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| Title: VMO ENTITLEMENTS - LONG SERVICE LEAVE | Number: IRM 11.4-4 |
| | Date: AUGUST 2007 |
| | Replaces: JANUARY 2000 |

ENTITLEMENT

Visiting Medical Officers (VMO's) employed in District Health Services are engaged in accordance with the Terms and Conditions of Employment, Queensland Government Visiting Medical Officers. A VMO is entitled to long service leave in accordance with the provisions of Directive 05/07 (as amended from time to time).

The entitlement is 13 weeks long service leave after 10 calendar years of recognised service. However, VMO's may access pro rata long service leave after seven years recognised service. Refer to IRM 11.3-2 for details of recognition of previous service.

Calculation of long service leave for VMO's is undertaken in relation to the VMO's overall service with Queensland Health. This may include periods of service as a Resident Medical Officer or Senior Medical Officer whose entitlements to Long Service Leave are in accordance with the *District Health Services – Senior Medical Officers' and Resident Medical Officers' Award – State 2003* and are subject to the former Public Service Management and Employment Regulations 1988.

PAYMENT

Payment for long service leave will be made as follows:

- Service as a VMO or Visiting Specialist at the applicable loaded rate under this agreement;
- Service in another capacity at the applicable hourly rate for a full time employee having regard to an employee's current qualifications and experience in accordance with an appropriate award or industrial instrument (eg. a Visiting Specialist who had previous service as a full time Registrar would be paid for this period of long service leave accrual at the hourly rate for a full time specialist under the *District Health Services – Senior Medical Officers' and Resident Medical Officers' Award – State 2003*)

Periods of approved long service leave accrued as a VMO are paid at the loaded rate based on the number of hours of sessional services that would have been worked over the period of absence. Additionally approved notional sessions are paid during absences on long service leave. The following two examples illustrate how leave is accrued and taken where the number of hours worked per week has varied over the accrual period:

NOTE: In example 1, the number of hours would be accrued when the total paid hours entitlement is greater than the time entitlement.

Example 1: Decrease in Hours

| SERVICE HISTORY | ACCRUAL RATE | PAID ENTITLEMENT | TIME ENTITLEMENT |
|--|---|---|---|
| 5 years service as VMO working 6 hours per week (current rate Visiting Specialist 7 th year and thereafter) | 5 years entitlement at Visiting Specialist 7 th year | 6.5 weeks at 6 hours per week paid at Visiting Specialist – 7 th year rate (39 paid hours) | 5 years at 1.3 weeks per year (6.5 weeks) |
| 6 years service as VMO working 15 hours per week | 6 years entitlement at Visiting Specialist 7 th year | 7.8 weeks at 15 hours per week at Visiting Specialist – 7 th year rate (117 paid hours) | 6 years at 1.3 weeks per year (7.8 weeks) |
| | TOTAL | 156 Paid Hours | 14.3 Weeks |

NOTE: This VMO would be entitled to a total of 156 paid hours taken over 14.3 weeks (ie 10.9 hours of paid leave per week up to 14.3 weeks).

Example 2: Increase in Hours

| SERVICE HISTORY | ACCRUAL RATE | PAID ENTITLEMENT | TIME ENTITLEMENT |
|---|---|--|--|
| 3 years service as VMO working 15 hours per week (current rate Visiting Specialist 7 th year and thereafter) | 3 years entitlement at Visiting Specialist 7 th year | 3.9 weeks at 15 hours per week at Visiting Specialist – 7 th year rate (58.5 paid hours) | 3 years at 1.3 weeks per year (3.9 weeks) |
| 8 years service as VMO working 6 hours per week | 8 years entitlement at Visiting Specialist 7 th year | 10.4 weeks at 6 hours per week paid at Visiting Specialist – 7 th year rate (62.4 paid hours) | 8 years at 1.3 weeks per year (10.4 weeks) |
| | TOTAL | 120.9 Paid Hours | 14.3 Weeks |

NOTE: This VMO would be entitled to a total of 8.06 weeks paid leave at 15 hours per week plus 6.24 weeks unpaid leave (ie 120.9 hours/15 hours = 8.06 weeks of paid leave with balance being unpaid leave).

VMO's are compensated for long service leave accrued as a non-VMO at the applicable hourly rate for a full time employee and not a VMO, having regard to the VMO's current qualifications and experience, in accordance with an appropriate award or industrial agreement. This is because the VMO loaded rate includes components for the loss of private practice earnings and the non availability of superannuation (except occupational superannuation). Service as an RMO or SMO includes the benefits of Superannuation and no loss in Private Practice occurs.

EXAMPLE:

A VMO has accrued an entitlement for long service leave after 10 years continuous service with Queensland Health and wishes to take all long service leave due:

| Service History | Accrual Rate | Entitlement |
|--|---|---|
| 2 years service as VMO working 9 Hrs per week (current rate Visiting Specialist 6 th year) | 2 years entitlement at Visiting Specialist 6 th year | 2.6 weeks at 9 hrs per week paid at Visiting Specialist - 6 th year rate |
| 3 years service as SMO. | 3 years entitlement at Specialist Level 23 (known as MO1-6) | 3.9 weeks full time paid at Level 23 (known as MO1-6) |
| 5 years service as RMO. | 5 years entitlement at full time Specialist Level 23 (known as MO1-6) | 6.5 weeks full time paid at Level 23 (known as MO1-6) |

NOTE: In this example, the employee would not have incurred private practice costs for the periods of employment as either SMO or RMO. Additionally superannuation contributions are made on behalf of SMO's and RMO's.