

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA02/364

TITLE: Mayne Health Diagnostic Imaging Nurses' Enterprise Agreement 2002

I.R.C. NO: IRC2/6079

DATE APPROVED/COMMENCEMENT: 19 November 2002

TERM: 13

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 24 January 2003

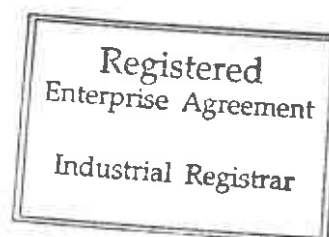
DATE TERMINATED:

NUMBER OF PAGES: 20

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all nursing staff at Mayne Health Care Imaging Services Pty Ltd in New South Wales, who fall within the coverage of the Private Hospital Industry Nurses' (State) Award

PARTIES: Mayne Health Care Imaging Services Pty Ltd -&- the New South Wales Nurses' Association



**MAYNE HEALTH DIAGNOSTIC IMAGING NURSES' ENTERPRISE
AGREEMENT 2002**

Registered Enterprise Agreement Industrial Registrar
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ARRANGEMENT

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1. AGREEMENT TITLE

This Agreement shall be known and referred to as the Mayne Health Diagnostic Imaging Nurses' Enterprise Agreement 2002 ("**the agreement**").

2. PARTIES TO THE AGREEMENT

This agreement will be binding on –

- (i) Mayne Group Ltd. (ABN 56 004 073 410), trading as Mayne Health Diagnostic Imaging ("**the employer**");
- (ii) New South Wales Nurses' Association of 43 Australia Street, Camperdown, Sydney, New South Wales, 2050 ("**the Association**"); and
- (iii) all nursing staff employed by the employer at Mayne Health Diagnostic Imaging practices in New South Wales ("**the employees**").

3. DURATION

- (i) The agreement will take effect on and from the date of its approval by the Industrial Relations Commission of New South Wales and will remain in force until 31 December 2003.
- (ii) Negotiations on terms and conditions of employment contained within the agreement will commence no earlier than 3 months before the termination date of the agreement.

4. RELATIONSHIP WITH AWARD

- (i) The agreement must be read and interpreted in conjunction with the award.
- (ii) Except as provided for in the agreement, the provisions of the award will continue to apply to nurses employed by the employer.
- (iii) Should there be any inconsistency between any term of the agreement and the award then the terms of the agreement will prevail.

5. DEFINITIONS

"**Act**" means the New South Wales Industrial Relations Act 1996.

"**Association**" means the New South Wales Nurses' Association.



"Award" means the Private Hospital Industry Nurses' (State) Award.

"Employer" means Mayne Group Ltd. (ABN 56 004 073 410), trading as Mayne Health Diagnostic Imaging.

"Enrolled Nurse – Special Grade" means an enrolled nurse, with an Advanced Certificate qualification and a minimum of three years full time equivalent post enrolment experience, including experience in the relevant clinical area. Such a nurse is appointed to a position established by the employer which satisfies the criteria as agreed between the Association and the employer from time to time.

"Clinical Nurse Specialist" means a registered nurse with relevant post-basic qualifications and 12 months' experience working in the clinical area of his/her specified post-basic qualification, or a minimum of four years' post-basic registration experience, including three years' experience in the relevant specialist field and who satisfies the local criteria.

"Nursing Unit Manager – Level 1" means a registered nurse in charge of a ward or unit or group of wards or units in a hospital and whose responsibilities include:

(a) Co-ordination of Patient Services

- Liaison with all health care disciplines for the provision of services to meet patient needs.
- The orchestration of services to meet patient needs after discharge.
- Monitoring catering and transport services.

(b) Unit Management

- Implementation of hospital policy.
- Dissemination of information to all personnel.
- Ensuring environmental safety.
- Monitoring the use and maintenance of equipment.
- Monitoring the supply and use of stock and supplies.
- Monitoring cleaning services.

(c) Nursing Staff Management

- Direction, co-ordination and supervision of nursing activities.

