

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/293

TITLE: Sir Moses Montefiore Jewish Home Nurses' Enterprise Agreement
2002

I.R.C. NO: IRC02/4129

DATE APPROVED/COMMENCEMENT: 21 August 2002

TERM: 21 August 2003

NEW AGREEMENT OR VARIATION: New

GAZETTAL REFERENCE: 20 September 2002

DATE TERMINATED:

NUMBER OF PAGES: 17

COVERAGE/DESCRIPTION OF EMPLOYEES: Applies to all nursing staff employed by Sir Moses Montefiore Jewish Home and any other companies operated by Sir Moses Montefiore Jewish Home specifically for the employment of permanent nursing staff and casual nursing staff engaged through the Montefiore casual pool, who fall within the coverage of the Nursing Homes, &c., Nurses' (State) Award

PARTIES: Sir Moses Montefiore Jewish Nursing Home -&- New South Wales Nurses' Association



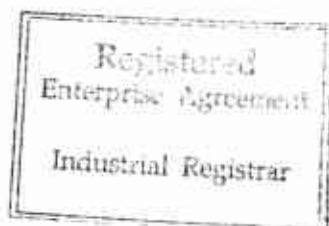
**Sir Moses Montefiore Jewish Home
NURSES' ENTERPRISE AGREEMENT
2002**

entered into between .

SIR MOSES MONTEFIORE JEWISH HOME

and

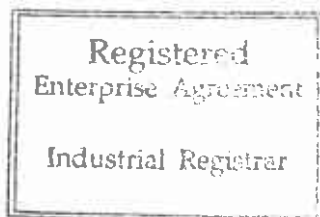
NEW SOUTH WALES NURSES' ASSOCIATION



SIR MOSES MONTEFIORE JEWISH HOME NURSES' ENTERPRISE
AGREEMENT 2002

ARRANGEMENT

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1. TITLE

This Enterprise agreement will be known as and referred to as the Sir Moses Montefiore Jewish Home Nurses' Enterprise Agreement 2002.

2. PARTIES

This Enterprise Agreement will be binding on –

- 2.1 Sir Moses Montefiore Jewish Home and any other companies operated by Sir Moses Montefiore Jewish Home specifically for the employment of nursing staff within the classifications of work contained in the Award referred to in clause 4.1 of this agreement, ("The Employer");
- 2.2 New South Wales Nurses' Association of 43 Australia Street, Camperdown, Sydney, New South Wales, 2050 ("**The Association**"); and
- 2.3 all nursing staff employed by Sir Moses Montefiore Jewish Home and any other companies operated by Sir Moses Montefiore Jewish Home specifically for the employment of permanent nursing staff and casual nursing staff engaged through the Montefiore casual pool, within the classifications of work contained in the award referred to in paragraph 4.1 of this Enterprise Agreement ("**The Employee(s)**").

3. DURATION

- 3.1 This Enterprise Agreement will take effect on the ~~(date of approval by the Commission)~~ *21 August 2002* and remain in force until ~~30 June 2003~~ *21 August 2008*.
- 3.2 Negotiations on terms and conditions of employment contained within this Enterprise Agreement will commence no earlier than 6 months before the termination date of this Enterprise Agreement.

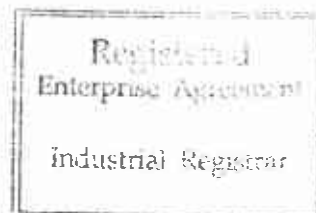
4. DEFINITIONS

- 4.1 Unless the context otherwise indicates or requires, the several expressions hereinafter defined shall have the irrespective meanings assigned to them.

"Award" means the Nursing Homes, &c., Nurses' (State) Award.

"Enrolled Nurse – Special Grade" means an enrolled nurse, with an Advanced Certificate qualification and a minimum of three years full time equivalent post enrolment experience, including experience in the relevant clinical area. Such a nurse is appointed to a position established by the employer which satisfies the criteria as agreed between the Association and the employer from time to time.

