

Australian Nursing Federation (WA Branch)

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

	Amana	Swan Care Group	Uniting Church Homes	Bethanie	Braemar
Wages Level 1	1570	1458	1445	Graduate - 1558	1517
Wages Level 2	1596	1478	1470	-	1531
Wages Level 3	1637	1505	1506	Experienced - 1611	1555
Wages Level 4	1672	1560	1560	-	1574
Wages ASEN	1823	1647	1647	Advanced - 1680	1602
Penalties	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 20% - 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%
Salary Packaging	FBT free up to \$16,050 (net)	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) - can package max 30% of salary
ADOs	Minimum 40 hours per fortnight	Minimum 40 hours per fortnight	Minimum 40 hours per fortnight	Minimum 20 hours per week	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 based on number of Sundays worked	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 - additional week for shiftworkers
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 - pro rata after 7 years on termination	13 weeks after 15 years - 13 weeks after each subsequent 15 years - pro rata on termination	13 weeks after 10 years - pro rata after 5 years for subsequent accrual, pro rata on termination after 7 years	13 weeks after 15 years - pro rata access available after 10 years
Workloads	No provision	Commitment to implement an effective mechanism to minimise effects of excessive workload	No provision	No Provision	No provision
On Call	\$6.71 Hourly - Minimum recall 30 mins	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - Minimum 3 hours recall	\$7.03 Hourly - Minimum 30 minutes recall	\$6.27 Hourly - Minimum recall 30 mins	\$3.67 Hourly - Minimum recall 3 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	Minimum 5 consecutive days - 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 - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Not available
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 76/80 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 rostered shift - 9.5 hour break between shifts - where overtime is worked a 10 hour break applies	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 38/40 per week - part time: in excess of 10 hours per shift or 10 days per fortnight unless extra shifts agreed - 10 hour break between shifts unless shorter break agreed
Professional Dev. Leave	No provision	Available on application	No provision	Available on application	2 paid days
Paid Parental Leave	4 weeks for 1 year of completed service, up to 6 weeks	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	Not available
Uniform and Laundry	If uniforms not supplied allowance of \$5.93 week - \$1.56 laundry allowance per week	If uniforms not supplied allowance of \$4.00 per week - \$1.40 laundry allowance per week	If uniforms not supplied allowance of \$5.68 per week - \$1.49 laundry allowance per week	If required to wear particular uniforms allowance of \$0.195 per hour	If uniforms not supplied allowance of \$4.00 per week - \$1.40 laundry allowance per week