- Training, appraisal and counselling of nursing staff.
- Rostering and/or allocation of nursing staff.
- Development and/or implementation of new nursing practice according to patient need.

“NSWIRC” means the New South Wales Industrial Relations Commission.

6. SALARIES

- (i) The minimum salaries per week shall be as set out in Table 1: Monetary Rates – Salaries.
- (ii) The salaries set out Table 1: Monetary Rates – Salaries facilitate the following increases:
 - (a) 4% from the beginning of the first pay period on or after 1 January 2002.*
 - (b) 4% from the beginning of the first pay period on or after 1 August 2002
 - (c) 4% from the beginning of the first pay period on or after 1 February 2003
- (iii) The salary increases are subject to and intended to reflect the increases to apply under the Public Hospital Nurses’ (State) Award.

*Note: By administrative action, the increase in 6(ii)(a) will be paid from the first pay period after 1 January 2002, upon date of approval of enterprise agreement by the New South Wales Industrial Relations Commission.

7. EXPENSES AND ALLOWANCES

A. Car Allowance

- (i) An employee who is required by his/her employer to provide a vehicle for the performance of his/her duties shall be paid the appropriate car allowance for the horsepower of the car he/she provides as set out in Item 18 and Item 19 of Table 2 of this agreement. A part-time employee shall be paid such allowance on a pro-rata basis of the ratio of hours worked by the employee to full-time hours per week.



	Kilometres travelled each year on official business – cents per kilometre
Under 2.5 litres (nominal engine capacity)	Item 18 of Table 2
2.5 litres (nominal engine capacity) and over	Item 19 of Table 2

- (ii) Where the private vehicle is used for official business and is damaged while being on official business, the company upon application by the employee shall reimburse the employee for any excess insurance charges prescribed by the insurers.

B. Travel Allowance

- (a) This clause shall apply to employees who arrive at a practice and are asked to attend another practice.
- (b) The employee shall be paid their ordinary rate of pay (including shift penalties) from their starting time to finishing time including travel time.
- (c) Where the employee is required to travel on public transport, all travelling costs shall be reimbursed by the company.
- (d) Employees will be paid at their hourly rate of pay to travel to and from meetings that have been scheduled during working hours.
- (e) Where an employee is required to travel to and from meetings that have been scheduled outside working hours, and such meetings are compulsory, the overtime provisions in accordance with Clause 19, Overtime of the Award shall apply.

8. COMPASSIONATE LEAVE

- (i) An employee on production of satisfactory evidence or statutory declaration to the Company shall on the death or serious/life threatening illness of an immediate family member (spouse, de facto spouse, de facto same sex partner, parent, child, grandparent or sibling) be granted 3 days leave on full pay in any one year of service.

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- (ii) In extenuating circumstances, the Company may agree to allow the employee to access sick leave to extend the period of compassionate leave.

9. SICK/CARER LEAVE

Permanent employees shall be entitled to 10 days sick leave for each year of service or pro rata based on the number of hours worked. Sick leave is cumulative.

The Company may require a medical certificate for absences in excess of 2 consecutive days or if sick leave is taken immediately before or after a public holiday or a weekend, or if an employee is viewed as misusing sick leave.

If management think the employee is unable to stay at work due to illness they will be directed to seek medical advice.

If a new employee takes sick leave in the first three months then this will be unpaid. If, at the expiration of 12 months service they have a balance of sick leave, such unpaid absences in the first three months will be paid.

An employee with responsibilities in relation to dependent members of their immediate family or household will be entitled to use accrued sick leave to provide care and support for such persons when they are ill.

An immediate family member is deemed to include; spouse, de facto spouse, de facto same sex partner, parent, child, grandparent or sibling.

The employee shall, if required by the Company, provide a medical certificate or statutory declaration to verify the illness of the person concerned.

10. LEAVE WITHOUT PAY

- (i) Leave without pay can be granted to the employee in special circumstances subject to mutual consent of their immediate supervisor and Regional Manager.
- (ii) During any period of unpaid leave, the accrual of entitlements will be suspended until resumption of normal duties.
- (iii) If there is annual leave owing this must be taken first.