- 4.2 Where a term in this agreement is not defined, reference shall be made to the Award for interpretation.



5. RELATIONSHIP WITH AWARD

- 5.1 This Enterprise Agreement must be read and interpreted in conjunction with the Nursing Homes, &c., Nurses' (State) Award.
- 5.2 Except as provided for in this Enterprise Agreement, the provisions of the Award will continue to apply to nurses employed by Sir Moses Montefiore Jewish Home.
- 5.3 Should there be any inconsistency between any term of this Enterprise Agreement and the Award then the terms of this Enterprise Agreement will prevail.

6. REMUNERATION PACKAGING

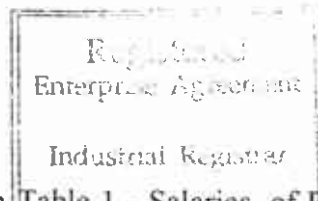
Where agreed between the employer and the employee, the employer may introduce remuneration packaging in respect of salary. The terms and conditions of such a package overall shall not, when viewed objectively, be less favorable than the entitlements otherwise available under the award and shall be subject to the following provisions:

- 6.0 The employer shall ensure that the structure of any package complies with taxation and other relevant laws.
- 6.1 The employer shall confirm in writing to the employee:
- 6.1.1 the classification level and the current salary payable as applicable to the employee under the award;
 - 6.1.2 her/his right to choose payment of that salary referred to in paragraph 6.1.1 above instead of a remuneration package;
- 6.2 that all award conditions, other than the salary shall continue to apply.
- 6.3 when determining the remuneration package, the non-salary fringe benefit shall not exceed the maximum per annum as determined from time to time by the Australian Taxation Office of the applicable salary;
- 6.4 the employee shall attract the full benefit of the remuneration packaging arrangements.
- 6.5 a copy of the agreement shall be made available to the employee;
- 6.6 the employee shall be entitled to inspect details of the payments made under the terms of this agreement;
- 6.7 the configuration of the remuneration package shall remain in force for the period agreed between the employee and the employer;
- 6.8 where at the end of the agreed period the full amount allocated to a specific benefit has not been utilised, by agreement between the employer and the employee, an unused amount will be paid as salary which will be subject to usual taxation requirements;

- 6.9 in the event that the employer ceases to attract exemption from payment of Fringe Benefit Tax the employer may terminate all salary packaging arrangements and the employee's salary will revert to that specified in paragraph 6.1.1 above;
- 6.10 where changes are proposed to salary packaging arrangements other than to flow on wage increases, or salary packaging arrangements are to be cancelled for reasons other than legislative requirements, then the employer and/or the employee must give three months notice of the proposed change;
- 6.11 in the event that the employee ceases to be employed by the employer this agreement will cease to apply as at the date of termination and all leave entitlements due on termination shall be paid at the rates in accordance with Clause 8, Salaries. Any outstanding benefit shall be paid on or before the date of termination;
- 6.12 any pay increases granted to employees under this agreement and the award shall also apply to employees subject to remuneration packaging arrangements within this clause.
- 6.13 Superannuation –An amount equivalent to the minimum statutory superannuation contribution on the pre-packaged award salary will be made by the Employer.
- 6.14 The benefits available to be packaged and any administration fees will be set out in the Sir Moses Montefiore Jewish Home policy on remuneration packaging as amended from time to time.

7. QUALIFICATION ALLOWANCE – Assistant In Nursing

- 7.1 The employer shall pay course fees for an Assistant In Nursing undertaking Certificate 111.
- 7.2 Where practicable, such training shall be provided on site to employees during normal rostered hours of work.
- 7.3 Following approval by the employer, the employer shall grant the Assistant In Nursing paid leave to attend relevant course requirements including examinations.
- 7.4 An Assistant In Nursing who has completed the Certificate 111 shall be paid in addition to her or his appropriate salary, the sum set out in Item 19 of Table 2- Allowances per shift.



