

Medical Officers Enterprise Agreement 2026

Enterprise Agreement – Summary of Changes

This document identifies key changes between the nominally expired *Mater Medical Officer Enterprise Agreement 2023* (AG2024/2084) and the proposed *Mater Medical Officer Enterprise Agreement 2026* (proposed EA).

For information on full terms and conditions, you are encouraged to refer to the proposed EA document. The numbers in brackets throughout this document (e.g., “[1.1]”) refer to clause numbers in the proposed EA.

This document does not seek to explain entitlements and conditions not altered, or trivial differences between the proposed agreement and the Award, or trivial changes in the Award (such as renumbering).

While care has been taken to ensure the information below is as correct as possible, the sources of truth are the proposed EA and *Mater Medical Officer Enterprise Agreement 2023*. You should review the document to confirm the specific term or condition within the proposed EA or *Mater Medical Officer Enterprise Agreement 2023*.

You can access the proposed Medical Officers agreement, as well as the previous agreement, at mater.org.au/MMOEA.

Format and Grammar

Grammatical and administrative amendments have been made throughout the document to improve readability and clarity.

Part 1 – Preliminary

Title [1.1]

Title to be *Mater Medical Officers Enterprise Agreement 2026*. This change is to reflect the new operation date.

Date and Period of Operation [1.2]

Commences 7 days after Fair Work Commission approval with a nominal expiry of 30 June 2028. This change is to reflect the new nominal expiry date.

Relationships with Awards, Agreements and Other Conditions [1.4]

If you have any questions, you are encouraged to speak to your Manager or Director. Alternatively, you can contact the Industrial Relations team on email: IndustrialRelations@mater.org.au.

The proposed EA replaces the *Mater Medical Officer Enterprise Agreement 2023* (AG2024/2084).

Definitions [1.9]

The definitions clause has additions and updates in the proposed EA, including the following:

- Agreement [1.9.1(b)] – updated to reflect the new title of the Mater Medical Officers' Enterprise Agreement 2026
- Amended to more succinct references to relevant schedules. [1.9.1(c) and (d)]
- Immediate family [1.9.1(e)] - amended to include former spouses and former de facto partners.
- Senior Medical Officer [1.9.1(n)] – amended to provide a more succinct reference to the relevant schedule.

Mandatory Terms

The proposed EA includes the following clauses as required by the *Fair Work Act 2009* (the Act):

Prevention and Settlement of Disputes [1.10]

Flexibility Term [1.11]

Consultation [1.12]

These clauses in the proposed EA are based on the model clauses outlined in the Act. Changes in the above clauses reflect the current Fair Work Commission model clause wording.

Part 2 – Basis of Employment

Part Time Medical Officers [2.2]

Medical leaders' allowance is included in the list of allowances that apply in full when working part time.

Casual Medical Officers [2.3]

Simplification of the casual Mater Medical Officer definition language.

Part 3 – Wage and Salary-Related Matters

Wage [3.1 and S1.4, S2.X, S3.17, S4.20]

In negotiating an EA, the proposed EA includes that Mater must balance the interests of employees by providing fair market remuneration and conditions whilst also managing costs to ensure Mater's sustainability into the future.

The proposed EA provides a wage increase in each year of the proposed EA. The wage rates are outlined in the relevant schedule of the proposed EA.

If the vote is approved, all employees covered by the proposed EA and employed at the time the proposed EA comes into operation will receive payment as per the dates in the relevant table.

Part 4 – Leave

Compassionate Leave [4.12]

Inclusion of miscarriage and stillbirth in eligibility for compassionate leave.

Ceremonial Leave [4.14]

If you have any questions, you are encouraged to speak to your Manager or Director.
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email: IndustrialRelations@mater.org.au.

Introduction of ceremonial leave for all Mater Medical Officers.

