

# Australian Nursing Federation (WA Branch)

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

	<b>Amana</b>	<b>Bethanie</b>	<b>Brightwater</b>	<b>Braemar</b>	<b>Swan Care Group</b>
<b>Wages Level 1</b>	1570	Graduate - 1558	1546	1517	1458
<b>Wages Level 2</b>	1596	-	1559	1531	1478
<b>Wages Level 3</b>	1637	Experienced - 1611	1585	1555	1505
<b>Wages Level 4</b>	1672	-	1608	1574	1560
<b>Wages ASEN</b>	1823	Advanced - 1680	1638	1602	1647
<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 20%	PM 15% - ND 15% - Saturday 50% - Sunday 75% - Casual 20%	PM 15% - ND 20% - Saturday 50% - Sunday 75% - Casual 25%
<b>Salary Packaging</b>	FBT free up to \$16,050 (net)	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 max 30% of salary	FBT free up to \$16,050 (net) - can package \$30,000 of base wage
<b>ADOs</b>	Minimum 40 hours per fortnight	Minimum 20 hours per week	Full and part time employees	Minimum 40 hours per fortnight	Minimum 40 hours per fortnight
<b>Annual Leave</b>	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	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
<b>Long Service Leave</b>	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 5 years for subsequent accrual, pro rata on termination after 7 years	13 weeks after 10 years – and again each subsequent 7 years	13 weeks after 15 years – pro rata access available after 10 years	13 weeks after 10 years - pro rata after 7 years on termination
<b>Workloads</b>	No provision	No Provision	Commitment to appropriate staffing levels and a process for grievances	No provision	Commitment to implement an effective mechanism to minimise effects of excessive workload
<b>On Call</b>	\$6.71 Hourly – Minimum recall 30 mins	\$6.27 Hourly – Minimum recall 30 mins	\$6.96 Hourly - Minimum 30 minutes recall	\$3.67 Hourly – Minimum recall 3 hours	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - Minimum 3 hours recall
<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 - 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 also available	Not available	Minimum 5 consecutive days - 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 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: 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 unless extra shifts agreed – 10 hour break between shifts unless shorter break agreed	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
<b>Professional Dev. Leave</b>	No provision	Available on application	5 paid days	2 paid days	Available on application
<b>Paid Parental Leave</b>	4 weeks for 1 year of completed service, up to 6 weeks	7 weeks + One week for every completed year of service up to 5 weeks	Not available	Not available	One week for every completed year of service up to 6 weeks
<b>Uniform and Laundry</b>	If uniforms not supplied allowance of \$5.93 week - \$1.56 laundry allowance per week	If required to wear particular uniforms allowance of \$0.195 per hour	If uniforms not supplied allowance of \$6.24 per week - \$1.49 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 \$4.00 per week - \$1.40 laundry allowance per week