8. SALARIES

- 8.1 The minimum salaries per week shall be as set out in Table 1 - Salaries, of Part B, Monetary Rates.
- 8.2 The salaries set out Table 1 – Salaries, of Part B, Monetary Rates facilitate the following increases:
- (a) 3% from the beginning of the first pay period on or after *21 August 2012* (date of approval by the NSW Industrial Relations Commission) *

(b) 3% from the beginning of the first pay period on or after 1 January 2003.

*** NOTE:** The parties have agreed that the salary increase in sub-clause 8.2(a) shall apply by administrative action from the first pay period on or after (*the enterprise agreement has been signed by the parties.*)

9. PARENTAL LEAVE

9.1 Parental leave consists of Maternity Leave, Paternity Leave, and Adoption Leave.

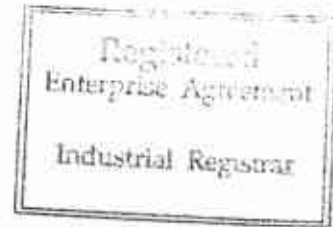
9.2 Entitlement For Parental Leave –

9.2.1 Employees are entitled to Parental Leave if they have completed at least 40 weeks continuous service with Sir Moses Montefiore Jewish Home.

9.2.2 The Parental Leave provisions in this Agreement must be read with the Parental Leave provisions in the *Industrial Relations Act 1996 (NSW)* and will not affect any Parental Leave entitlement which an employee may have under that Act.

9.3 MATERNITY LEAVE

For an employee taking Maternity Leave, the employer must -



9.3.1 provide up to 52 weeks Maternity Leave with 9 weeks paid at the employee's ordinary rate of pay as set out in Table 1 – Salaries, of Part B, Monetary Rates.

9.3.2 provide the employee with the same position which that employee held prior to taking leave or, if the same position no longer exists, a job of similar status and pay to that previous position when the employee returns from leave

9.3.4 An employee who has once met the conditions for paid maternity leave will not be required to work again the 40 weeks continuous service in order to qualify for a further period of paid maternity leave, unless;

(a) there has been a break in service where the employee has been re-employed or re-appointed after a resignation, medical retirement, or after her services have been otherwise dispensed with; or

(b) the employee has completed a period of leave without pay of more than 40 weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the *Workers' Compensation Act, 1987*.

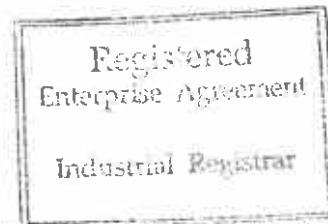
9.5 Employees wishing to take Maternity Leave must -

9.5.1 provide their manager with a letter at least ten weeks before the date of confinement, confirming the expected date of confinement; an appropriate doctor's certificate is to be included;

- 9.5.2 provide their manager with a letter at least four weeks before taking leave confirming the expected date commencing Maternity Leave;
- 9.5.3 After commencing maternity leave, an employee may vary the period of her maternity leave, once without the consent of her employer and otherwise with the consent of her employer.
- 9.5.4 provide their manager with a letter advising of their intention to return to work at least four weeks before the end of their Maternity Leave.
- 9.5.5 **Portability of Service for Paid Maternity Leave** – Portability of service for paid maternity leave involves the recognition of service between Sir Moses Montefiore Jewish Home facilities for the purpose of determining an employee's eligibility to receive paid maternity leave. For example, where an employee moves between facilities operated by the employer, previous continuous service will be counted towards the service prerequisite for paid maternity leave.

9.5.6 ***Paid maternity leave may be paid:***

- (a) on a normal fortnightly basis
- (b) in advance in a lump sum
- (c) at a rate of half pay over a period of eighteen weeks on a regular fortnightly basis.



