCA7

Mater Medical Officers Enterprise Agreement 2025
Earnings Comparison between Mater's Proposed EA and proposed MOCA7

				QHealth	40%	50%	75%						
				Mater	35%	50%	75%						
	Classification	Base FN	Car Allowance	PD Allowance	A & R Allowance	A & R Allowance	A & R Allowance	FN Gross	Gross p.a.		Packaging	After Tax	After tax & Packaging p.a.
Year3 - 2.5% wage increase	SMO31	\$ 11,472.77	\$ 1,056.18	\$ 890.51			\$ 8,604.58	\$ 22,024.04	\$ 574,591.72		\$ 18,550.00	\$ 328,564.00	\$ 347,114.00
Year3 - 2.5% wage increase	L28	\$ 11,528.30	\$ 1,093.00	\$ 851.73			\$ 8,646.23	\$ 22,119.26	\$ 577,075.88		\$ 9,009.96	\$ 334,936.47	\$ 343,946.43
													\$ 3,167.57
Year1 - 2.5% wage increase	SMO41	\$ 11,510.34	\$ 1,005.29	\$ 847.60			\$ 8,632.76	\$ 21,995.99	\$ 573,859.85		\$ 18,550.00	\$ 328,176.00	\$ 346,726.00
Year1 - 3.0% wage increase	L29	\$ 11,566.39	\$ 1,093.00	\$ 851.73			\$ 8,674.79	\$ 22,185.90	\$ 578,814.70		\$ 9,009.96	\$ 335,858.14	\$ 344,868.10
													\$ 1,857.90
Year2 - 2.5% wage increase	SMO41	\$ 11,798.10	\$ 1,030.42	\$ 868.79			\$ 8,848.58	\$ 22,545.89	\$ 588,206.36		\$ 18,550.00	\$ 335,780.00	\$ 354,330.00
Year2 - 2.5% wage increase	L29	\$ 11,855.55	\$ 1,093.00	\$ 851.73			\$ 8,891.66	\$ 22,691.94	\$ 592,016.90		\$ 9,009.96	\$ 342,855.20	\$ 351,865.16
													\$ 2,464.84
Year3 - 2.5% wage increase	SMO41	\$ 12,093.06	\$ 1,056.18	\$ 890.51			\$ 9,069.80	\$ 23,109.55	\$ 602,911.85		\$ 18,550.00	\$ 343,573.00	\$ 362,123.00
Year3 - 2.5% wage increase	L29	\$ 12,151.94	\$ 1,093.00	\$ 851.73			\$ 9,113.96	\$ 23,210.63	\$ 605,548.96		\$ 9,009.96	\$ 350,027.16	\$ 359,037.12
													\$ 3,085.88