

	Amana Living	Amaroo	Brightwater	Uniting Church	Southern Cross
Wages Level 1	1704	1691	1657	1617	1624
Wages Level 2	1733	1706	1670	1644	1637
Wages Level 3	1777	1718	1699	1686	1665
Wages Level 4	1815	1766	1723	1722	1688
Wages ASEN	2008	1803	1755	1826	1888
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 15% - Saturday 50% Sunday 75% - Casual 20%	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)	Grossed up value of \$30,000
ADOs	Minimum 40 hours per fortnight	Not available	Full time employees of high care facilities	Minimum 40 hours per fortnight	Minimum 40 hours per fortnight
Annual Leave	6 weeks with min 11.67% loading - additional week for shift workers	4 weeks and an additional week for shift workers based on arvo/nightshifts worked with minimum 17.5% loading + 2 weeks public holidays	4 weeks with min 17.5% loading - 2 weeks public holidays - additional week for flexible shift workers	6 weeks - additional week for shift workers based on arvo/nightshifts worked- min 10% loading	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 after 10 years- 13 weeks after each subsequent 7 years	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 10 years – access pro rata after 7 years
Workloads	No provision	No provision	Commitment to ensuring appropriate staffing levels and mechanism for grievances	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	\$6.96 Hourly – Minimum recall 30 mins	\$7.54 Hourly – Minimum recall 3 hours	\$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	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 – Shift coordinator allowance of \$0.80 per hour	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 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	5 days & \$500 for course expenses	5 days	No provision	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	No provision	No provision	Up to 6 weeks
Uniform and Laundry	If uniforms not supplied allowance of \$5.93 week - \$1.56 laundry allowance per week	Wear an employee wears the Amaroo uniform they will be paid \$6.88 per week	If uniforms not supplied allowance of \$6.24 week - \$1.49 laundry allowance per week	If uniforms not supplied allowance of \$6.28 week - \$1.65 laundry allowance per week	If uniforms not supplied or laundered allowance of \$0.2005 an hour