

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/246

TITLE: Nova Health and Health Services Union Enterprise Agreement 2003-2005

I.R.C. NO: IRC3/4824

DATE APPROVED/COMMENCEMENT: Approved 10 October 2003/Commenced 1 September 2003

TERM: 27

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 23 January 2004

DATE TERMINATED:

NUMBER OF PAGES: 16

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to employees of Nova Health, including Brisbane Waters, Longueville, Roma and Westside private hospitals who are engaged in the classifications described in Schedule B and who fall within the coverage of the Private Hospital Employees (State) Award

PARTIES: Nova Health -&- the Health Services Union, X- 'The Health and Reseach Employees' Association of New South Wales'

NOVA HEALTH and HEALTH SERVICES UNION ENTERPRISE AGREEMENT 2003 - 2005

Arrangement

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1. Name of Agreement

This Agreement shall be called the Nova Health and Health Services Union Enterprise Agreement 2003 - 2005 ('the Agreement'), and records the terms agreed between those parties in full settlement of the claim served and to apply for the duration of the Agreement.

2. Purpose of Agreement

- 2.1 The parties recognise that there is a shortage of health and research services staff in some areas of practice and Nova Health acknowledges its ongoing commitment to pay fair wages and to the provision of professional development opportunities for its health and research staff.
- 2.2 Nova Health is committed to the highest quality of care and service. In line with the Australian Council of Healthcare Standards, service delivery is constantly reviewed, to achieve best practice, in provision of patient care.
- 2.3 The Agreement will enable the parties to develop and implement strategies that are designed to recognise and achieve productivity improvements at the workplace, without impairing quality of patient care, to further improve productivity and efficiency at the enterprise and enhance job satisfaction, security and remuneration.
- 2.4 The purpose of the Agreement is to achieve a stable industrial relations framework at the enterprise level in order to assist individual enterprises to improve their efficiency, quality of services and business performance.

- 2.5 The Agreement seeks to create an environment whereby there can be further investment in the future growth and development of the hospitals. The Employer believes this is a critical factor in ensuring medium to long-term viability.
- 2.6 The Agreement aims at continually improving communication and cooperation at the workplace level between management and staff. The Agreement recognises the important contribution of private hospital health and research staff in ensuring the hospitals future.
- 2.7 The Agreement commits the enterprise and its workforce to achieve best practice standards in all aspects of the operations of the business.
- 2.8 The importance is acknowledged of ensuring the Agreement meets the expectations of the parties and they agree to keep the same under regular review and commit that negotiations for a new Agreement will occur no later than three months prior to expiry of the present Agreement.

3. Importance of Private Health Insurance to the Viability of Private Hospitals

The Private Hospital Sector is largely dependent on private health insurance for its viability.

Although there have been increases in Private Health Fund memberships in recent times, many consumers have only taken out the lowest table or benefits tables with a number of exclusions in them. The consumers who have taken the lowest table of benefits are likely to continue to use the public health system. Current analysis of the increase in health fund membership indicates that it is expected to be at least one to two years before there is any effective flow-on benefit to private hospitals.

Over the last several years there has only been minimal increases in private health payments to hospitals.

4. Scope of Agreement and Parties Bound

- 4.1 Nova Health in respect to its operations in the State of New South Wales (the 'Employer') in respect of those hospitals/institutions named in Schedule A and those employees ('the Employee') covered by the terms of the Private Hospital Employees (State) Award ('the Award') who are members or eligible to be members of the Health Services Union.
- 4.2 The Health Services Union ('HSU'/'Union')

5. Date and Period of Operation

- 5.1 The Agreement will operate on and from the date of approval pursuant to the *Industrial Relations Act* 1996 ('the Act') and shall remain in force until 31 December 2005 and thereafter in accordance with the Act.
- 5.2 The payment of wages and allowances shall be made in accordance with Schedule B, and shall operate to absorb any future claims made via the Award, including increases via State Wage Cases and other variations sought.
- 5.3 The parties agree that discussions shall commence for a new Agreement no later than three months prior to 31 December 2005.

6. Relationship to Parent Award and Other Agreements

The Agreement will be read and interpreted wholly in conjunction with the Private Hospital Employees (State) Award ('the Award') provided that where there is any inconsistency the Agreement will take precedence to the extent of the inconsistency.

This Agreement replaces any previous or existing agreement arrangement or understanding, whether registered or otherwise, applying to employees within the scope of this Agreement.