- 9.5.7 For the purpose of calculating paid maternity leave for permanent part time employees, the employer shall pay the paid maternity leave on the basis of the average hours worked in the previous 40 weeks.
- 9.5.8 Annual leave and/or long service leave credits can be combined with periods of maternity leave on half pay to enable an employee to remain on full pay for that period.
- 9.5.9 Maternity leave without pay does not count as service for incremental purposes. Periods of maternity leave at full pay or half pay are to be regarded as service for incremental progression on a pro-rata basis.
- 9.5.10 ***Illness Associated with Pregnancy*** – If, because of illness associated with her pregnancy is unable to continue to work then she can elect to use any available paid leave or to take sick leave without pay.
- 9.5.11 ***Transfer to more suitable position*** - Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obliged, as far as practicable, to provide employment in some other position that she is able to satisfactorily perform. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.

9.5.12 *Return for Less than Full Time Hours -*

- (a) Employees may make application to their employer to return to duty for less than the full time hours they previously worked by taking weekly leave without pay.
- (b) Salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full time hours of work; ie. for long service leave the period of service is to be converted to the full-time equivalent, and credited accordingly. It should be noted that employees who return from maternity leave under this arrangement remain full-time employees. Therefore the payment of any part-time allowance to such employees does not arise.

9.5.13 *Further Pregnancy While on Maternity Leave -*

Where an employee becomes pregnant whilst on maternity leave, a further period of maternity leave may be granted. Should this second period of maternity leave commence during the currency of the existing period of maternity leave, then any residual maternity leave from the existing entitlement lapses.

9.5.14 *Liability for Superannuation Contributions-*

During a period of unpaid maternity leave or unpaid adoption leave, the employee will not be required to meet the employer's superannuation liability.

9.5.15 *Lactation Provisions -*

Employees who are lactating shall be entitled to one paid break of 30 minutes per shift for the purpose of expressing their milk or breast feeding their child, and the employer shall provide access to suitable facilities for such purpose.

9.6 PATERNITY LEAVE

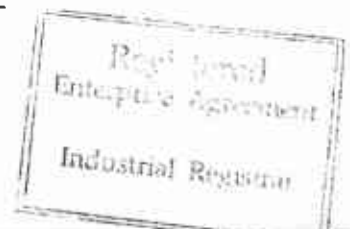
For employees taking Paternity Leave, the employer shall -

- 9.6.1 provide 1 weeks' paid Paternity Leave at the employee's ordinary rate of pay as set out in Table 1 – Salaries , of Part B, Monetary Rates at the time of confinement or birth of child;
- 9.6.2 allow a further 51 weeks' unpaid extended Paternity Leave, subject to the approval of the employee's manager provided that such approval will not be unreasonably withheld;

9.7 ADOPTION LEAVE

9.7.1 Adoption Leave is applicable to adopted children less than five years of age.

9.7.2 For an employee taking Adoption Leave, the employer must -



- 9.7.3 provide up to 52 weeks Adoption leave with nine weeks' paid Adoption Leave for female employees at the employee's ordinary rate of pay as set out in Table 1 – Salaries, of Part B, Monetary Rates, at the time the child is placed in the employee's care.
- 9.7.4 provide up to 52 weeks Adoption leave with one weeks' paid Adoption Leave for male employees at the employee's ordinary rate of pay as set out in Table 1 – Salaries, of Part B, Monetary Rates, at the time the child is placed in the employee's care.
- 9.7.5 provide the employee with the same position which that employee held prior to taking leave or, if the same position no longer exists, a job of similar status and pay to that previous position when the employee returns from leave.
- 9.7.6 employees wishing to take Adoption Leave must provide their manager with a letter from an adoption agency or other appropriate authority advising of the expected date of placement of the child in their custody.

