

Australian Nursing Federation (WA Branch)

Top 5 RN Aged Care Comparison...at a glance July 10

	Craigcare	Amana Living	Brightwater	Bethanie	Uniting Church
Wages Level 1	\$2,553	\$2,594	\$2,543	2,340	2402
Wages Level 2	\$2,826	\$2,840	2,759	2,600	2558
Wages Level 3	\$3,148	\$3,137	\$3,018	3,243	2806
Penalties	PM 15% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	PM 12.5% - ND 15% Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	ND – 30% Saturday 50% Sunday 75% - Casual 25%	PM 12.5% - ND 15% Saturday 50% Sunday 75% - Casual 20%
Salary Packaging	Superannuation only - Annual \$1,000 Retention Bonus	FBT free up to \$16,050 (net) - no limit on amount that can be packaged	FBT free up to \$16,050 (net) - no limit on amount that can 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 nurses	Full and part time nurses	Full time and part time nurses	No	Full and part time nurses
Qualification allowance	Allowance available for a recognised qualification	No	Allowance available for a recognised qualification	Allowance available for a recognised & relevant qualification	No
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	4 weeks and an additional week for shiftworkers based on number of Sundays worked 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	4 weeks and an additional week for shiftworkers based on number of Sundays worked with minimum 17.5% loading - 2 weeks public holidays	4 weeks and an additional week for shiftworkers + workers regularly on call 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	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	13 weeks after 10 years – pro rata after 5 years for second & subsequent accumulation	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	No Provision	Commitment to appropriate staffing levels and a process for grievances	Commitment to examine strategies and work practices	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 \$14.19- Sat \$21.29 - Sun or public holiday \$24.83- 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 \$21.00 - Minimum 3 hours recall	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - 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	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	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 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 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 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 - 9.5 hour break between shifts - 8 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 between shifts - 9.5 hour break applies where overtime is worked or double time payable
Professional Dev. Leave	3 paid days	2 paid days	4 paid days	5 paid days + up to \$500 per year	May be applied for
Paid Parental Leave	2 weeks	4 weeks for 1 year of completed service, up to 6 weeks	none	Up to 12 weeks leave	none
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	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week	If uniforms not supplied allowance of \$5.87 per week pro rata	If uniforms not supplied allowance of \$4.00 per week - \$1.05 laundry allowance per week

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