7. No Extra Claims

The parties undertake that during the life of this Agreement there shall be no further wage or condition claims, either arising from this Agreement or otherwise, except as may be provided under the terms of this Agreement. For the purpose of clarity this undertaking specifically includes any claims arising from award variations relating to future State Wage Case decisions and/or parent award variation, including decisions in Matters 4355, and 6072 of 2002, or any other special variations sought by way of special cases having effect upon parent awards.

8. Wage Increases

8.1 Employees who are bound by this Agreement shall be paid the following wage increases, except to the extent that any Employees whose base rate of pay is greater than the base rate payable under the award or who are in receipt of allowances greater than those payable under the award after the application of any such increase will have that increase absorbed in to their then current base rate. Thereafter all award allowances will be maintained in accordance with the award as may be varied from time to time.

8.2

Column 1	Column 2	Column 3
5%	5%	5%

8.3 The amount of increase specified in Column 1 and reflected in Schedule B is payable from the first pay period commencing on or after 1 September, 2003.

8.4 The amount of increase specified in column 2 and reflected in Schedule B is payable from the first pay period commencing on or after 1 September 2004 and thereafter

8.5 The amount of increase specified in Column 3 and reflected in Schedule B is payable from the first pay period commencing on or after 1 September, 2005.

9. Banking of Hours

9.1 A full time or part time employee may, by agreement made daily, weekly or fortnightly with their manager work more or less than their daily, weekly or fortnightly rostered or contracted hours and work those hours at a later date.

9.2 An employee who works less than their rostered or contracted hours shall be paid as if those hours had been worked during the relevant period.

9.3 An employee who works more than their rostered or contracted hours shall only receive payment at the appropriate shift or penalty rate pursuant to this clause in respect of any weekend or shift penalties due for that extra time worked, the balance of any such hours being recognised pursuant to sub clause 9.4.

9.4 All time debited or credited under these arrangements shall all be at ordinary time, ie. an hour for an hour.

9.5 An employee may not have more than 24 hours in debit or credit at any point in time. Banked hours will be cleared by mutual agreement between the employee and management.

9.6 The employer must keep detailed records of all hours credited and debited to employees under these arrangements. Employees must have full access to these records.

9.7 On termination of employment the employer must pay the employee for all hours in credit and may deduct from termination pay the value of any hours in debit.

9.8 Either party shall have the right to terminate an agreement under this clause with appropriate notice to the other.

10. On Call

- 10.1 The Employer shall advise all employees and the Union of any proposal to introduce an on call roster, including the proposed details of the roster.
- 10.2 An employee required by his or her employer to be on call, otherwise than as provided in subclause 10.3 hereof, shall be paid the amount of \$10.08 allowance for each period of 24 hours or part thereof, provided that only one allowance shall be payable in any period of 24 hours.
- 10.3 An employee required to be on call on rostered days off shall be paid the amount of \$ 19.91 allowance for each period of 24 hours or part thereof, provided that only one allowance shall be payable in any period of 24 hours.
- 10.4 On Call rostering arrangements shall be determined in consultation with affected employees and having regard to the availability and training of employees placed on the on call roster. Such arrangements should also have regard to particular local geographical concerns and travelling distances involved.
- 10.5 Wherever practicable the Employer shall supply a pager to an employee rostered on call.
- 10.6 Where provided with a pager a rostered employee must ensure the pager remains switched on. Alternatively an employee not provided with a pager must remain available via their home or mobile telephone. A rostered employee shall be available to answer calls personally and must not utilise an answering machine.
- 10.7 An employee rostered on call must contact the Employer immediately it becomes known that the employee shall be unavailable for rostered duty.
- 10.8 The employee must be able to respond appropriately within a reasonable time frame as determined by the Employer.
- 10.9 The Employer shall ensure that all employees who participate in the after hours service are provided with any training necessary to respond effectively to calls received.