10. NSWNA BRANCH REPRESENTATIVES

- 10.1 The accredited Branch representatives shall be allowed to approach or be approached by a member of the Association to discuss any matter related to the member's employment, at any reasonable time during working hours.
- 10.2 The Branch representatives shall be entitled to confer with management during working hours, without loss of pay, on any matter affecting or likely to affect in any way members of the Association employed by Sir Moses Montefiore Jewish Home.
- 10.3 The employer will allow Branch representatives to address new employees about the benefits of Association membership at the time they enter employment.
- 10.4 The employer shall recognise Branch representatives elected in accordance with the rules of the Association, and undertakes to permit such Branch Officials and delegates to perform their role without discrimination in their employment.
- 10.5 The employer will consult with Branch representatives prior to introducing any significant change which will, or likely to impact on employment levels, work processes, employee duties or other employment-related issues.
- 10.6 The employer will allow Branch representatives access to telephone, facsimile, post, photocopying, internet and e-mail facilities for the purpose of carrying out work as an Association representative and consulting with workplace colleagues and the Association.
- 10.7 The employer shall provide access to a total of 8 paid trade union leave days per annum for the NSW Nurses' Association Branch at the workplace so as to enable branch representatives to attend the Association's Branch Officials Training program, Annual Conference, or Committee of Delegates and/or Council.
- 10.8 The Branch representatives shall be entitled to facilitate four paid union meetings per year to discuss issues with nursing employees.

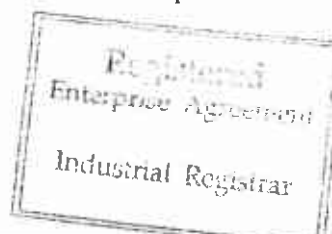


11. GRIEVANCE AND DISPUTE PROCEDURES

- 11.1 At any stage of the procedure, the employee(s) may be represented by the Association and/or an Association workplace representative.
- 11.2 The process for resolving grievances and disputes is as follows:
- 11.2.1 The employee(s) shall notify the immediate supervisor of any grievance or dispute and the remedy sought, in writing. If this is inappropriate, the employee(s) shall notify the Director of Nursing.
- 11.2.2 The Company shall provide written acknowledgment of receipt of the grievance and/or dispute, shall be provided.
- 11.2.3 A meeting shall be held between the employee (s) and management to discuss the grievance or dispute and the remedy sought within 3 days of the notification.
- 11.2.4 If no satisfactory resolution is achieved at this level then the matter shall be referred to the Chief Executive Officer. A further meeting between all parties shall be held as soon as practicable.
- 11.3 Where the matter(s) remains unresolved, it may be referred to a disputes committee in accordance with Clause 42 of the Award for further discussions and negotiations.
- 11.4 At any stage of this procedure, the New South Wales Industrial Relations Commission may be advised of the existence of a dispute.
- 11.5 During this procedure and while the matter is in the course of negotiation, conciliation and/or arbitration, the work practices existing prior to the dispute shall as far as practicable proceed as normal.

12. ANTI-DISCRIMINATION

- 12.1 It is the intention of the parties bound by this award to seek to achieve the object of section 3(f) of the *Industrial Relations Act* 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity and age.
- 12.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfillment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- 12.3 Under the *Anti-Discrimination Act* 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 12.4 Nothing in this clause is to be taken to affect:



- (a) any conduct or act which is specifically exempted from anti-discrimination legislation:
- (b) offering or providing junior rates of pay to persons under 21 years of age;
- (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
- (d) a party to the award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.

12.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

NOTES-

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

“Nothing in this Act affects ...any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion”.

Clause 13. ENROLLED NURSE – SPECIAL GRADE

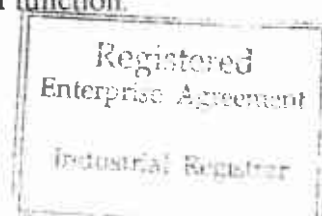
13.1 Criteria

13.1.1 The Enrolled Nurse Special Grade is required to undertake a range of extended nursing role functions, which are not included in the pre-enrolment program, as varied from time to time. The range of extended roles and functions clearly and consistently sets the Enrolled Nurses Special Grade classification apart from the enrolled nurse classification.

13.1.2 Where the Enrolled Nurse – Special Grade position is established it should reflect an extended role, which is distinguishable from the general enrolled nurse role in the same clinical area. The Enrolled Nurse – Special Grade may undertake similar tasks to other enrolled nurses but the level of delegated responsibility is higher than that of other enrolled nurses. That level of delegated responsibility should be specified in the job description.

