

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA05/316

TITLE: **Dalcross Private Hospital Nurses' Enterprise Agreement
2005**

I.R.C. NO: IRC5/3930

DATE APPROVED/COMMENCEMENT: 22 August 2005 / 22 August 2005

TERM: 24

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 23 December 2005

DATE TERMINATED:

NUMBER OF PAGES: 5

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to employees of Dalcross Private Hospital

PARTIES: Dalcross Private Hospital -&- the New South Wales Nurses' Association

DALCROSS PRIVATE HOSPITAL NURSES' ENTERPRISE AGREEMENT 2005

Arrangement

Clause No.	Subject Matter
1.	Title
2.	Parties
3.	Duration
4.	Relationship with Award
5.	Wages and Allowances
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7.	Resolution of Disputes
8.	Anti Discrimination
9.	No Extra Claims and No Australian Workplace Agreements

1. Title

This Enterprise agreement will be known as and referred to as Dalcross Private Hospital Nurses' Enterprise Agreement 2005.

2. Parties

This Enterprise Agreement will be binding on -

- (i) Dalcross Private Hospital (ABN 64 083 792 134), of 28 Stanhope Road, Killara, New South Wales, 2071 ("The Employer");
- (ii) New South Wales Nurses' Association (ABN 63 398 164 405) of 43 Australia Street, Camperdown, Sydney, New South Wales, 2050 ("The Association"); and
- (iii) All nursing staff employed by Dalcross Private Hospital or working at Dalcross Private Hospital.

3. Duration

- (i) This Enterprise Agreement will take effect on the date of its registration, and remain in force for a period of 2 years.
- (ii) Negotiations on terms and conditions of employment contained within this Enterprise Agreement will commence 3 months before the termination date of this Enterprise Agreement.

4. Relationship With Award

- (i) This Enterprise Agreement must be read and interpreted in conjunction with the Private Hospital Industry Nurses' (State) Award.
- (ii) Except as provided for in this Enterprise Agreement, the provisions of the Award will continue to apply to nurses employed by Dalcross Private Hospital.
- (iii) Should there be any inconsistency between any term of this Enterprise Agreement and the Award then the terms of this Enterprise Agreement will prevail.

5. Wages and Allowances

- (i) Employees who are bound by this Agreement shall be paid the following wage increases, except where an employee's base rate of pay is greater than the base rate payable under this Agreement, or who is in

receipt of allowances greater than those payable under this Agreement. In such circumstances, the increase contained within this Agreement shall be absorbed and where applicable the difference paid by the employer to the employee.

Column 1	Column 2	Column 3
4%	3%	3%

- (ii) The amount of increase specified in Column 1 is payable from the first pay period commencing on or after 1 October 2005, and as reflected in Schedule 1 to this Agreement.
- (iii) The amount of increase specified in column 2 is payable from the first pay period commencing on or after 1 May 2006, and as reflected in Schedule 1 to this Agreement
- (iv) The amount of increase specified in Column 3 is payable from the first pay period commencing on or after 1 October 2006, and as reflected in Schedule 1 to this Agreement.
- (v) Increases to allowances are to be paid to employees and are as reflected in Schedule 2 to this Agreement.

6. Paid Maternity Leave

In addition to the parental leave provisions of the *Industrial Relations Act 1996*, the following shall apply:

- (i) Employees eligible for maternity leave shall be entitled to four (4) weeks paid leave; and.
- (ii) Payment for maternity leave shall be calculated on the employee's base rate of pay. Payment for part time employees shall be calculated on the average weekly hours worked during the qualifying period. Payment for parental leave shall be made at the time that the leave is taken.

7. Resolution of Disputes

As per the Award.

8. Anti-Discrimination

As per the Award.

9. No Extra Claims and No Australian Workplace Agreements

- (i) The Parties agree to no extra claims during the life of the Enterprise Agreement.
- (ii) The Enterprise Agreement may be varied only with the agreement of the parties. Such a variation may be required in the event of significant legislative change and variation of the Award.
- (iii) The Employer agrees not to become a party to any Australian Workplace Agreements during the life of the Enterprise Agreement.

DATED this 28 day of June 2005.

(Signed on behalf of Dalcross Private Hospital)
Witness

(signed on behalf of NSW Nurses' Association)

Witness

SCHEDULE 1 - WAGES

Dalcross Private Hospital

		At Commencement		1-Oct-2005		1-May-2006		1-Oct-2006	
		Weekly Rate		Weekly Rate		Weekly Rate		Weekly Rate	
				4%		3%		3%	
		\$		\$		\$		\$	
Assistant in Nursing/Trainee EN									
Under 18:	1st year	466.00	1.04	484.64	1.03	499.18	1.03	514.15	
	2nd year	486.50	1.04	505.96	1.03	521.14	1.03	536.77	
	Thereafter	506.00	1.04	526.24	1.03	542.03	1.03	558.29	
Over 18:	1st year	549.70	1.04	571.69	1.03	588.84	1.03	606.50	
	2nd year	567.20	1.04	589.89	1.03	607.58	1.03	625.81	
	3rd year	585.00	1.04	608.40	1.03	626.65	1.03	645.45	
	Thereafter	603.30	1.04	627.43	1.03	646.25	1.03	665.64	
Enrolled Nurse	1st year	674.60	1.04	701.58	1.03	722.63	1.03	744.31	
	2nd year	689.40	1.04	716.98	1.03	738.49	1.03	760.64	
	3rd year	704.30	1.04	732.47	1.03	754.45	1.03	777.08	
	4th year	719.20	1.04	747.97	1.03	770.41	1.03	793.52	
	Thereafter	734.20	1.04	763.57	1.03	786.48	1.03	810.07	
Registered Nurse	1st year	764.90	1.04	795.50	1.03	819.36	1.03	843.94	
	2nd year	806.60	1.04	838.86	1.03	864.03	1.03	889.95	
	3rd year	848.20	1.04	882.13	1.03	908.59	1.03	935.85	
	4th year	892.80	1.04	928.51	1.03	956.37	1.03	985.06	
	5th year	937.00	1.04	\$974.48	1.03	1,003.71	1.03	1,033.83	
	6th year	981.40	1.04	1,020.66	1.03	1,051.28	1.03	1,082.81	
	7th year	1,031.70	1.04	1,072.97	1.03	1,105.16	1.03	1,138.31	
	8th year	1,074.20	1.04	1,117.17	1.03	1,150.68	1.03	1,185.20	

