

	Craigcare	Swan Care Group	Sisters of St John of God	Bethanie Group	Braemar
Wages Level 1	\$2,431	\$2,292	\$2,230	\$2,217	\$2,198
Wages Level 2	\$2,691	\$2,512	\$2,458	\$2,463	\$2,396
Wages Level 3	\$2,998	Not applicable	Not applicable	\$3,072	\$2,638
Penalties	PM 15% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 20% - Saturday 50% - Sunday 75% - Casual 25%	PM 12.5% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 12.5% - ND 20% Saturday 50% Sunday 75% (<i>extends to 0730 Monday</i>) Casual 20%	PM 12.5% - ND 20% - Saturday 50% - Sunday 75% - Casual 20%
Salary Packaging	Superannuation only - Annual \$1,000 Retention Bonus	FBT free up to \$16,050 (net) - can package \$30,000 of base wage	FBT free up to \$16,050 (net) - can package 50% of guaranteed hours	FBT free up to \$16,050 (net) - can package max 30% of weekly wage	FBT free up to \$16,050 (net) - no limit on amount that can be packaged
ADOs	Full time nurses	Minimum 40 hours per fortnight	Not available	Not available	Full and part time nurses
Qualification allowance	Allowance available for a recognised qualification	Not available	Not available	Equivalent Level 2.1 rate paid to Level 1 nurses	Care pathway roles - \$18.60 per week for additional responsibilities
Annual Leave	5 weeks or 4 weeks and an additional week for shiftworkers based on number of Sundays worked with minimum 17.5% loading - 2 weeks public holidays	4 weeks with min 17.5% loading - 2 weeks public holidays - additional week for shiftworkers based on number of Sundays worked	4 weeks with 17.5% loading - additional week of leave with loading for shift employees	6 weeks with minimum 17.5% loading - additional week for shiftworkers based on number of Sundays worked	4 weeks with minimum 17.5% loading - additional week for shiftworkers based on number of Sundays worked
Long Service Leave	8 2/3 weeks after 10 years - 4 1/3 weeks after each subsequent 5 years pro rata after 7 years on termination	13 weeks after 10 years - pro rata after 7 years on termination	8 2/3 weeks after 10 years - 4 1/3 weeks after each subsequent 5 years - pro rata after 7 years on termination	13 weeks after 10 years - pro rata after 7 years on termination	8 2/3 weeks after 10 years - 4 1/3 weeks after each subsequent 5 years - pro rata after 7 years on termination
Workloads	Commitment to appropriate staffing levels and a process for grievances	Commitment to implement an effective mechanism to minimise effects of excessive workload	No provision	Commitment to develop principles for workload management	Commitment to appropriate staffing levels and a process for grievances
On Call	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - Minimum 3 hours recall	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - Minimum 3 hours recall	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - Minimum 3 hours recall	Daily Allowance \$21.00 - Minimum 3 hours recall	Daily Allowance \$21.00 - Minimum 3 hours recall
Higher duties	Minimum 5 consecutive days - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Minimum 5 consecutive days - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Minimum 5 consecutive days - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Minimum 5 consecutive days - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Minimum 5 consecutive days - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees
Overtime	Hours in excess of 76/80 per fortnight - part time: in excess of rostered shift or 10 hours per shift or 10 days per fortnight - 9.5 hour break between shifts - 9.5 hour break applies where overtime is worked or double time payable	Hours in excess of 76/80 per fortnight - part time: in excess of 10 hours per shift or 10 days per fortnight - 10 hour break between shifts - 10 hour break where overtime is worked or double time payable	Hours in excess of 76 per fortnight - part time: in excess of 10 hours per shift - 9.5 hour break between shifts - where overtime is worked a 9 hour breaks applies or double time payable	Hours in excess of 76 per fortnight - part time: unless mutually agreed - in excess of 10 hours per shift or 10 days per fortnight - 9.5 hour break between shifts - 8 hour break applies where overtime is worked or double time payable	Hours in excess of 76/80 per fortnight - part time: in excess of 10 hours per shift or 10 days per fortnight - 9.5 hour break between shifts - 8 hour break applies where overtime is worked or double time payable
Professional Dev. Leave	3 paid days	Available on application	2 paid days	5 paid days and up to \$500 for course fees	4 paid days
Paid Parental Leave	2 weeks	One week for every completed year of service up to 6 weeks	6 weeks	Up to 12 weeks	One week for every completed year of service up to 6 weeks
Uniform and Laundry	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week	If uniforms not supplied allowance of \$4.00 per week - \$1.40 laundry allowance per week	Uniforms provided free of cost	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week	One free uniform - one at 50% cost supplied with one at 50% cost each year - allowance \$5.05 per week