13.1.3 The range of extended nursing role functions for an Enrolled Nurse-Special Grade may include but is not limited to, the following activities:

- ◆ **Clinical/Technical Tasks** (e.g. wound care) – The role requires the Enrolled Nurse-Special Grade to consistently make reliable clinical assessments and judgements and deliver care at an advanced level, consistent with the function of the enrolled nurse classification, including consistent performance of tasks which constitute an extended clinical role. This may also include being recognised as a resource person in the identified extended function.



- ◆ **Project Responsibilities** – Consideration should be given to the project responsibilities specifically allocated or delegated to the position.
- ◆ **Responsibilities of leadership and /or co-ordination of an activity** – The emphasis in relation to this particular function is on leadership or co-ordination as opposed to participation. Examples considered appropriate for consideration could include leadership and co-ordination of quality programs and training programs.

13.2 Role of the Enrolled Nurse – Special Grade

13.2.1 The Enrolled Nurse-Special Grade is required by the employer to take primary delegated responsibility for value added tasks which by the nature of the tasks are above those of Enrolled Nurses generally. It should be particularly noted that other Enrolled Nurse may be required from time to time to perform functions identified as a part of the role of the Enrolled Nurses-Special Grade. However, the distinguishing characteristic is that the Enrolled Nurse-Special Grade is required in accordance with job related criteria to undertake those functions consistently.

13.3 Rate of Pay

The salary rate for an Enrolled Nurse-Special Grade to be set at 99% of the first year rate for Registered Nurse.

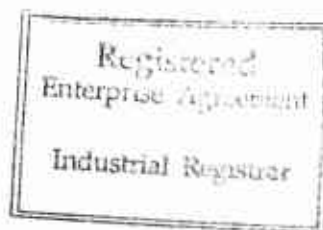
13.4 Higher Grade Duties

The substantive occupants of these positions will be replaced on a needs basis, and shall paid in accordance with Clause 18 Higher Grade Duty of the Award.

14. RESERVED MATTERS

Leave is reserved to the Association to seek further agreement during the life of this Enterprise Agreement in relation to the following matters;

- (a) Buy back of sick leave.
- (b) Payment of accrued sick leave upon termination.



SIGNED for and on behalf of SIR MOSES MONTEFIORE JEWISH HOME by

Robert Ori
Chief Executive Officer
Sir Moses Montefiore Jewish Home

In the presence of

Witness

Dated: 4/7/02

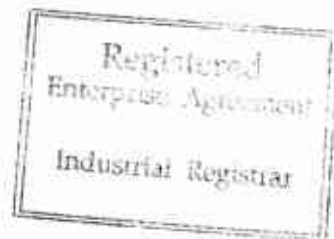
SIGNED for and on behalf of NEW SOUTH WALES NURSES' ASSOCIATION by

Sandra Moait
General Secretary
NSW Nurses' Association

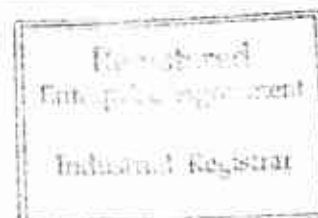
In the presence of

Witness

Dated: 11/7/02



Registered Nurse - First year of service	625.90	644.70
Second year of service	660.10	679.90
Third year of service	694.20	715.00
Fourth year of service	730.60	752.50
Fifth year of service	766.70	789.70
Sixth year of service	803.00	827.10
Seventh year of service	844.30	869.60
Eighth year of service	879.00	905.40
Clinical Nurse Specialist	915.10	942.60
Clinical Nurse Educator	915.10	942.60
Nurse Educator - First year	974.90	1004.20
Second year	1002.30	1032.40
Third year	1027.00	1057.80
Fourth year	1080.70	1113.10
Clinical Nurse Consultant –	1080.70	1113.10
Nurse Unit Manager - (personal to current occupants as at 1 March 1999)		
Level 1 1st year	974.90	1004.10
2nd year	1002.30	1032.40
Level 2	1027.00	1057.80
Level 3	1054.30	1085.90
Senior Nurse Educator - First year	1106.80	1140.00
Second year	1129.50	1163.40
Third year	1167.20	1202.20
Assistant Director of Nursing - Less than 150 beds	1002.30	1032.40
150-250 beds	1080.70	1113.10
250 beds & over	1106.80	1140.00



