

# Summary of Changes

## Wages

12.75% cumulative wage increase as follows:

- First full pay period after 14 October 2010 – 3.75% (rates of pay have been increased already, backpay from FPP 14 October 2010 – 30 April 2011 will be occur after registration of the agreement)
- First full pay period after 1 July 2011 – 4%
- First full pay period after 1 July 2012 – 4.5%

## Leave

Personal leave – increase entitlement to 15 days (2 days are non-accruing) with pro rata transition from the date of registration to an employee's anniversary date.

Annual leave – staff can apply to take double the time at half pay.

Purchased leave – staff can apply to purchase up to 10 weeks leave each year.

Professional Development leave – unused days will accrue from year to year and the ANF will be provided with a quarterly report regarding the accrual and utilisation of professional development leave.

## Rosters

To be provided 28 days before the roster commences - in extenuating circumstances this can be reduced to 14 days.

## Workloads

The ANF may seek a review of a particular ward's NHpPD category and the details of any review will be published.

Any review of the nursing hours benchmarks will now be done by both ANF and Health Department.

## Other

Qualification allowance – expanding the definition to include those qualifications not obtained from a university but where they are equivalent in nature.

Community nurses - to be paid at the non-voluntary car allowance rate when the employer is unable to provide a departmental vehicle.

Fixed term contracts – to be reviewed if more than 12 months duration (including a succession of consecutive short term contracts) with regards to making them permanent.

Commuted on-call allowance – to now include pagers and other mobile telecommunication devices.

Transfer and removal provisions - updated to ensure conditions are commensurate with other public sector occupations.

Casuals – provision for overtime to be paid in certain circumstances.

ADO's – penalty payments will be as per the 'paid as earned' method.

Allowances – rates updated in line with percentage pay increases.

## Rural & Remote – Combined District Allowance & Rural Gratuity regime

Backpay of the 2008, 2009 and 2010 district allowance increases.

Transition arrangements from the gratuity scheme to the new District Allowance scheme that ensures no ANF member will be worse off.

## Rural & Remote - other

Annual leave travel concessions - updated to ensure conditions are commensurate with other public sector occupations.

Sick leave – paid travel time if required to travel more than 240km for medical treatment.