

# Australian Nursing Federation (WA Branch)

## Top 5 AIN Aged Care Comparison...at a glance July 10

	<b>Amana</b>	<b>Brightwater</b>	<b>Catholic Homes</b>	<b>Bethanie</b>	<b>Amaroo</b>
<b>Wages (fortnightly)</b>	Multi-Skilled 1 - \$1454 Multi-Skilled - \$1475 Advanced Skill Carer - \$1500 Hostel Senior Supervisor - \$1580	Single stream – 1414 Multi-skilled – 1447 Multiskilled Advanced - 1760	Level 1 - \$1381 Level 2 - \$1399 Level 3 - \$1421 Level 4 - \$1457	Care Worker Unqualified - \$1406 Care Worker Qualified - \$1433 Care Worker Advanced - \$1459	Level 1 - \$1315 Level 2 - \$1353 Level 3 - \$1412 Level 4 - \$1438
<b>Penalties</b>	PM 15% - ND 15% - Saturday 50% - Sunday 75% - Casual 20%	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 15% - Permanent ND 18.75% - Saturday 50% Sunday 75% - Casual 20%
<b>Salary Packaging</b>	FBT free up to \$16,050 (net) - can package max 30% of weekly wage	FBT free up to \$16,050 (net)	FBT free up to \$16, 050 (net) – can package up to max \$30,000	FBT free up to \$16,050 (net) - can package max 30% of weekly wage	FBT free up to \$16,050 (net)
<b>ADOs</b>	Full time and part time - Minimum 40 hours per fortnight	Full and part time employees	Full and part time - Minimum 40 hours per fortnight	Minimum 20 hours per week	Minimum 40 hours per fortnight
<b>Annual Leave</b>	4 weeks with min 17.5% loading - 2 weeks public holidays	4 weeks with min 17.5% loading - 2 weeks public holidays - additional week for shiftworkers	4 weeks with min 17.5% loading - 2 weeks public holidays - additional week for shiftworkers	4 weeks with min 17.5% loading - 2 weeks public holidays	6 weeks with min 17.5% loading - additional week for shiftworkers
<b>Long Service Leave</b>	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 – 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 - pro rata after 5 years for subsequent accrual, pro rata on termination after 7 years	13 weeks after 10 years - pro rata on termination after 7 years
<b>Workloads</b>	No Provision	Commitment to appropriate staffing levels and a process for grievances	No provision	No Provision	No Provision
<b>On Call</b>	\$6.71 Hourly – Minimum recall 30 mins	\$6.96 Hourly – Minimum recall 30 mins	\$6.60 per hour – call out over 1 hour or 2 <sup>nd</sup> call out paid minimum of 30 minutes overtime	\$6.27 Hourly – Minimum recall 30 mins	\$6.99 Hourly – Minimum recall 30 mins
<b>Higher duties</b>	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	Paid while engaged in higher position or a portion if performing part of duties – hourly supervision allowance 0.56105	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
<b>Overtime</b>	Hours in excess of 76/80 per fortnight - part time: in excess of 10 hours per shift or 10 days per fortnight unless extra shift agreed – 10 hour break between shifts unless	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: unless mutually agreed - 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	Hours in excess of 76/80 per fortnight - part time: unless mutually agreed - in excess of 10 hours per shift or 10 days per fortnight - 10 hour break between shifts – 9.5 hour break where overtime is worked or double time
<b>Professional Dev. Leave</b>	No provision	5 paid days	2 paid days	Available on application	2 paid days
<b>Paid Parental Leave</b>	4 weeks + 1 week for every year of completed service up to 6 weeks + return to work bonus	Not available	Not available	7 weeks + One week for every completed year of service up to 5 weeks	Up to 6 weeks
<b>Uniform and Laundry</b>	If uniforms required allowance \$5.93 per week - \$1.56 laundry allowance per week	If uniforms required allowance \$6.24 per week - \$1.49 laundry allowance per week	Where a particular uniform specified an allowance of \$7.47 per week	If required to wear particular uniforms allowance of \$0.195 per hour	Where a particular uniform specified an allowance of \$7.61 per week

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