

	Craigcare	Southern Cross	Amana Living	Brightwater	Aegis
Wages Level 1	2681	2637	2594	2543	2505
Wages Level 2	2967	2868	2840	2759	2745
Wages Level 3	3306	3144	3137	3018	3053
Penalties	PM 15% - Night Duty 20% - Sat 50% - Sun 75% - Casual 20%	PM 15% - Night Duty 25% - Sat 50% - Sun 75% - Casual 20%	PM 12.5% - Night Duty 15% - Sat 50% - Sun 75% - Casual 20%	PM 15% - Night Duty 20% - Sat 50% - Sun 75% - Casual 20%	PM 15% - Night Duty 20% - Sat 50% - Sun 75% - Casual 20%
Salary Packaging	Superannuation only - Annual \$1,000 Retention Bonus	FBT free up to \$16,050 (net) with super, vehicle, and/or entertainment on top - no limit on amount that can be packaged.	Up to \$30,000 (grossed up value) of earnings may be packaged	FBT free up to \$16,050 (net)	FBT free up to \$16,050 (net) - no limit on amount that can be packaged
ADOs	Full time employees only	Full and part time employees working more than 20 hrs per week	Full and part time employees	Full and part time employees	Full and part time employees
Qualification allowance	Allowance available for a recognised qualification	No provision	No provision	Recognised & relevant qualification in a portfolio capacity	Recognised & relevant qualification in a portfolio capacity
Annual Leave	5 weeks; or 4 weeks and an additional week for shiftworkers based on number of Sundays worked with minimum 17.5% loading + 2 weeks public holidays	5 weeks and an additional week for shiftworkers after completion of 1 years continuous service with minimum 17.5% loading + 2 weeks public holidays	6 weeks and an additional week for shiftworkers based on number of Sundays worked with minimum 17.5% loading	4 weeks and an additional week for shiftworkers after completion of 1 years continuous service with minimum 17.5% loading + 2 weeks public holidays	4 weeks and an additional week for shiftworkers based on number of Sundays worked with minimum 17.5% loading + 2 weeks public holidays
Long Service Leave	8 2/3 weeks after 10 years – 4 1/3 weeks after each subsequent 5 years pro rata after 7 years on termination	13 weeks after 10 years and each subsequent 10 years – pro rata after 5 years for subsequent accrual	8 2/3 weeks after 10 years – 4 1/3 weeks after each subsequent 5 years pro rata after 7 years on termination	13 weeks after 10 years – 13 weeks after every subsequent 7 years	8 2/3 weeks after 10 years – 4 1/3 weeks after each subsequent 5 years pro rata after 7 years on termination
Workloads	Commitment to appropriate staffing levels and a process for grievances	Commitment to appropriate staffing levels and a process for grievances	No provision	Commitment to appropriate staffing levels and a process for grievances	Commitment to appropriate staffing levels and a process for grievances
On Call	Daily allowance: Mon-Fri: \$12.00 – Sat \$18.00 – Sun or public holiday \$21.00 – Minimum 3 hours recall	Daily allowance: Mon-Fri: \$20.00 – Sat \$25.00 – Sun or public holiday \$30.00 – Minimum 3 hours recall	Daily allowance: Mon-Fri: \$15.25 – Sat \$22.88 – Sun or public holiday \$26.69 – Minimum 3 hours recall	Daily allowance: Mon-Fri: \$15.00 – Sat \$20.00 – Sun or public holiday \$25.00 – Minimum 2 hours recall	Daily allowance: Mon-Fri: \$12.90 – Sat \$19.35 – Sun or public holiday \$22.57 – Minimum 3 hours recall
Higher duties	Minimum 5 consecutive days – 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	Minimum 5 consecutive days – if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Shift by shift basis – 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
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 – 9.5 hour break applies between shifts – 9.5 hour break applies where overtime is worked or double time payable	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 – 8 hour break applies between shifts – 10 hour break applies where overtime is worked	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 – 9.5 hour break applies between shifts – 9.5 hour break applies where overtime is worked or double time payable	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 – 9.5 hour break applies between shifts – 9.5 hour break applies where overtime is worked	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 applies between shifts – 10 hour break applies where overtime is worked
Professional Dev. Leave	3 days – pro rata	5 days – pro rata	2 days Metro & Peel; 4 days Country – pro rata	4 days – pro rata	3 days
Paid Parental Leave	2 weeks	6 weeks	4 weeks of 1 year of completed service, up to 6 weeks	None available	None available
Uniform and Laundry	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week	If uniforms not supplied allowance of \$4.00 per week	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week	If uniforms not supplied allowance of \$4.30 per week - \$1.49 laundry allowance per week