NIHRACS
Norfolk Island Health and
Residential Aged Care Service

Excellence
Integrity
Respect
Teamwork

Medical Officer Contract Level Wages Schedule 2026 Effective 8 October 2026

Casual Employment

	Casual Daily Rate	On Call Base Rate (12% Base Hrly Rate)	On Call Estimate (270% Base Hrly Rate per call in)	PD Allowance	Inaccessibility Allowance	Attraction & Retention Allowance	Motor Vehicle Allowance	Accommodation	Total Daily Rate
L18	$ 1,063.90	Additional	Additional	$ 85.17	$185.77	$ 339.28	Provided	Provided	$ 1,674.13
L19	$ 1,092.40	Additional	Additional	$ 85.17	$185.77	$ 348.37	Provided	Provided	$ 1,711.71
L20	$ 1,125.20	Additional	Additional	$ 85.17	$185.77	$ 358.83	Provided	Provided	$ 1,754.97
L21	$ 1,149.40	Additional	Additional	$ 85.17	$185.77	$ 366.55	Provided	Provided	$ 1,786.89
L22	$ 1,177.90	Additional	Additional	$ 85.17	$185.77	$ 375.64	Provided	Provided	$ 1,824.48
L23	$ 1,206.50	Additional	Additional	$ 84.88	$185.13	$ 384.76	Provided	Provided	$ 1,861.27

Permanent Employment

	Hourly Rate	*0.8 FTE Base Salary	On Call Base Rate (12% Base Hrly Rate)	On Call Estimate (270% Base Hrly Rate per call in)	PD Allowance	Innaccesibility Allowance	Attraction & Retention Allowance	Motor Vehicle Allowance	Base $ Value (without oncall)	Estimate Total $ Value
L18	$ 106.39	$ 177,032.96	$ 17,273.48	$ 75,834.79	$ 22,145.00	$ 48,300.00	$ 88,516.48	$ 23,395.00	$ 359,389.44	$ 452,497.71
L19	$ 109.24	$ 181,775.36	$ 17,736.21	$ 77,866.27	$ 22,145.00	$ 48,300.00	$ 90,887.68	$ 23,395.00	$ 366,503.04	$ 462,105.52
L20	$ 112.52	$ 187,233.28	$ 18,268.75	$ 80,204.26	$ 22,145.00	$ 48,300.00	$ 93,616.64	$ 23,395.00	$ 374,689.92	$ 473,162.92
L21	$ 114.94	$ 191,260.16	$ 18,661.66	$ 81,929.23	$ 22,145.00	$ 48,300.00	$ 95,630.08	$ 23,395.00	$ 380,730.24	$ 481,321.13
L22	$ 117.79	$ 196,002.56	$ 19,124.38	$ 83,960.71	$ 22,145.00	$ 48,300.00	$ 98,001.28	$ 23,395.00	$ 387,843.84	$ 490,928.94
L23	$ 120.65	$ 200,761.60	$ 19,588.73	$ 85,999.32	$ 22,145.00	$ 48,300.00	$ 100,380.80	$ 23,395.00	$ 394,982.40	$ 500,570.45

Relocation assistance available
2 Return flights per year for CPD

*Permanent Medical Officer based on a 0.8FTE and additional on-call roster to support work life balance in a remote context