

	Amana Living	Amaroo	Brightwater	Catholic Homes	Southern Cross
Wages (fortnightly)	Multi-Skilled 1 - \$1,582 Multi-Skilled 2 - \$1,604 Advanced Skill Carer - \$1,630 Hostel Senior Supervisor - \$1,712	PCA Level 1 - \$1,495 PCA Level 2 - \$1,567 PCA Level 3 - \$1,618 PCA Level 4 - \$1,648	Single Stream Level 2 - \$1,489 Multi-skilled Unqualified - \$1,481 Multi-skilled Level 1 - \$1,528 Multi-skilled Level 2 - \$1,551 Multi-skilled Advanced 2 - \$1,886	Single Stream Level 1 - \$1,472 Single Stream Level 2 - \$1,491 Multi-skilled Level 1 - \$1,503 Multi-skilled Level 2 - \$1,518 Supervisor - \$1,553	Single Stream Level 1 - \$1,446 Single Stream Level 2 - \$1,471 Multi-skilled Level 1 - \$1,484 Multi-skilled Level 2 - \$1,507 Shift Supervisor - \$1,604
Penalties	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 25%	PM 15% - ND 15% Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 16% - Saturday 50% Sunday 75% - Casual 25%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%
Salary Packaging	Grossed up value of \$30,000	Grossed up value of \$30,000	FBT free up to \$16,050 (net)	FBT free up to \$16,048 (net) + Meal & Entertainment & Accommodation and venue hire	Grossed up value of \$30,000
ADOs	Minimum 40 hours per fortnight	Minimum 40 hours per fortnight – NA at Buckley Care Centre	Full time employees working in high care facilities	Full and part time - Minimum 40 hours per fortnight	Minimum 40 hours per fortnight
Annual Leave	6 weeks with min 17.5% loading - additional week for shiftworkers	6 weeks with min 17.5% loading - additional week for shiftworkers	4 weeks with min 17.5% loading – 2 weeks for public holidays - additional week for shiftworkers	6 weeks with min 11.67% loading - additional week for shiftworkers	6 weeks - min 11.66% loading
Long Service Leave	8 2/3 after 10 years- 4 1/3 weeks after each subsequent 5 years, pro rata on termination after 7 years	13 weeks after 10 years – 13 weeks after every subsequent 7 years – access pro rata after 7 years	13 weeks after 10 years – and again each subsequent 7 years	8 2/3 weeks after 10 years – 4 1/3 weeks after further 5 years – pro rata on termination after 7 years	13 weeks after 10 years – 13 weeks after every subsequent 10 years – access pro rata after 7 years
Workloads	No provision	No provision	Commitment to appropriate staffing levels and a process for grievances	No provision	No provision
On Call	\$6.71 Hourly – Minimum recall 30 mins	\$6.99 Hourly – Minimum recall 30 mins	\$6.96 Hourly – Minimum recall 30 mins	\$6.60 per hour – call out over 1 hour or 2 nd call out paid minimum of 30 minutes overtime	\$7.22 Hourly – Minimum recall 2 hours
Higher duties	Entitled to higher rate whilst engaged in higher duties - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Entitled to higher rate whilst engaged in higher duties - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Entitled to higher rate whilst engaged in higher duties – shift coordinator allowance of \$0.80	Paid while engaged in higher position or a portion if performing part of duties – hourly supervision allowance 0.55835145	Entitled to higher rate whilst engaged in higher duties - 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 - 10 hour break between shifts	Hours in excess of 76 per fortnight - part time: in excess of rostered shift or 10 hours per shift or 10 days per fortnight - 10 hour break between shifts	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 - 10 hour break between shifts	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 - 10 hour break between shifts	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 - 10 hour break between shifts
Professional Dev. Leave	No provision	20 hours	5 days	2 paid days	5 days
Paid Parental Leave	4 weeks for 1 year of completed service, up to 6 weeks	1 week for each year of completed service, up to 6 weeks	Not available	Not available	Up to 6 weeks
Uniform and Laundry	If uniforms not supplied allowance of \$5.93 week - \$1.56 laundry allowance per week	If uniforms not supplied or laundered allowance of \$0.2003 an hour	If uniforms required allowance \$6.24 per week - \$1.49 laundry allowance per week	If uniforms required allowance \$6.24 per week - \$1.49 laundry allowance per week	If uniforms not supplied or laundered allowance of \$0.2005 an hour