

# Australian Nursing Federation

(WA Branch)

## Top 5 RN Aged Care Comparison...at a glance

### February 10

	<b>Craigcare</b>	<b>Brightwater</b>	<b>Southern Cross</b>	<b>Amana Living</b>	<b>Braemar</b>
<b>Wages Level 1</b>	\$2,553	\$2,399	\$2,280	\$2,413	\$2,198
<b>Wages Level 2</b>	\$2,826	2,603	\$2,479	\$2,642	\$2,396
<b>Wages Level 3</b>	\$3,148	\$2,848	\$2,718	\$2,918	\$2,638
<b>Penalties</b>	PM 15% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 25% Saturday 50% - Sunday 75% - Casual 20%	PM 12.5% - ND 15% Saturday 50% Sunday 75% - Casual	PM 12.5% - ND 20% - Saturday 50% - Sunday 75% - Casual 20%
<b>Salary Packaging</b>	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) - no limit on amount that can be packaged	FBT free up to \$16,050 (net) - no limit on amount that can be packaged
<b>ADOs</b>	Full time nurses	Full time and part time nurses	Min. 20 hours a week to be entitled	Full and part time nurses	Full and part time nurses
<b>Qualification allowance</b>	Allowance available for a recognised qualification	Allowance available for a recognised qualification	No	No	Care pathway roles - \$18.60 per week for additional responsibilities
<b>Annual Leave</b>	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	5 weeks and an additional week for shiftworkers based on number of Sundays worked with minimum 14% 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 with minimum 17.5% loading - additional week for shiftworkers based on number of Sundays worked
<b>Long Service Leave</b>	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	8 2/3 weeks after 10 years - 4 1/3 weeks after each subsequent 5 years - pro rata after 7 years on termination
<b>Workloads</b>	Commitment to appropriate staffing levels and a process for grievances	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
<b>On Call</b>	Daily allowance: Mon-Fri \$12.00 - Sat \$18.00 - Sun or public holiday \$21.00 - 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 \$12.00 - 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 \$21.00 - Minimum 3 hours recall
<b>Higher duties</b>	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 will be paid a higher rate which reflects duties performed.	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
<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 - 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	Hours in excess of 76/80 per fortnight - part time: in excess of 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
<b>Professional Dev. Leave</b>	3 paid days	4 paid days	2 paid days	2 paid days	4 paid days
<b>Paid Parental Leave</b>	2 weeks	none	Up to 6 weeks	4 weeks for 1 year of completed service, up to 6 weeks	One week for every completed year of service up to 6 weeks
<b>Uniform and Laundry</b>	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 - \$1.05 laundry allowance per week	If uniforms not supplied allowance of \$4.00 per week	One free uniform - one at 50% cost supplied with one at 50% cost each year - allowance \$5.05 per week

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