11. Annual Leave

- 11.1 All employees shall be entitled to the provisions of the *Annual Holidays Act, 1944*.
- 11.2 Provided that radiographers and trainee radiographers and boiler attendants working a seven day roster shall be entitled to five weeks' annual leave.
- 11.3 Employees, other than part-time workers and those referred to in subclause 11.2 above, who are rostered to work their ordinary hours on Sundays and/or public holidays shall be entitled to receive additional annual leave on the following basis:
 - (a) 1 week for 35 ordinary shifts on Sundays and/or public holidays;
 - (b) if they have worked less than 35 ordinary shifts on Sundays and/or public holidays, the following shall apply:

	Full-time Employees	Permanent Part-time Employees
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3 shifts or less	Nil	0
4 - 10 shifts	1 day	0.2 weeks
11 - 17 shifts	2 days	0.4 weeks
18 - 24 shifts	3 days	0.6 weeks
25 - 32 shifts	4 days	0.8 weeks
32 or more	5 days	1 week

- 11.4 Annual leave shall be given by the employer and shall be taken by the employee before the expiration of a period of six months after the date upon which the employee becomes entitled to such leave.
- 11.5 Except as provided in sub-clause 11.10 payment shall not be made by an employer to an employee in lieu of any annual leave or part thereof to which the employee is entitled nor shall any such payment be accepted by the employee.
- 11.6 The employer shall give to each employee three months' notice where practicable and not less than one month's notice of the date upon which the employee shall enter upon annual leave. Where an entitlement to annual leave has not been taken by the employee after the expiration of a period of six months, the employer may give notice to the employee for annual leave to be taken by giving a minimum of 28 days written notice requiring such leave to be taken.
- 11.7 Where the annual leave or any part thereof has been taken before the right thereto has accrued, the right to further annual leave shall not commence to accrue until after the expiration of the year of employment in which that annual leave accrued.
- 11.8 Where the employment of an employee is terminated, the employee shall be entitled to receive, in addition to all other amounts due, an amount equivalent to 1/12th of the employee's ordinary pay in respect of an incomplete year of employment. Radiographers shall be entitled to receive 5/47ths in lieu of the 1/12th referred to.
- 11.9 Credit of time towards an allocated day off duty shall not accrue when an employee is on ordinary annual leave, in accordance with sub-clause (i) of this clause.
- 11.10 An employee who has accrued more than 8 weeks annual leave entitlement may by agreement with the employer receive payment in lieu for any period in excess of 4 weeks thereof, calculated at the rate which applies at the time the employee requests payment in respect of such leave.
- 11.11 For other conditions relating to the grant of annual leave, see the *Annual Holidays Act 1944*.

12. Productivity Gains and Specific Issues at the Enterprise Level

The parties to this Agreement are committed to positively identifying and implementing measure to improving productivity and efficiency at the enterprise level during the life of this Agreement.

13. Broken Shifts

- 13.1 Except for meal breaks each day, all time from the commencement to the cessation of duty each day shall count as working time. Provided that an employer may apply to the Union for an exemption from this provision to enable broken shifts to be worked. The Union shall accept or reject such application within 28 days, unless otherwise agreed by the employer. The Union shall not reject such application without good reason.
- 13.2 The following shall apply to broken shifts:
- (a) The time between the commencement and termination of a broken shift shall not exceed 12 hours.

- (b) There shall be a minimum break of 12 hours between broken shifts rostered on successive days. Provided that, there may be a minimum break of ten hours on not more than 12 occasions in a 28-day period.
- (c) Employees shall be paid an allowance of the amount of \$6.24 for each broken shift worked.

14. Roster of Hours

- 14.1 The ordinary hours of work for each employee shall be displayed on a roster in a place conveniently accessible to employees. Where reasonably practicable, the roster shall be displayed at least two weeks in advance, but in any case at least one week prior to the commencing date of the first working period in the roster.
- 14.2 Provided that this provision shall not make it obligatory for the employer to display any roster or ordinary hours of work of members of the casual or relieving staff.
- 14.3 Provided further that a roster may be altered at any time to enable the service of the private hospital to be carried on where another employee is absent from duty on account of illness or in emergency. Where such alteration involves an employee working on a day which would have been his or her day off, such employee may elect to be paid at overtime rates or have a day off in lieu thereof, which shall be as mutually arranged.

15. Capability to Vary Agreement

- 15.1 Subject to the requirements of the *Industrial Relations Act* 1996 an application to vary any of the terms of the Agreement can be made under Section 43 of the Act.
- 15.2 Such application must be in writing and agreed to by the parties.

