

MOCA5 Clause	Clause Details	Effective date	Pay day delivery
1.15.2 Cultural Leave	Cultural leave: An employee who is required by Aboriginal tradition or Island custom to attend an Aboriginal and Torres Strait Islander ceremony may take up to 5 days unpaid cultural leave in each year if the employer agrees. The entitlement will be administered in accordance with section 51 of the Industrial Relations Act (Qld) 2016.	Date of Certification: 31 May 2019	12 June 2019
11.10 Meal Breaks Medical Officers	Medical officers will be entitled to have a meal break of 30 minutes clear of work commitments. Where meal breaks cannot be accessed medical officers will be paid overtime, at the applicable overtime rate for the duration of the meal break.	Date of Certification: 31 May 2019	12 June 2019
11.12 Overtime Resident Medical Officers	A RMO performing additional hours of duty in excess of the ordinary hours specified in Clause 11.1 of this Agreement shall be, subject to approval by the authorised manager, paid for such excess duty hours as follows: Shift workers as defined in the Award: a) Monday to Sunday – double time of the ordinary rate; b) Public Holidays – double time and one-half of the ordinary rate.	Date of Certification: 31 May 2019	12 June 2019
11.16 Public Holidays	All work done on a public holiday will be paid at the applicable public holiday rate with a minimum payment as for four hours.	Date of Certification: 31 May 2019	12 June 2019
11.18.4.1 Digital Recall: (RMO only)	RMO - a minimum of 30 minutes at applicable overtime rate of the relevant base rate for each time the employee performs such duties	Date of Certification: 31 May 2019	12 June 2019
11.18.4.1 Digital Recall: (SMO only)	SMO - a minimum of 30 minutes at 270% of the relevant base rate for each time the employee performs such duties	Date of Certification: 31 May 2019	18 September 2019
11.18.4.6 Digital Recall with Physical Recall	A medical officer who is on call and who is recalled to the facility or service to perform work within 30 minutes of the commencement of performing digital recall, will be paid a minimum payment as follows: * RMO - a minimum of 2.5 hours at the applicable overtime rate of the relevant base rate for each instance within any period of 24 hours. * SMO - a minimum of 2.5 hours at 270% of the relevant base rate for the first instance, and 1.5 hours at 270% of the relevant base rate in subsequent instances within any period of 24 hours.	Date of Certification: 31 May 2019	18 September 2019
2.1.1 Wage Increases	Wage increases shall be paid in 3 instalments as follows: a) 2.5% from 1 July 2018; b) 2.5% from 1 July 2019; c) 2.5% from 1 July 2020.	a) 1 July 2018 b) 1 July 2019 c) 1 July 2020	a) 26 June 2019 b) 24 July 2019 c) 22 July 2020
2.6 Classification Structure, Appointments, Increments and Progression 2.6.3 Senior Medical Officers	A Medical Superintendent and Medical Officer with Private Practice (MSPP/MOPP) will be eligible to be translated to salary ranges to be designed proportionate to senior medical officer (SMO) ranges as specified at Clause 2.6.1 and Clause 2.6.3 for the purposes of salary determination only if all of the specific criteria are met.	a) 1 July 2018 b) 1 July 2019 c) 1 July 2020	a) 26 June 2019 b) 24 July 2019 c) 22 July 2020
7.1.1 Professional Development Leave (PDL) Resident Medical Officers	All RMOs, other than Interns, will be entitled to accrue 1.6 weeks of PDL per year in addition to existing exam leave entitlements.	Date of Certification: 31 May 2019	12 June 2019
7.1.2 Professional Development Leave (PDL) Resident Medical Officers	RMOs in rural and remote locations will accrue an additional 0.6 weeks of professional development leave each year to be used as travel time to attend professional development activities, or examinations at the election of the RMO.	Date of Certification: 31 May 2019	18 September 2019
7.1.6 Professional Development Leave (PDL) Resident Medical Officers	RMOs who have taken a leave of absence from Queensland Health for a period up to two years and one month shall, on re-employment, be entitled to reinstatement of their professional development leave accruals that existed prior to their termination.	Date of Certification: 31 May 2019	12 June 2019
7.2.1(a) Vocational Training Subsidy	All RMOs who confirm their acceptance and remain in a vocational training program will be entitled to the payment of a vocational training subsidy of \$3,670 per annum from 1 July 2018. This allowance will remain linked to the wages increase and will increase annually as follows: increase by 2.5% on 1 July 2019 and further increase by 2.5% on 1 July 2020.	1 July 2018 \$3670 1 July 2019 2.5% 1 July 2020 2.5%	26 June 2019 24 July 2019 22 July 2020
7.2.2 Professional Development Allowance (PDA) Resident Medical Officers	All RMOs, other than Interns and those RMOs in receipt of the Vocational Training Subsidy in accordance with Clause 7.2.1, will be entitled to a payment of \$2,200 from 1 July 2018. This allowance will remain linked to the wages increase and will increase annually as follows: • 2.5% on 1 July 2019 and a further • 2.5% on 1 July 2020.	1 July 2018 \$3670 1 July 2019 2.5% 1 July 2020 2.5%	26 June 2019 24 July 2019 22 July 2020
7.3.3 Examination Leave	For purposes of clarity, a RMO is to be allowed leave on full pay for each day of an approved examination plus three days. These days may be taken prior to or following the examination or a combination of both. This entitlement is to apply for each examination throughout the course of the year.	Date of Certification: 31 May 2019	12 June 2019
7.5.2 Professional Development Leave (PDL) Senior Medical Officers	All SMOs, MSPP and MOPP will be paid an annual professional development allowance which increases as follows. This allowance will be paid fortnightly. • \$20,500 from 1 July 2018; • \$21,000 from 1 July 2019; • \$21,500 from 1 July 2020.	\$20,500 from 1 July 2018 \$21,000 from 1 July 2019 \$21,500 from 1 July 2020	26 June 2019 24 July 2019 22 July 2020
8.1.1.2 Inaccessibility Allowance	Inaccessibility Allowance - The allowances in the table provided will be paid in three monthly instalments upon meeting completion periods outlined in the table below.	Date of Certification: 31 May 2019	To be advised
9.4 Flexible Working Arrangements	In accordance with the Industrial Relations Act 2016 (Qld) an employee may ask the employer for a change in the way the employee works, including – the employee's ordinary hours of work, an example of such a request could include the request to work a nine-day fortnight.	Date of Certification: 31 May 2019	12 June 2019