

Australian Nursing Federation (WA Branch)

Top 5 AIN Aged Care Comparison...at a glance February 10

	Catholic Homes	Southern Cross	Uniting Church Homes	Bethanie	Amana
Wages (fortnightly)	Level 1 - \$1381 Level 2 - \$1399 Level 3 - \$1421 Level 4 - \$1457	Single Steam 1 - \$1304 Single Stream 2 - \$1325 Multi-Skilled 1 - \$1336 Multi-Skilled - \$1357	Level 1 - \$1320 Level 2 - \$1336 Level 3 - \$1357	Care Worker Unqualified - \$1406 Care Worker Qualified - \$1433 Care Worker Advanced - \$1459	Multi-Skilled 1 - \$1454 Multi-Skilled - \$1475 Advanced Skill Carer - \$1500 Hostel Senior Supervisor - \$1580
Penalties	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 25%	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 20%	PM 15% - ND 15% - Saturday 50% - Sunday 75% - Casual 20%
Salary Packaging	FBT free up to \$16,050 (net) – can package up to max \$30,000	FBT free up to \$16,050 (net) - can package max 50% of earnings or \$30,000 (gross)	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) - can package max 30% of weekly wage
ADOs	Full and part time - Minimum 40 hours per fortnight	Full and part time - Minimum 20 hours per week	Full time and part time - Minimum 40 hours per fortnight	Minimum 20 hours per week	Full time and part time - Minimum 40 hours per fortnight
Annual Leave	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	4 weeks with min 17.5% loading - 2 weeks public holidays	4 weeks with min 17.5% loading - 2 weeks public holidays
Long Service Leave	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 on subsequent periods after 5 years – pro rata on termination after 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	8 2/3 weeks after 10 years – 4 1/3 weeks after further 5 years – pro rata on termination after 7 years
Workloads	No provision	No provision	No provision	No Provision	No Provision
On Call	\$6.60 per hour – call out over 1 hour or 2 nd call out paid minimum of 30 minutes overtime	\$6.68 per hour – after 1 st hour paid minimum 30 minutes overtime	\$7.03 Hourly – Minimum 30 minutes recall	\$6.27 Hourly – Minimum recall 30 mins	\$6.71 Hourly – Minimum recall 30 mins
Higher duties	Paid while engaged in higher position or a portion if performing part of duties – hourly supervision allowance 0.56105	Paid while engaged in higher position or a portion if performing part of duties – weekly in-charge allowance \$20.19	Paid while engaged in higher position or a portion if performing part of duties – weekly in-charge allowance \$20.19	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
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 38/40 per week - part time: in excess of 10 hours per shift or 10 days per fortnight - 10 hour break between shifts unless shorter time agreed	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 shorter break agreed	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: in excess of 10 hours per shift or 10 days per fortnight unless extra shift agreed – 10 hour break between shifts unless
Professional Dev. Leave	2 paid days	Available on application	No provision	Available on application	No provision
Paid Parental Leave	Not available	One week for every completed year of service up to 6 weeks	Not available	7 weeks + One week for every completed year of service up to 5 weeks	4 weeks + 1 week for every year of completed service up to 6 weeks + return to work bonus
Uniform and Laundry	Where a particular uniform specified an allowance of \$7.47 per week	Where a particular uniform specified an allowance of \$0.180 per hour	If uniforms required allowance \$5.68 per week - \$1.49 laundry allowance per week	If required to wear particular uniforms allowance of \$0.195 per hour	If uniforms required allowance \$5.93 per week - \$1.56 laundry allowance per week

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