16. Salary Sacrifice for Superannuation

- 16.1 It is the intention of the Employer, as far as possible, to maintain salary sacrifice opportunities for eligible staff and for that purpose the Employer shall provide salary sacrifice for superannuation pursuant to this Agreement as a means by which remuneration is payable under this Agreement as provided for in the Employer's policy.
- 16.2 Salary sacrifice for superannuation is an arrangement for the payment of wages or salary and any other component of remuneration payable under this Agreement whereby the total remuneration is broken into a sacrificed amount and a non-sacrificed component.
- 16.3 The total remuneration shall not be less than the cumulative entitlements provided for in this Agreement
- 16.4 Salary sacrifice for superannuation is to be entered into on a voluntary basis. Occupational Superannuation entitlements are payable based on gross salary i.e. before salary sacrifice.
- 16.5 Where legislative or other regulatory changes have the effect of reducing or withdrawing the personal benefits identified/resulting from salary sacrifice for superannuation under this Agreement, the Employer will not be liable to make up the benefits or advantage lost by a staff member as a consequence of such change and where other changes have the effect of increasing the cost of salary sacrifice to the Employer, then these costs shall either be paid by the staff member participating in salary sacrifice or the staff member may choose to cease the arrangement.

17. Occupational Superannuation

- 17.1 The subject of superannuation is dealt with extensively by legislation including the *Superannuation Guarantee (Administration) Act* 1992, the *Superannuation Guarantee Charge Act* 1992, the

Superannuation Industry (Supervision) Act 1993 and the *Superannuation (Resolution of Complaints) Act 1993*. This legislation, as varied from time to time, governs the superannuation rights and obligations of the parties.

17.2 "The Fund" for the purpose of this Agreement shall mean:

- (i) Health Employees Superannuation Trust Australia (HESTA) and governed by a trust deed, as may be amended from time to time, and includes any superannuation scheme which may be made in succession thereto;
- (ii) Health Industry Plan (HIP), and
- (iii) Health Super

The Employer shall participate in accordance with the relevant trust fund deed.

17.3 Upon commencement of employment, the Employer shall provide each worker with membership forms for any of the above funds and shall forward the completed membership forms for the worker's choice of fund within 28 days. In the event that the employee has not completed an application form within 28 days, the Employer shall forward contributions and employee details to its default superannuation fund as agreed between Nova and the Health Services Union. The default fund shall be reviewed every 12 months. The review shall be aimed at establishing which superannuation fund utilised by hospitals/institutions operated by the Employer in NSW has the majority of members. Once the review has occurred, the fund with the most members within the hospitals/institutions operated by the Employer shall become the new default fund.

17.4 Existing employees shall be provided with information for the other two funds and allowed a period of 28 days to make a choice. In the event that a choice is not made within 28 days, the employee's pre-existing choice shall continue.

17.5 An employee may make additional contributions to the Fund from their salary and on receiving written authorisation from the employee the Employer must commence making contributions to Fund in accordance with the Superannuation Guarantee Charge Act 1992.

18. Disputes and Grievances

It is the objective of this procedure to resolve grievances by negotiation and discussion between the parties. The parties to this agreement recognise that from time to time individual employees may have grievances that need to be resolved in the interest of good relationships. An employee will have the right for grievances to be heard through all levels of line management.

18.1 The employee shall first attempt to resolve the grievance with her / his immediate supervisor.

18.2 If the employee still feels aggrieved, the matter shall be referred to her / his Department head. The local Union representative shall be present if desired by the employee.

18.3 If the grievance is unresolved the matter shall be referred to senior management and the local or state Union representative where the Employee is a Union member.

18.4 If the grievance remains unresolved, the state union representative shall be advised and a meeting arranged.

18.5 The above four steps shall take place within seven days (Health and safety matters are exempt from this clause).

- 18.6 If the grievance still exists the matter may be referred to the Industrial Relations Commission for decision, and the Industrial Relations Commission's decision shall be accepted by the parties as ending the matter.
- 18.7 Until the grievance is determined, work shall continue normally according to the custom or practice existing before the grievance arose. No party shall be prejudiced on final settlement by the continuance of work. All steps required to be taken by this clause shall be initiated as expeditiously as possible.

19. Anti Discrimination

The parties agree that:

It is their intention to respect and value the diversity of the workforce by helping to prevent and eliminate discrimination at their enterprise on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin; and

Any dispute concerning these provisions and their operation will be progressed initially under the dispute resolution procedure in this Agreement; and

Nothing in these provisions allows any treatment that would otherwise be prohibited by anti-discrimination provisions in applicable Commonwealth, State or Territory legislation; and

Nothing in these provisions prohibits:

- (i) the payment of junior rates of pay; or
- (ii) any discriminatory conduct (or conduct having a discriminatory effect) that is based on the inherent requirements of a particular position; or
- (iii) any discriminatory conduct (or conduct having a discriminatory effect) if the Employee is a member of staff of an institution that is conducted in accordance with the doctrines, tenets, beliefs or teachings of a particular religion or creed; and the conduct was in good faith to avoid injury to the religious susceptibilities of that religion or creed.

