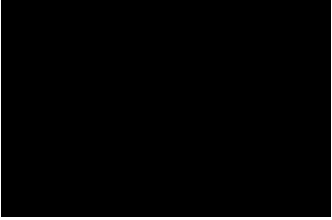


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- **Private work:** self-employed as a small business or sole trader either in regular work or as a locum. This group includes Visiting Medical Officers and most General Practitioners.
- **Public work:** employed by a public hospital, essentially as a government employee. This group includes Staff Specialists.
- **University or research work:** employed by a University or research grant, usually doing teaching and/or research. This group includes Clinical Academics and those doing PhDs.

VMO or Staff Specialist?

Staff Specialist and Public Work

- A fixed income. Generally Staff Specialists earn a fixed salary irrespective of how much overtime and on-call they do.
- Some salary variation can come from the different ways Staff Specialists are paid for their patients with private health insurance.
 - Hospitals will always bill private health funds. In recognition of this, Staff Specialists may be paid a fixed allowance or a percentage of those billings. Staff Specialists who are paid a percentage of billings usually must bill a certain amount per annum to make it worth their while.
- A first year full-time Level 1 Staff Specialist in 2015 was entitled to \$154,000 per year as a base rate, plus fixed allowances for on-call and private billings bringing the total salary to about \$200,000 per year.
 - This goes up every year for the first 5 years of full-time work.
- Annual Leave (5 weeks per year)
- Study leave including a stipend to be used for study courses, conferences etc (up to 5 weeks per year, on top of annual leave)
- Sick, compassionate and maternity leave provisions
- Superannuation contribution

Running A Small Business as a Private Practitioner

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- Medicare rebate (how much Medicare will pay you for the service)
- Any gap you charge (how much, if anything, you will charge the patient or their private health provider). The Australian Medical Association (AMA) publishes a guide to reasonable gap fees annually – but you have to be an AMA member to read it

- Rent for rooms
- Secretarial support (booking appointments, answering phones)
- Billing support (someone to make sure you get paid)
- Letter dictation
- Special equipment

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University and Research Grants

In Summary

Final Words and Farewell



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