Suspension [4.16]

Inclusion of suspension without pay in accordance with procedural fairness provisions, which are outlined in the clause. A Mater Medical Officer may be in limited circumstances be suspended without pay. The employee may be stood down without pay where;

- There is prima facie evidence that serious misconduct of such gravity the continued duty of the employee would pose a significant risk to reputation, safety, service delivery or regulatory compliance
- The employee is charged with a serious offence; and
 - The employee is unable to perform the inherent requirements of their role as a consequence of the charge or related proceedings; or
 - Mater's brand or reputation may be harmed if the employee is permitted to continue working while relevant legal proceedings progress.
- The employee is unable to perform the inherent requirements of their role due to a professional registration lapsing, being suspended or have conditions imposed that are unable to be met by Mater and the employee.

Any employee suspended without pay will be afforded procedural fairness.

A decision to suspend an employee under this clause may be disputed under the dispute's resolution clause.

Suspension without pay will not break continuity of service.

Public Holidays [4.17]

Extension of Show Day beyond the EKKA, with EKKA becoming an example of a Show Day instead of defining the Show Day.

Public Holidays – Work Performed on a Public Holiday [4.18.2]

Inclusion of option for mutual agreement to work a public holiday for payment at ordinary rates and accrual of time off at 50% of the time worked.

Public Holidays – Work Performed on a Public Holiday [4.18.4]

Inclusion of option for mutual agreement to work an Easter Saturday or 25 December for payment at ordinary rates and accrual of time off at 150% of the time worked.

Part 11 – Fatigue Related Matters

Fatigue Related Matters [11.1.1]

The proposed EA introduces a commitment that Mater will initiate a project with the intention of reviewing fatigue management arrangements for the medical workforce within six months of the proposed EA commencing. Regular updates about the progress of work will be provided to the MMOCG.

Part 13 – Development of Initiatives

Development on Initiatives [13.1]

Development of initiative provisions for Senior Medical Officers are provided for within Schedule 4 Senior Medical Officer (SMO) Terms and Conditions.

If you have any questions, you are encouraged to speak to your Manager or Director.
Alternatively, you can contact the Industrial Relations team on
email: IndustrialRelations@mater.org.au.

Part 15 – Union Related Matters

Workplace Delegate's Rights [17]

Changes to the clauses to reflect the current Fair Work Commission model clause wording.

Clause name change from "Union Related Matters" to "Workplace Delegate's Rights" to align with current model clause wording.

Schedule 1 – Career Medical Officer (CMO) Terms and Conditions.

This schedule outlines CMO specific terms and conditions.

CMO: Wages table

CMO Wage Table [S1.4]

CMO wages in the table below will be effective in the first full pay cycle on or after the date indicated:

	1 July 2025	1 July 2026	1 July 2027
Description	\$/Hour	\$/Hour	\$/Hour
Career Medical Officer CMO	\$148.5260	\$152.2392	\$156.0451
Career Medical Officer Locum	\$182.6870	\$187.2542	\$191.9355

Schedule 2 - Critical Care Medical Officer (CCMO) Terms and Conditions

Basis of Employment- CCMO

CCMO – Casual Employment Review [S2.1.2]

Mater will review the status of a casual CCMO in accordance with the NES.

Wage Table - CCMO

CCMO – Wage Table (S2.11)

CCMO employees will be paid an hourly rate in accordance with the below table. Wages described in the below table will be effective on the first full pay period on or after the specified date.

	1 July 2025	1 July 2026	1 July 2027
Description	\$/Hour	\$/Hour	\$/Hour
CCMO Full-time Part-Time	\$126.0451	\$129.1962	\$132.4262
CCMO Casual	\$155.0409	\$158.9169	\$162.8898
CCMO Locum	\$155.0409	\$158.9169	\$162.8898

Schedule 3 – Resident Medical Officer (RMO)

Overtime

Overtime [S3.3.5]

Inclusion of overtime that does not require prior approval where the work is necessary and it would be clinically unsafe for the RMO to cease work and seek approval.