DATED this 6th day of October 2003.

(signed on behalf of named Employer)

Witness

Health Services Union

Witness

SCHEDULE A

NOVA HOSPITALS NSW

1. Brisbane Waters Private Hospital
2. Longueville Private Hospital
3. Roma Private Hospital
4. Westside Private Hospital

SCHEDULE B

Wages and Allowances

1. Wages

Classification	Current rate \$/week	Rate from 1.9.2003 5% \$/week	Rate from 1.9.2004 5% \$/week	Rate from 1.9.2005 5% \$/week
Administrative Staff				
Clerk-Under 18 years of age	298.50	313.40	329.10	345.60
Clerk - Grade I				
First year of service	475.30	499.10	524.10	550.30
Second year of service	488.60	513.00	538.70	565.60
Third year of service	500.70	525.70	552.00	579.60
Fourth year of service	510.70	536.20	563.00	591.20
Fifth year of service and thereafter	520.70	546.70	574.00	602.70
Clerk - Grade II				
First year of service	537.30	564.20	592.40	622.00
Second year of service and thereafter	552.30	579.90	608.90	639.30
Clerk - Grade III				
First year of service	567.60	596.00	625.80	657.10
Second year of service and thereafter	580.90	609.90	640.40	672.40
Clerk - Grade IV				
First year of service	593.70	623.40	654.60	687.30
Second year of service and thereafter	605.50	635.80	667.60	701.00
Clerk - Grade V				
First year of service	621.10	652.20	684.80	719.00
Second year of service and thereafter	633.60	665.30	698.60	733.50
Central Sterile Supply Department				
Aides -				
Junior-Under 18 years of age	331.30	347.90	365.30	383.60
Adult -				
First year of service	504.10	529.30	555.80	583.60
Second year of service	511.90	537.50	564.40	592.60
Third year of service & thereafter	519.80	545.80	573.10	601.80
Assistant Supervisor - C.S.S.D.				
500 beds and over	608.90	639.30	671.30	704.90
200 but less than 500 beds	555.50	583.30	612.50	643.10
100 but less than 200 beds	538.10	565.00	593.30	623.00
Supervisor - C.S.S.D.				
500 beds and over	707.30	742.70	779.80	818.80

200 but less than 500 beds	656.30	689.10	723.60	759.80
100 but less than 200 beds	608.90	639.30	671.30	704.90
Maintenance Staff				
Boiler Attendant - Certificated	508.60	534.00	560.70	588.70
With Maintenance of Plant Duties	513.50	539.20	566.20	594.50
Maintenance Supervisor (Non - Tradesman)				
In charge of staff	587.50	616.90	647.70	680.10
Otherwise	575.60	604.40	634.60	666.30
Maintenance Supervisor (Tradesman)				
In charge of staff	664.00	697.20	732.10	768.70
Otherwise	622.00	653.10	685.80	720.10
Engineer -				
First year of service	684.30	718.50	754.40	792.10
Second year of service and thereafter	725.70	762.00	800.10	840.10
Nuclear Medicine Department				
Nuclear Medicine Technologist -				
First year of experience	576.30	605.10	635.40	667.20
Second year of experience	591.20	620.80	651.80	684.40
Third year of experience	618.30	649.20	681.70	715.80
Fourth year of experience	645.40	677.70	711.60	747.20
Fifth year of experience	673.70	707.40	742.80	779.90
Sixth year of experience	702.10	737.20	774.10	812.80
Seventh year of experience	731.50	768.10	806.50	846.80
Eighth year of experience and Thereafter	764.90	803.10	843.30	885.50
Senior Nuclear Medicine Technologist				
	822.00	863.10	906.30	951.60
Chief Nuclear Medicine Technologist				
Grade I	939.20	986.20	1,035.50	1,087.30
Grade II	995.60	1,045.40	1,097.70	1,152.60
Other Medical/Technical Staff Group Anaesthetic and Operating Theatre Technician				
Without Diploma	538.70	565.60	593.90	623.60
With Diploma	561.80	589.90	619.40	650.40
Senior Anaesthetic and Operating Theatre Technician				
	574.10	602.80	632.90	664.50
Electro-Cardiograph Recorder/Technician -				
First year of experience	538.70	565.60	593.90	623.60
Second year of experience and Thereafter	547.10	574.50	603.20	633.40
Senior Electro-Cardiograph Recorder/ Technician -				
	559.30	587.30	616.70	647.50