Clinical Nurse Specialist	1,118.00	1.04	1,162.72	1.03	1,197.60	1.03	1,233.53
Clinical Nurse Consultant	1,374.60	1.04	1,429.58	1.03	1,472.47	1.03	1,516.65

Dalcross Private Hospital

	At Commencement		1-Oct-2005		1-May-2006		1-Oct-2006
	Weekly Rate		Weekly Rate		Weekly Rate		Weekly Rate
			4%		3%		3%
	\$		\$		\$		\$
Nursing Unit Manager							
Level I	1,347.50	1.04	1,401.40	1.03	1,443.44	1.03	1,486.75
Level II	1,411.50	1.04	1,467.96	1.03	1,512.00	1.03	1,557.36
Level III	1,449.40	1.04	1,507.38	1.03	1,552.60	1.03	1,599.18
Nurse undergoing pre registration training	659.50	1.04	685.88	1.03	706.46	1.03	727.65
Clinical Nurse Educator	1,118.00	1.04	1,162.72	1.03	1,197.60	1.03	1,233.53
Nurse Educator							
1st year	1,240.20	1.04	1,289.81	1.03	1,328.50	1.03	1,368.36
2nd year	1,275.10	1.04	1,326.10	1.03	1,365.89	1.03	1,406.86
3rd year	1,306.40	1.04	1,358.66	1.03	1,399.42	1.03	1,441.40
4th year	1,374.60	1.04	1,429.58	1.03	1,472.47	1.03	1,516.65
Senior Nurse							
1st year	1,407.80	1.04	1,464.11	1.03	1,508.04	1.03	1,553.28
Educator							
2nd year	1,436.70	1.04	1,494.17	1.03	1,538.99	1.03	1,585.16
3rd year	1,484.80	1.04	1,544.19	1.03	1,590.52	1.03	1,638.23
		1.04	-	1.03	-	1.03	-
Assistant Director of Nursing							
100 beds & over	1,449.40	1.04	1,507.38	1.03	1,552.60	1.03	1,599.18

Deputy Director of Nursing

Less than 100 beds	1,411.50	1.04	1,467.96	1.03	1,512.00	1.03	1,557.36
100 beds, less than 200 beds	1,449.40	1.04	1,507.38	1.03	1,552.60	1.03	1,599.18
200 beds, less than 250 beds	1,484.80	1.04	1,544.19	1.03	1,590.52	1.03	1,638.23
250 beds, less than 350 beds	1,540.30	1.04	1,601.91	1.03	1,649.97	1.03	1,699.47
350 beds, less than 450 beds	1,595.50	1.04	1,659.32	1.03	1,709.10	1.03	1,760.37
450 beds, less than 750 beds	1,654.40	1.04	1,720.58	1.03	1,772.19	1.03	1,825.36
750 beds & over	1,718.70	1.04	1,787.45	1.03	1,841.07	1.03	1,896.30

Dalcross Private Hospital

	At Commencement		1-Oct-2005		1-May-2006		1-Oct-2006
	Weekly Rate		Weekly Rate		Weekly Rate		Weekly Rate
	\$		\$		\$		\$
Director of Nursing							
Less than 25 beds	1,454.70	1.04	1,512.89	1.03	1,558.27	1.03	1,605.02
25 beds, less than 50 beds	1,540.20	1.04	1,601.81	1.03	1,649.86	1.03	1,699.36
50 beds, less than 75 beds	1,573.60	1.04	1,636.54	1.03	1,685.64	1.03	1,736.21
75 beds, less than 100 beds	1,606.30	1.04	1,670.55	1.03	1,720.67	1.03	1,772.29
100 beds, less than 150 beds	1,652.50	1.04	1,718.60	1.03	1,770.16	1.03	1,823.26
150 beds, less than 200 beds	1,707.50	1.04	1,775.80	1.03	1,829.07	1.03	1,883.95
200 beds, less than 250 beds	1,763.00	1.04	1,833.52	1.03	1,888.53	1.03	1,945.18
250 beds, less than 350 beds	1,829.40	1.04	1,902.58	1.03	1,959.65	1.03	2,018.44
350 beds, less than 450 beds	1,939.60	1.04	2,017.18	1.03	2,077.70	1.03	2,140.03
450 beds, less than 750 beds	2,052.10	1.04	2,134.18	1.03	2,198.21	1.03	2,264.16
750 beds & over	2,180.80	1.04	2,268.03	1.03	2,336.07	1.03	2,406.16