Recall

Digital Recall [S3.4.4]

Inclusion of digital recall where the RMO is recalled to perform duty and is able to perform that duty using appropriate (meaning suitable or right for a particular situation or occasion) digital resources without the need to leave their residence and/or without the need to return to the facility.

“Digital recall” refers to any work that involves both of the following:

- Accessing and reviewing clinical documents; and
- Creating records containing patient medical information

This includes but is not limited to:

- Documentation of care or treatments received; and/or
- Test results; and/or
- Diagnoses; and/or
- Medications administered; and/or
- Clinical decision making.

Records created or modified must be contemporaneously accessible at a Mater campus at the time of creation or amendment.

Wages and related matters

RMO Wages Table [S3.17]

RMO wages in the table below will be effective in the first full pay cycle on or after the date indicated:

Resident Medical Officers								
Classification	Level	Paypoint	1-Jul-25		1-Jul-26		1-Jul-27	
			Hourly Rate	Per Annum	Hourly Rate	Per Annum	Hourly Rate	Per Annum
Resident Medical Officer Lvl 1	1	RMO1	\$47.7461	\$94,670	\$48.9395	\$97,036	\$50.1632	\$99,463
Resident Medical Officer Lvl 2	2	RMO2	\$51.4724	\$102,059	\$52.7592	\$104,610	\$54.0776	\$107,224
Resident Medical Officer Lvl 3	3	RMO3	\$55.2671	\$109,583	\$56.6487	\$112,322	\$58.0645	\$115,129
Registrar and PHO Lvl 1	4	REG1	\$67.5053	\$133,848	\$69.1934	\$137,196	\$70.9237	\$140,626
Registrar and PHO Lvl 2	5	REG2	\$69.3763	\$137,558	\$71.1105	\$140,997	\$72.8882	\$144,522
Registrar and PHO Lvl 3	6	REG3	\$71.2592	\$141,292	\$73.0408	\$144,824	\$74.8671	\$148,445
Registrar and PHO Lvl 4	7	REG4	\$74.1421	\$147,008	\$75.9961	\$150,684	\$77.8961	\$154,451
Registrar Lvl 5	8	REG5	\$76.0921	\$150,874	\$77.9947	\$154,647	\$79.9447	\$158,513
Registrar Lvl 6	9	REG6	\$78.0461	\$154,749	\$79.9974	\$158,618	\$81.9974	\$162,583
Senior Registrar Lvl 1	10	SREG1	\$85.8461	\$170,214	\$87.9921	\$174,469	\$90.1921	\$178,832
Senior Registrar Lvl 2	11	SREG2	\$88.7763	\$176,024	\$90.9961	\$180,426	\$93.2711	\$184,937
Senior Registrar Lvl 3	12	SREG3	\$91.7013	\$181,824	\$93.9934	\$186,369	\$96.3434	\$191,028
Senior Registrar Lvl 4	13	SREG4	\$94.5987	\$187,569	\$96.9632	\$192,257	\$99.3868	\$197,063

If you have any questions, you are encouraged to speak to your Manager or Director.
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email: IndustrialRelations@mater.org.au.

Schedule 4 – Senior Medical Officer (SMO) Terms and Conditions

This schedule outlines SMO specific terms and conditions.

SMO: Recall

SMO Digital Recall [S4.5.3]

The proposed EA introduces wording to provide greater clarity for the application of digital recall.

The proposed EA outlines that the term “digital recall” refers to any work that involves both of the following:

- Accessing and reviewing clinical documents; and
- Creating records containing patient medical information.

This includes but is not limited to:

- Documentation of care or treatments received; and/or
- Test results; and/or
- Diagnoses; and/or
- Medications administered; and/or
- Clinical decision making.

Records created or modified must be contemporaneously accessible at a Mater campus at the time of creation or amendment.