Heart/Lung Assistant	546.90	574.20	602.90	633.00
Heart/Lung Technician	571.20	599.80	629.80	661.30
Neurophysiological Technician - First year of experience	561.80	589.90	619.40	650.40
Second year of experience & Thereafter	574.10	602.80	632.90	664.50
Senior Neurophysiological Technician - Grade I	586.70	616.00	646.80	679.10
Grade II	625.70	657.00	689.90	724.40
Grade III	676.60	710.40	745.90	783.20
Surgical Bootmaker - First year of experience	566.20	594.50	624.20	655.40
Second year of experience & thereafter	573.70	602.40	632.50	664.10
Orthotist - First year of service	566.30	594.60	624.30	655.50
Second year of service	576.60	605.40	635.70	667.50
Third year of service	585.70	615.00	645.80	678.10
Fourth year of service and thereafter	593.90	623.60	654.80	687.50
Chief Orthotist - Sole, or in charge of one other	622.90	654.00	686.70	721.00
Chief Orthotist - In charge of two or more orthotists First year of service	622.90	654.00	686.70	721.00
Second year of service & thereafter	640.90	672.90	706.50	741.80
Wardsperson - First year of service	503.60	528.80	555.20	583.00
Second year of service and thereafter	506.70	532.00	558.60	586.50
Surgical Dresser - First year of service	508.50	533.90	560.60	588.60
Second year of service	512.10	537.70	564.60	592.80
Third year of service and thereafter	517.10	543.00	570.20	598.70
Recreation Activities Officer - First year of experience	519.80	545.80	573.10	601.80
Second year of experience	531.30	557.90	585.80	615.10
Third year of experience & thereafter	539.00	566.00	594.30	624.00
Diversional Therapist with Associate Diploma				
First year of experience	515.00	540.80	567.80	596.20
Second year of experience	541.30	568.40	596.80	626.60
Third year of experience	565.20	593.50	623.20	654.40
Fourth year of experience	587.20	616.60	647.40	679.80
Fifth year of experience and thereafter	610.20	640.70	672.70	706.30
Technical Assistant - First year of service	519.80	545.80	573.10	601.80
Second year of service	531.30	557.90	585.80	615.10

Third year of service and thereafter	539.00	566.00	594.30	624.00
Pharmacy Department				
Pharmacy Assistant (Graduate/Unregistered) -	542.10	569.20	597.70	627.60
Pharmacists (Registered) -				
First year of experience	591.20	620.80	651.80	684.40
Second year of experience	609.40	639.90	671.90	705.50
Third year of experience	640.30	672.30	705.90	741.20
Fourth year of experience	677.00	710.90	746.40	783.70
Fifth year of experience	716.40	752.20	789.80	829.30
Sixth year of experience	755.30	793.10	832.80	874.40
Seventh year of experience	784.70	823.90	865.10	908.40
Eighth year of experience and thereafter	806.80	847.10	889.50	934.00

Chief Pharmacist -				
Sole pharmacist in charge or in charge				
First year of service	859.90	902.90	948.00	995.40
Second year of service	885.30	929.60	976.10	1,024.90
Third year of service	907.10	952.50	1,000.10	1,050.10
In charge of 4 or more registered or unregistered assistants				
First year of service	929.00	975.50	1,024.30	1,075.50
Second year of service	951.70	999.30	1,049.30	1,101.80
Third year of service	980.40	1,029.40	1,080.90	1,134.90
Radiographic Staff				
Radiographer -				
First year of experience	576.30	605.10	635.40	667.20
Second year of experience	591.20	620.80	651.80	684.40
Third year of experience	618.30	649.20	681.70	715.80
Fourth year of experience	645.40	677.70	711.60	747.20
Fifth year of experience	673.70	707.40	742.80	779.90
Sixth year of experience	702.10	737.20	774.10	812.80
Seventh year of experience	731.50	768.10	806.50	846.80
Eighth year of experience and thereafter	764.90	803.10	843.30	885.50
Senior Radiographer in a Section	822.00	863.10	906.30	951.60
Assistant Chief Radiographer	841.40	883.50	927.70	974.10
Chief Radiographer or Sole with an Adjusted Daily Average of				
Under 100 beds	841.40	883.50	927.70	974.10
100 beds but less than 200	888.10	932.50	979.10	1,028.10
200 beds but less than 300	939.20	986.20	1,035.50	1,087.30
300 beds but less than 500	995.60	1,045.40	1,097.70	1,152.60
500 beds but less than 750	1,049.30	1,101.80	1,156.90	1,214.70
Chief Radiographer, Diagnostic Radiographer at a hospital having an adjusted daily average of occupied beds of 750 or				

