

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA99/268

**TITLE: Nurses Matthew Talbot Hostel Society of St Vincent de Paul
Enterprise Agreement**

I.R.C. NO: 99/4357

DATE APPROVED/COMMENCEMENT: 31 August 1999

TERM: 24 months

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 4

COVERAGE/DESCRIPTION OF

**EMPLOYEES: Applies to Nurses, as specified under the Nurses' &c Other than in Hospitals
&c (State) employed at Matthew Talbot Hostel**

PARTIES: Society of St Vincent De Paul -&- New South Wales Nurses' Association

**NURSES
MATTHEW TALBOT HOSTEL**
Society of St Vincent de Paul
ENTERPRISE AGREEMENT

PREAMBLE:

This Enterprise Agreement is designed to provide for high quality Nursing care and to create greater flexibility and productivity within the Nursing service at the Matthew Talbot Hostel operated by Society of St. Vincent de Paul (NSW), and reflects agreement reached by Management and the NSW Nurses' Association and Nurses employed at the Matthew Talbot Hostel.

This agreement has an enterprise orientation which reflects:

- a. Flexibility of working arrangements for Nurses to facilitate a high quality, efficient and effective service for clients and residents everyday.
- b. To ensure a cost effective service delivery and the provision of high quality services for the benefit of clients, hostel residents and employees.
- c. Involvement of all employees bound by this Agreement, in client satisfaction, continuous service improvement and productivity improvement.

This Enterprise Agreement has a nominal term of two years from the date upon which it is registered.

1. PARTIES BOUND:

The parties to this Agreement are:

- 1.1 The Trustees of the Society of St. Vincent de Paul (NSW), West Street, Lewisham, insofar as that body is the operator of Matthew Talbot Hostel ("the employer"):

AND

- 1.2 The New South Wales Nurses' Association



2. STATUS AND AIM OF AGREEMENT:

- 2.1 This Agreement shall determine the salary rates for Nurses employed at the Matthew Talbot Hostel.
- 2.2 All provisions of the Nurses' &c other than in Hospitals &c (State) award shall apply except for salary rates.
- 2.3 The parties to this Agreement declare that it has been fully discussed between them and that no party has entered into it under duress.

3. DATE AND PERIOD OF OPERATION:

- 3.1 This Agreement shall commence on the day of its registration by the Industrial Registrar, and shall operate for a period of two (2) years thereafter.
- 3.2 The new rates of pay shall be effective from the 2 November 1998.

4. DEFINITIONS:

- 4.1 "Registered Nurse" means a person registered by the Board as such.
- 4.2 "Enrolled Nurse" means a person enrolled by the Board as such.
- 4.3 "Assistant in Nursing" means a person, other than a Registered Nurse or an Enrolled Nurse, who is principally employed in Nursing duties
- 4.4 "Supervisory Nurse" means a Registered Nurse appointed by Management to be responsible for overseeing the work of other Nurses.
- 4.5 "Nursing Unit Manager Level 3 means a registered nurse appointed as such who is responsible for the management of the nursing services at the Matthew Talbot Hostel

5. CONTRACT OF EMPLOYMENT:

- 5.1 The employees agree that as part of their Contract of Employment they acknowledge the need for high quality service to clients and residents everyday.
- 5.2 The employees agree to uphold the philosophy, Code of Conduct, Mission Statement, Constitution and By-laws of the Society of St. Vincent de Paul (NSW).
- 5.3 The employees agree not to divulge or use any confidential information (written or verbal) about the Society of St. Vincent de Paul (NSW) or its affairs acquired during their employment. Confidential information refers to any information (written or verbal) which is not publicly available.



- 5.4 The employees agree that as part of their Contract of Employment they shall adhere to their Position Description and adhere to the outcome standards specified in the Strategic Plan
- 5.5 The employees agree to dress according to the standards of professional dress and grooming in keeping with the standards acceptable to the employer.

6. SALARY RATES AND SUPERVISION ALLOWANCE:

- 6.1 Salary rates payable under this Agreement will be equivalent to the salary rates paid under the Public Hospital Nurses' (State) Award.
- 6.2 All future salary increases granted to the Public Hospitals Nurses (State) award will be paid to Nurses employed by the Matthew Talbot Hostel under this Agreement.
- 6.3 A Registered Nurse appointed as Supervisory Nurse, will be paid an allowance equivalent to the difference between the rate of pay for a Registered Nurse Year 8 and a Supervisory Nurse, covered by the Nurses other than in Public Hospitals (State) Award.
- 6.4 If the Enterprise Agreement is not renegotiated at the expiration of 2 year period of operation, the salary rates and the provisions of this Agreement will continue as specified herein, or as amended from time to time during the course of the Agreement.

7. DEVELOPMENT OF THE STRATEGIC PLAN

- 7.1 Nurses will actively participate and co-operate with Management in the development of the Strategic Plan for the Nursing Services Unit.

8. JOINT WORKING PARTY:

- 8.1 The parties agree that a Joint Working Party be established for the purpose of making recommendations to Management. The Joint Working Party will be made up of no more than two (2) representatives of the employees and two (2) representatives of the employer to consult and develop strategies and guidelines for:
- a. The identification, monitoring and evaluation of Key Performance Indicators, Continuous Service Improvement and other such indicators agreed to by the parties, which will be used for the measurement of efficiency, productivity and service delivery
 - b. The Joint Working Party may decide as to the method of preparation of Agenda; preparation and distribution of notes of its meetings; timing and conduct of its meeting; dealing with commercially sensitive information; or any other issue which may require resolution.

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- c. The parties to this Agreement recognise that certain information to be dealt with by the Joint Working Party may be commercially and professionally sensitive. The parties undertake that they will respect the sensitivity of such material and will treat it with the utmost confidentiality.
- d. Management in consultation with Nurses, will conduct a Training Needs analysis and develop training strategies..

9 COMMITMENT OF THE PARTIES

9.1 The Association and the Society agree to work together and in conjunction with the Hostel to develop a committed, flexible and highly skilled nursing workforce that is focused on customer service, productivity and a positive working environment, thus providing client service improvements which will benefit the Nurses, the Society and the clients and residents they serve.

10 GRIEVANCE PROCEDURE

10.1 The Grievance Procedures set out in the Nurses' &c other than in Hospitals &c (State) award, clause 21, Grievance and Dispute Resolution Procedure shall apply.

SIGNED Trustees

Moart
General Secretary

State President

The Common Seal of Trustees of the Society of St. Vincent de Paul (N.S.W.) was affixed hereto by order of the Trustees and in the presence of the President and two Members.

Member

Member

PRESIDENT *[Signature]*
MEMBER *[Signature]*
MEMBER *[Signature]*