SMO: Professional Development Allowance

Professional Development Allowance [S4.6.1]

Proposed EA includes an increase in the SMO Professional Development Allowance, as per the table below:

SMO Professional Development Allowance		
First full pay period on or after approval of agreement by FWC	1 July 2026	1 July 2027
\$22,037.50	\$22,588.44	\$23,153.15

SMO: Wage and Salary Related Matters

SMO Medical Leaders Allowance [S4.17]

Medical Leaders, as defined in the proposed EA, will be remunerated within the relevant range detailed below:

Medical Leaders' Allowance						
Medical Leader Group	First full pay period on or after approval of agreement by FWC		1-Jul-26		1-Jul-27	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Group 1	\$6,851	\$13,701	\$7,022	\$14,044	\$7,198	\$14,395
Group 2	\$13,703	\$20,553	\$14,046	\$21,067	\$14,397	\$21,594
Group 3	\$20,554	\$27,404	\$21,068	\$28,090	\$21,595	\$28,792

The proposed EA includes the medical leaders allowance in the allowances that are paid to part time employees in full, see clause 2.2.3 in the proposed EA.

SMO Eminent and Pre-Eminent Specialist status [S4.19]

The proposed EA updates the clauses relating to eminent and pre-eminent specialist status to reflect the process has been established.

SMO Wages Table [S4.21]

SMO wages in the table below will be effective in the first full pay cycle on or after the date indicated:

Senior Medical Officers							
Level	Paypoint	1-Jul-25		1-Jul-26		1-Jul-27	
		Hourly Rate	Per Annum	Hourly Rate	Per Annum	Hourly Rate	Per Annum
Senior Medical Officer General Practitioner							
L13	C1-1	\$89.8675	\$187,566.41	\$92.1142	\$192,255.57	\$94.4170	\$197,061.96
L14	C1-2	\$92.6794	\$193,435.25	\$94.9964	\$198,271.13	\$97.3713	\$203,227.91
L15	C1-3	\$95.4810	\$199,282.60	\$97.8680	\$204,264.66	\$100.3147	\$209,371.28
L16	C1-4	\$98.3135	\$205,194.43	\$100.7713	\$210,324.29	\$103.2906	\$215,582.40
L17	C1-5	\$101.1254	\$211,063.27	\$103.6535	\$216,339.85	\$106.2449	\$221,748.35
Staff Specialist							
L18	MO1-1	\$103.8034	\$216,652.64	\$106.3985	\$222,068.96	\$109.0584	\$227,620.68
L19	MO1-2	\$106.5844	\$222,456.99	\$109.2490	\$228,018.42	\$111.9802	\$233,718.88
L20	MO1-3	\$109.7671	\$229,099.74	\$112.5113	\$234,827.24	\$115.3241	\$240,697.92
L21	MO1-4	\$112.1361	\$234,044.19	\$114.9395	\$239,895.29	\$117.8130	\$245,892.68
L22	MO1-5	\$114.9171	\$239,848.54	\$117.7900	\$245,844.75	\$120.7348	\$251,990.87
L23	MO1-6	\$117.7084	\$245,674.38	\$120.6511	\$251,816.24	\$123.6674	\$258,111.65
L24	MO1-7	\$120.5718	\$251,650.71	\$123.5861	\$257,941.98	\$126.6757	\$264,390.53
Senior Staff Specialist							
L25	MO2-1	\$124.1253	\$259,067.38	\$127.2284	\$265,544.06	\$130.4091	\$272,182.66
L26	MO2-2	\$127.8951	\$266,935.49	\$131.0925	\$273,608.88	\$134.3698	\$280,449.10
L27	MO2-3	\$131.6031	\$274,674.62	\$134.8932	\$281,541.49	\$138.2655	\$288,580.02
Senior Staff Specialist - Eminent							
L28	MO3-1	\$137.1651	\$286,283.32	\$140.5942	\$293,440.40	\$144.1091	\$300,776.41
Senior Staff Specialist - Pre-Eminent							
L29	MO4-1	\$144.5811	\$301,761.58	\$148.1956	\$309,305.61	\$151.9005	\$317,038.26