more Support Services Staff	1,076.40	1,130.20	1,186.70	1,246.00
General Services Officer, Grade I - Junior (under 18 years of age)	400.10	420.10	441.10	463.20
Adult (18 years of age and over)	481.00	505.10	530.40	556.90
General Services Officer, Grade II -	492.10	516.70	542.50	569.60
General Services Officer, Grade III -	500.50	525.50	551.80	579.40
General Services Officer, Grade IV - First year of service	511.90	537.50	564.40	592.60
Second year of service	519.80	545.80	573.10	601.80
Third year of service and thereafter	531.30	557.90	585.80	615.10

Cook - Grade A	525.20	551.50	579.10	608.10
Grade B	513.40	539.10	566.10	594.40
Chef - First year of service	543.10	570.30	598.80	628.70
Second year of service and thereafter	552.70	580.30	609.30	639.80
Catering Officer - First year of service	585.10	614.40	645.10	677.40
Second year of service and thereafter	593.30	623.00	654.20	686.90
Housekeeper - First year of service	511.10	536.70	\$ 563.50	\$ 591.70
Second year of service and thereafter	514.10	539.80	\$ 566.80	\$ 595.10
Laundry Foreman and Forewoman	520.70	546.70	\$ 574.00	\$ 602.70
If in possession of Laundry and Dry Cleaning Certificate	527.60	554.0	581.70	610.80
Gardener (Otherwise)	502.90	528.00	554.40	582.10
Gardener (Qualified)	514.60	540.30	567.30	595.70
Head Gardener (Otherwise)	528.70	555.10	582.90	612.00
Head Gardener (Qualified)	555.60	583.40	612.60	643.20
Motor Vehicle Driver	511.20	536.80	563.60	591.80
Motor Vehicle Driver (Trucks and Ambulance)	517.50	543.40	570.60	599.10
Storekeeper	537.80	564.70	592.90	622.50
TECHNICAL STAFF				

Technical Officer - Grade I -				
First year of experience	550.90	578.40	607.30	637.70
Second year of experience	561.70	589.80	619.30	650.30
Third year of experience	569.70	598.20	628.10	659.50
Fourth year of experience	580.80	609.80	640.30	672.30
Fifth year of experience	591.20	620.80	651.80	684.40
Sixth year of experience	609.40	639.90	671.90	705.50
Seventh year of experience	625.90	657.20	690.10	724.60
Eighth year of experience & thereafter	640.30	672.30	705.90	741.20
Grade II -				
First year of service	677.10	711.00	746.60	783.90
Second year of service	696.80	731.60	768.20	806.60
Third year of service	716.40	752.20	789.80	829.30
Fourth year of service	755.30	793.10	832.80	874.40

Senior Technical Officer -				
First year of service	784.70	823.90	865.10	908.40
Second year of service	795.70	835.50	877.30	921.20
Third year of service and thereafter	806.80	847.10	889.50	934.00
Medical Technologist -				
First year of experience	591.20	620.80	651.80	684.40
Second year of experience	609.40	639.90	671.90	705.50
Third year of experience	640.30	672.30	705.90	741.20
Fourth year of experience	677.10	711.00	746.60	783.90
Fifth year of experience	716.40	752.20	789.80	829.30
Sixth year of experience	755.30	793.10	832.80	874.40
Seventh year of experience	784.70	823.90	865.10	908.40
Eighth year of experience & thereafter	806.80	847.10	889.50	934.00
Senior Medical Technologist in a Section -				
First year of experience	859.90	902.90	948.00	995.40
Second year of experience	885.30	929.60	976.10	1,024.90
Third year of experience and thereafter	907.10	952.50	\$ 1,000.10	1,050.10
Chief Medical Technologist - If sole technologists in a hospital or in charge of other technologists or trainees at hospitals having an adjusted daily average of occupied beds of less than 200				
First year of experience	929.00	975.50	1,024.30	1,075.50
Second year of experience	951.70	999.30	1,049.30	1,101.80
Third year of experience & thereafter	980.40	1,029.40	1,080.90	1,134.90
Apprentices				
Apprentice Cook -				