Deputy Director of Nursing -		
Less than 20 beds	1022.50	1053.20
20 beds, less than 75 beds	1049.10	1080.60
75 beds, less than 100 beds	1073.50	1105.70
100 beds, less than 150 beds	1096.30	1129.20
150 beds, less than 200 beds	1129.50	1163.40
200 beds, less than 250 beds	1167.20	1202.20
250 beds, less than 300 beds	1210.90	1247.20
350 beds, less than 450 beds	1254.20	1291.80
450 beds, less than 750 beds	1300.80	1339.80
750 beds and over	1351.20	1391.70
Director of Nursing or Subsidiary Hospital Director of Nursing		
Less than 25 beds	1143.60	1177.90
25 beds, less than 50 beds	1210.90	1247.20
50 beds, less than 75 beds	1236.90	1274.00
75 beds, less than 100 beds	1262.80	1300.70
100 beds, less than 150 beds	1299.00	1338.00
150 beds, less than 200 beds	1342.40	1382.70
200 beds, less than 250 beds	1385.90	1427.50
250 beds, less than 300 beds	1438.00	1481.10
350 beds, less than 450 beds	1524.70	1570.40
450 beds, less than 750 beds	1613.10	1661.50
750 beds and over	1714.30	1765.70

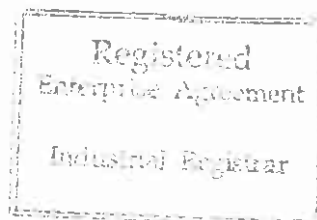


Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Column 1 First Pay Period on or after (date of approval by NSWIRC) \$	Column 2 First Pay Period on or after 1 January 2003 \$
1	11(i)(a)	In charge of nursing home (a) Less than 100 beds (b) 100 beds & < 150 beds	15.30 per shift 24.65 per shift	15.76 per shift 25.39 per shift
2	11(i)(b)	In charge of ward/unit	15.30 per shift	15.76 per shift
3	11(ii)(a)	On Call	13.64 per 24 hrs or part thereof	14.05 per 24 hrs or part thereof
4	11(ii)(b)	On call on rostered days off	27.28 per 24 hrs or part thereof	28.10 per 24 hrs or part thereof
5	11(ii)(c)	On call during meal break	7.39 per period	7.61 per period
6	11(ii)(d) and (iii)	Travelling Allowance	51.66 cents per Kilometre	51.66 cents per Kilometre
7	12(i)	Climatic Allowance	3.53 per week	3.64 per week
8	12(ii)	Isolation Allowance	6.84 per week	7.05 per week
9	14	Expense Allowance for DONs - less than 100 beds 100-299 300-499 over 500 beds	189.50 per annum 378.00 per annum 567.50 per annum 756.00 per annum	195.20 per annum 389.30 per annum 584.50 per annum 778.70 per annum
10	17(iii)(a)	Uniform	5.02 per week	5.02 per week
11	17(iii)(a)	Shoes	1.55 per week	1.55 per week
12	17(iii)(b)	Cardigan or jacket	1.51 per week	1.51 per week
13	17(iii)(c)	Stockings	2.60 per week	2.60 per week
14	17(iii)(d)	Socks	0.51 per week	0.51 per week
15	17(iv)	Laundry	4.18 per week	4.18 per week

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16	19(vi)	Meal on overtime	7.38 per meal	7.38 per meal
17	29(i)(c)	Breakfast	2.79 per meal	2.79 per meal
18	29(i)(c)	Other meals	5.00 per meal	5.00 per meal
19	7.4	A.I.N Certificate 111 Allowance	3.00 per shift	3.10 per shift

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