

**REGISTER OF**

**ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA04/81

**TITLE: Calvary Health Care Riverina Ltd and Health Services Union  
Enterprise Agreement 2003-2005**

**I.R.C. NO:** IRC3/7089

**DATE APPROVED/COMMENCEMENT:** 19 February 2004/1 October 2003

**TERM:** 27 months

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:** 16 April 2004

**DATE TERMINATED:**

**NUMBER OF PAGES:** 15

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to employees of Calvary Health Care Riverina Ltd at the Company's operations in New South Wales who fall within the coverage of the Private Hospital Employees (State) Award

**PARTIES:** Calvary Health Care Riverina Ltd -&- the Health Services Union

# CALVARY HEALTH CARE RIVERINA LTD AND HEALTH SERVICES UNION ENTERPRISE AGREEMENT 2003 - 2005

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## Arrangement

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### 1. Name of Agreement

This Agreement shall be called the Calvary Health Care Riverina Ltd 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 acknowledges its ongoing commitment to pay fair wages and to the provision of professional development opportunities for its health and research staff.
- 2.2 Calvary Health Care 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 Calvary Health Care Riverina Ltd in respect to its operations in the State of New South Wales ("the Employer") 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 1 October 2003 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 October 2003. Employees who are eligible to receive the 2003 and subsequent Safety Net Adjustments during the life of this Agreement shall have those adjustments absorbed pursuant to this subclause.

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 subclause 9.4.

9.4 All time debited or credited under these arrangements shall all be at ordinary time, i.e. 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 \$14.02 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 \$27.70 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 timeframe 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) one 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
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
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- 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 subclause 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 subclause (i) of this clause.
- 11.10 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 10 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 including;
  - (ii) National Catholic Superannuation Fund; and
  - (iii) any relevant Calvary Health Care Riverina Ltd fund

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 each 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 Calvary Health Care Riverina Ltd 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 also 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 NSW 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:

- 19.1 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
- 19.2 Any dispute concerning these provisions and their operation will be progressed initially under the dispute resolution procedure in this Agreement; and



- 19.3 Nothing in these provisions allows any treatment that would otherwise be prohibited by anti-discrimination provisions in applicable Commonwealth, State or Territory legislation; and
- 19.4 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.

## **20. Remuneration Packaging**

- 20.1 Full-time and permanent part-time Employees shall be offered remuneration packaging by the Employer. The Employee shall attract 70% of the tax benefit of the remuneration packaging arrangements. The Employer shall retain 30% of the tax benefit of the remuneration packaging arrangements. No Employee shall be compelled to enter into a salary packaging arrangement. Employees may exercise their right to continue to receive their applicable salary.
- 20.2 Where the Employer offers remuneration packaging to an individual Employee, the Employer shall allow the Employee a period of no less than 21 days to seek independent advice on the terms of the proposed remuneration packaging.
- 20.3 The terms and conditions of the package offered to an Employee shall not, when viewed objectively, be less favourable than the entitlements otherwise available under the Enterprise Agreement and shall be subject to the following provisions:
- (i) The Employer shall ensure that the structure of any package complies with taxation and other relevant laws;
  - (ii) All award and enterprise agreement conditions shall continue to apply;
  - (iii) Employees will have their Superannuation Guarantee Contribution (SGC) calculated on their Enterprise Agreement salary prior to the application of any remuneration packaging arrangements.
- 20.4 A copy of the remuneration packaging agreement shall be made available to the Employee.
- 20.5 The Employee shall be entitled to inspect details of the payments made under the terms of this Agreement.
- 20.6 The configuration of the remuneration package shall remain in force for the period agreed between the Employee and the Employer.
- 20.7 Where at the end of the Fringe Benefit Tax year the full amount allocated to a specific benefit has not been utilised, it will be paid as salary, which will be subject to appropriate taxation requirements. By agreement between the Employer and the Employee, any unused benefit may be carried forward to the next period on the basis that any FBT obligation is accepted by the Employee.
- 20.8 In the event that the Employer ceases to attract exemption from payment of Fringe Benefit Tax, the Employer may terminate all remuneration packaging arrangements and the Employee's salary will revert to the applicable rate the Employee would have been entitled to receive but for the remuneration packaging agreement.

- 20.9 One month's notice by either party is required for change or termination of a remuneration packaging agreement, unless the change or termination is brought about by legislation or an increase to salaries.
- 20.10 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. Benefits not paid on or before the date of termination shall be treated as salary and the appropriate tax deducted.
- 20.11 Pay increases granted to Employees in accordance with this Agreement shall also apply to Employees subject to remuneration packaging arrangements.
- 20.12 Any allowance, penalty rate, overtime, payment for unused leave entitlements, other than payments for leave taken whilst employed, shall be calculated by reference to the salary which would have applied to the Employee in the absence of any remuneration packaging arrangements.