First year	308.00	323.40	339.60	356.60
Second year	423.60	444.80	467.00	490.40
Third year	474.90	498.60	523.50	549.70
Apprentice Gardener				
First year	257.30	270.20	283.70	297.90
Second year	308.80	324.20	340.40	357.40
Third year	411.70	432.30	453.90	476.60
Fourth year	463.10	486.30	510.60	536.10

2. Allowances

Item No	Brief Description	Current amount	Amount from 1.9.2003	Amount from 1.9.2004	Amount from 1.9.2005
1	Meal allowances (overtime) -	Per Meal	Per Meal	Per Meal	Per Meal
	- breakfast	\$8.80	\$9.20	\$9.70	\$10.20
	- lunch	\$11.40	\$12.00	\$12.60	\$13.20
	- dinner	\$16.70	\$17.50	\$18.40	\$19.30
2	Transport allowance - use of own vehicle (overtime hours) -	Per Km	Per Km	Per Km	Per Km
	- vehicles with engine capacity over 1600 cc	24.5 cents	25.7 cents	27.0 cents	28.4 cents
	- vehicles with engine capacity 1600 cc and under	20.5 cents	21.5 cents	22.6 cents	23.7 cents
3	Apprentices -				
	- certificate of exam pass	\$1.50	\$1.58	\$1.66	\$1.74
	- each subsequent year	p/week	p/week	p/week	p/week
		\$1.50	\$1.58	\$1.66	\$1.74
		p/week	p/week	p/week	p/week
4	Driving allowances -				
	- Where required to drive a vehicle	\$3.80	\$4.00	\$4.20	\$4.40
	- required to drive more than 10 hours in any week - minimum payment	p/week	p/week	p/week	p/week
	- required to drive more than four hours in any day or shift - minimum payment	\$3.80	\$4.00	\$4.20	\$4.40
		\$3.80	\$4.00	\$4.20	\$4.40
		p/shift	p/shift	p/shift	p/shift

5	Post mortem assistance allowance - - weekly allowance - where assisting in more than one post mortem per week	\$6.00 p/week \$6.00 p/post mortem	\$6.30 p/week \$6.30 p/post mortem	\$6.60 p/week \$6.60 p/post mortem	\$6.90 p/week \$6.90 p/post mortem
6	Dirty work, confined spaces allowance	\$0.32 p/hour	\$0.34 p/hour	\$0.36 p/hour	\$0.38 p/hour
7	Confined spaces allowance - inside boiler, flue, etc.	\$0.55 p/hour	\$0.58 p/hour	\$0.61 p/hour	\$0.64 p/hour
8	Handling linen of nauseous nature allowance (except in sealed linen bags)	\$0.17 p/hour	\$0.18 p/hour	\$0.19 p/hour	\$0.20 p/hour
9	Leading hand allowance - - in charge of 2 to 5 employees - in charge of 6 to 10 employees	Per week \$16.30 \$22.90	Per week \$17.10 \$24.00	Per week \$18.00 \$25.20	Per week \$18.90 \$26.50

	- in charge of 11 to 15 employees	\$29.00	\$30.50	\$32.00	\$33.60
	- in charge of 16 to 19 employees	\$35.40	\$37.20	\$39.10	\$41.10
10	Uniform allowance	\$1.70 p/week	\$1.80 p/week	\$1.90 p/week	\$2.00 p/week
11	Laundering of uniform allowance	\$1.00 p/week	\$1.10 p/week	\$1.20 p/week	\$1.30 p/week
12	Stenographic allowance	\$4.50 p/week	\$4.70 p/week	\$4.90 p/week	\$5.10 p/week
13	Sterilising Certificate allowance	\$5.20 p/week	\$5.50 p/week	\$5.80 p/week	\$6.10 p/week
14	Boiler Attendant allowance	\$11.80 p/week	\$12.40 per week	\$13.00 per week	\$13.70 per week
15	Fellowship of the Society of Hospital Pharmacists allowance	\$16.50 p/week	\$17.30 per week	\$18.20 per week	\$19.10 per week
16	Fellowship of Australian Institute of Radiography allowance	\$18.10 per week	\$19.00 per week	\$20.00 per week	\$21.00 per week
17	Chief Radiographer service to another hospital allowance	\$29.00 p/week	\$30.50 per week	\$32.00 per week	\$33.60 per week
18	Fellowship of Australian Institute of Medical Technology allowance	\$29.60 p/week	\$31.10 p/week	\$32.70 p/week	\$34.30 p/week