

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA01/121

TITLE: Royal Far West Enterprise Agreement 2000

I.R.C. NO: 2001/1410

DATE APPROVED/COMMENCEMENT: 6 March 2001/1 September 2000

TERM: 27 months

**NEW AGREEMENT OR
VARIATION:** New. Replaces EA98/126

GAZETTAL REFERENCE: 11 May 2001

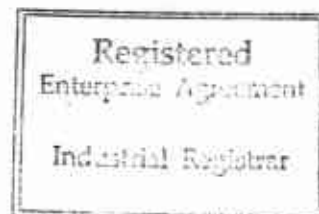
DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF

EMPLOYEES: Employees engaged under the Charitable Institutions (Professional - Paramedical Staff) Award and the Charitable Institutions (Professional Staff Social Workers) Award

PARTIES: Royal Far West Children's Health Scheme and Services for The Aged -&- Australian Services Union of N.S.W., The Health and Research Employees' Association of New South Wales



**THE ROYAL FAR WEST
ENTERPRISE AGREEMENT- 2000**

Registered
Enterprise Agreement
Industrial Registrar

1. Title of Agreement

The title of this agreement is the Royal Far West Enterprise Agreement - 2000.

2. Parties to the Agreement

The enterprise agreement is made in accordance with:

- a) the provisions of sections 32 - 47 of the Industrial Relations Act 1996; and,
- b) the Principles for approving enterprise agreements as provided by section 33(1) of the Act.

The parties to this enterprise agreement are:

Employer

Royal Far West Children's Health Scheme and Services for the Aged, and;

Unions

Australian Services Union of New South Wales;
Health and Research Employees Association of New South Wales.

3. The Enterprise

The enterprise for which the agreement was made is the facility situated at;
18-24 Wentworth Street
Manly NSW 2095

4. Intention

This agreement shall apply to all employees who would otherwise be covered by the relevant Awards identified in Clause 6, Incidence, of this Agreement.

5. Incidence

- a) The agreement shall regulate partially the terms and conditions of employment previously regulated by;
 - (i) the Charitable Institutions Professional Paramedical Staff (State) Award, and
 - (ii) the Charitable Institutions Professional Staff Social Workers (State) Award.

- b) Except as provided by this agreement, the terms and conditions of employment will remain those applicable to the appropriate classification of employee as specified in the Awards identified in Clause 5(a)(i) and (ii) above.

6. Duress

This agreement was not entered into under duress by any party to it.

7. Term

This agreement shall operate from the date of registration and shall remain in force until 31 December, 2002 unless varied or terminated earlier by the provisions provided by the Industrial Relations Act 1996.

8. Time in Lieu

In lieu of receiving payment for overtime in accordance with Award Overtime provisions, employees may be compensated by way of time off in lieu of overtime on the following basis:

- (a) Time off in lieu of overtime is taken at ordinary rates that is, for example, one hour off for one hours overtime worked. It must be taken within four months of it being accrued at a mutually agreed time.
- (b) Where it is not possible for an employee to take the time off in lieu of overtime within the four month period, it is to be paid out at the appropriate overtime rate based on the rates of pay applying at the time payment is made.
- (c) Employees cannot be compelled to take time off in lieu of overtime.
- (d) The employer must maintain records of all time in lieu of overtime owing and taken by employees.
- (e) Where no election is made the employee shall be paid overtime rates in accordance with the award.

9. Anti-Discrimination

The parties agree to interpret and apply the provisions of this agreement in a manner which is not in breach of the Anti-Discrimination Act 1997.

9. Payment of Salary

- a) Staff shall be paid in accordance with Schedule A to this Agreement.



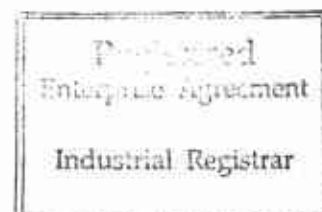
b) This Agreement will provide the following salary increases to be paid from the first full pay period to commence on or after the dates indicated:

- 1st September 2000 (by administrative action Rates shown in column 1)
- 1st January 2001 Rates displayed in column 2 (2%)
- 1st January 2003 Rates displayed in column 3 (3%)

Note: The rates displayed herein are those applicable within the Public Health Sector.

SCHEDULE A

	Rate from 1.9.2000 \$/Annum	Rate from 1.1.2001 \$/Annum	Rate from 1.1.2002 \$/Annum
1. Occupational Therapists, and Physiotherapists			
1st year of experience	\$ 34,340	\$ 35,027	\$ 36,078
2nd year of experience	\$ 35,634	\$ 36,347	\$ 37,437
3rd year of experience	\$ 37,815	\$ 38,571	\$ 39,728
4th year of experience	\$ 40,422	\$ 41,230	\$ 42,467
5th year of experience	\$ 43,219	\$ 44,083	\$ 45,405
6th year of experience	\$ 45,961	\$ 46,880	\$ 48,286
7th year of experience	\$ 48,191	\$ 49,155	\$ 50,630
2. Social Workers			
1st year of experience	\$ 33,687	\$ 34,361	\$ 35,392
2nd year of experience	\$ 35,305	\$ 36,011	\$ 37,091
3rd year of experience	\$ 37,517	\$ 38,267	\$ 39,415
4th year of experience	\$ 39,514	\$ 40,304	\$ 41,513
5th year of experience	\$ 41,867	\$ 42,704	\$ 43,985
6th year of experience	\$ 43,755	\$ 44,630	\$ 45,969
7th year of experience	\$ 45,545	\$ 46,456	\$ 47,850
8th year of experience	\$ 47,141	\$ 48,084	\$ 49,527
9th year of experience	\$ 49,427	\$ 50,416	\$ 51,928



This agreement is made at Sydney on the
6th day of February 2001

Signed for and on behalf of
The Royal Far West Children's Health
Scheme and Services for the Aged

)
)
) *[Signature]*
CEO.

LINDA BUSH
in the presence of

[Signature]

Signed on behalf of
Health & Research Employees'
Association of NSW

)
)
) *[Signature]*

in the presence of:

[Signature]

Signed for and on behalf of
Australian Services Union of
New South Wales

)
)
) *[Signature]*
Secretary.

[Signature]
in the presence of:

Steve Wilson.