**21. Parental Leave**

- 21.1 In addition to the parental leave available to Employees under the New South Wales *Industrial Relations Act* 1996, full-time and part-time Employees who have completed 40 weeks' continuous service with the Employer are eligible to the additional provisions set out below.
- 21.2 Employees eligible for maternity leave shall be entitled to six weeks' paid leave.
- 21.3 Employees eligible for paternity leave shall be entitled to one week's paid leave at the Employee's base rate of pay
- 21.4 Payment for parental 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.

DATED this	day of	2003.
_____	_____	_____
(signed on behalf of named Employer)		Witness
_____		_____
Health Services Union		Witness

**SCHEDULE A**

Calvary Health Care Riverina Ltd comprises:

- Calvary Hospital, Wagga Wagga
- Calvary Day Procedure Centre
- O'Connor House Alcohol Unit
- The Peppers Illicit Drug Unit

Note: This Agreement applies only to those staff who are employed under the Private Hospital Employees (State) Award

## SCHEDULE B

### WAGES AND ALLOWANCES

1. Wages

Classification	Current Rate \$/week	Rate from 1.10.2003 5% \$/week	Rate from 1.9.2004 5% \$/week	Rate from 1.9.2005 5% \$/week
<b>Administrative Staff</b>				
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
<b>Central Sterile Supply Department</b>				
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 and 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
<b>Maintenance Staff</b>				
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 and 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 and 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 and 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 and 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 of 3 or less registered or unregistered assistants				
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 Radiographer at Hospitals 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 hospitals having an adjusted daily average of average of occupied beds of 750 or more	\$1,076.40	\$1,130.20	\$1,186.70	\$1,246.00
Support Services Staff				
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 If in possession of Laundry and Dry Cleaning Certificate	\$520.70	\$546.70	\$574.00	\$602.70
	\$527.60	\$554.00	\$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 and 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 technologist 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 and 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 1.10.2003	Amount from 1.9.2004	Amount From 1.9.2005
1	Meal allowances (overtime) - - breakfast - lunch - dinner	Per Meal \$8.80 \$11.40 \$16.70	Per Meal \$9.20 \$12.00 \$17.50	Per Meal \$9.70 \$12.60 \$18.40	Per Meal \$10.20 \$13.20 \$19.30
2	Transport allowance - use of own vehicle (overtime hours) - - vehicles with engine capacity over 1600 cc - vehicles with engine capacity 1600cc and under	Per km 24.5 cents 20.5 cents	Per km 25.7 cents 21.5 cents	Per km 27.0 cents 22.6 cents	Per km 28.4 cents 23.7 cents
3	Apprentices - - certificate of exam pass - each subsequent year	Per week \$1.50 \$1.50	Per week \$1.58 \$1.58	Per week \$1.66 \$1.66	Per week \$1.74 \$1.74

4	Driving allowances - - Where required to drive a vehicle	\$3.80 p/week	\$4.00 p/week	\$4.20 p/week	\$4.40 p/week
	- Where required to drive more than 10 hours in any week - minimum payment	\$3.80	\$4.00	\$4.20	\$4.40
	- Where required to drive more than 4 hours in any day or shift - minimum payment	\$3.80 per shift	\$4.00 per shift	\$4.20 per shift	\$4.40 Per shift
5	Post mortem assistance allowance - - weekly allowance	\$6.00 per week	\$6.30 per week	\$6.60 per week	\$6.90 per week
	- where assisting in more than one post-mortem per week	\$6.00 per post- mortem	\$6.30 per post- mortem	\$6.60 per post- mortem	\$6.90 per post- mortem
6	Dirty work, confined spaces allowance	\$0.32 per hour	\$0.34 per hour	\$0.36 per hour	\$0.38 per hour
7	Confined spaces allowance - inside boiler, flue, etc.	\$0.55 per hour	\$0.58 per hour	\$0.61 per hour	\$0.64 per hour
8	Handling linen of nauseous nature allowance (except in sealed linen bags)	\$0.17 per hour	\$0.18 per hour	\$0.19 per hour	\$0.20 per hour
9	Leading hand allowance - - in charge of 2 to 5 employees	Per week \$16.30	Per week \$17.10	Per week \$18.00	Per week \$18.90
	- in charge of 6 to 10 employees	\$22.90	\$24.00	\$25.20	\$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 per week	\$1.80 per week	\$1.90 per week	\$2.00 per week
11	Laundering of uniform allowance	\$1.00 per week	\$1.10 per week	\$1.20 per week	\$1.30 per week
12	Stenographic allowance	\$4.50 per week	\$4.70 per week	\$4.90 per week	\$5.10 per week
13	Sterilising Certificate allowance	\$5.20 per week	\$5.50 per week	\$5.80 per week	\$6.10 per week
14	Boiler Attendant allowance	\$11.80 per week	\$12.40 per week	\$13.00 per week	\$13.70 per week
15	Fellowship of the Society of Hospital Pharmacists allowance	\$16.50 per 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 per week	\$30.50 per week	\$32.00 per week	\$33.60 per week
18	Fellowship of Australian Institute of Medical Technology allowance	\$29.60 per week	\$31.10 per week	\$32.70 per week	\$34.30 per week