11. ANNUAL LEAVE LOADING

- (i) An annual leave loading of twenty per cent (20%) is payable upon and in addition to the employee's ordinary weekly rate prescribed by this agreement for the

classification in which the employee was employed immediately before commencing annual leave.

- (ii) No loading is payable to an employee who takes an annual holiday wholly or partly in advance, provided that if the employment of such an employee continues until the day when they would have become entitled under the act to an annual holiday, the loading is then paid in respect of the period of such holiday.

12. PARENTAL LEAVE

Where this clause is silent the provisions of the Act will apply.

For the purposes of this clause, maternity leave, paternity/partner leave and adoption leave are collectively referred to as parental leave.

- (A) Parental Leave entitlements are as follows:
 - (i) To be eligible for paid parental leave the employee must have completed at least 40 weeks continuous service immediately preceding the date upon which the employee commences such leave.
 - (ii) Paid Maternity leave- an employee is entitled to 6 weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to 6 weeks prior to the expected date of birth. It is not compulsory for an employee to take this period off work.
 - (iii) An employee and their spouse/de facto partner are entitled to take up to 52 weeks parental leave (paid and unpaid) in total.
 - (i) Employees may take annual leave or long service leave that is due them at the same time as parental leave provided that the total absence from work does not exceed 52 weeks. By mutual agreement the employees may take sick leave or other paid leave during parental leave.
 - (v) Employees may take annual leave or long service leave that is due them at the same time as parental leave provided that the total absence from work does not exceed 52 weeks. Upon written request by the employee and with the agreement of the company, employees may take sick leave or other paid leave during parental leave.
 - (v) Continuity of employment is not broken by parental leave, but entitlements do not accrue during this period nor does it count as part of your total period of service with the Company.



B. Return to work

- (i) Employees must provide 4 weeks written notice of their intention to return to work before the end of the parental leave.
- (ii) When an employee returns from parental leave they are entitled to return to their previous position.
- (iii) Where the position no longer exists, the employee is entitled to a position of equal status and remuneration to that of his/her former position.

C. Shortening or extending parental leave

- (i) Subject to the 52 week maximum parental leave may be shortened or extended by giving the Company one month's notice in writing advising the period of reduction/extension of leave.
- (ii) Employees may shorten/extend parental leave once only by right or with Company agreement for additional changes.

D. Paid Parental Leave

- (i) A total of six (6) weeks paid maternity leave and adoption leave (for female employees) will be provided to eligible employees.
- (ii) Paid Maternity Leave may be paid :
 - on a normal fortnightly basis
 - in advance in a lump sum
 - at a rate of half pay over a period of twelve weeks on a regular fortnightly basis.
- (iii) One (1) weeks paid leave will be provided to fathers/partners. Employees who are adopting and are to be the primary care giver are also entitled to one weeks paid leave. This will be paid at the time the leave is taken.
- (iv) Annual and/or long service leave credits can be combined with periods of parental leave on half pay to enable an employee to remain on full pay for that period.

E. Maternity Leave

- (i) Maternity Leave is for employees who become pregnant. Six weeks' paid leave and up to an additional 46 weeks of unpaid leave is provided with a minimum of 6 weeks to be taken after the child's birth.



- (ii) Employees are requested to provide notice as far as possible in advance of the expected date of commencement of maternity leave. The notice requirements include:
- (a) At least 10 weeks before the expected date of confinement an employee must provide written notice of their intention to take maternity leave and provide a certificate from a registered medical practitioner stating the expected date of confinement.
 - (b) Written application for maternity leave must be submitted 4 weeks before the first day of intended maternity leave.

At the same time a statutory declaration must be provided stating the amount of paternity leave being taken by the employees spouse/de facto partner.

- (c) For the period of maternity leave the employee will not engage in other employment or any conduct inconsistent with their contract of employment.

(iii) Transfer to safe duties

Where a registered medical practitioner considers it inadvisable for an employee to continue their present job due to illness or risks arising out of the pregnancy or hazards connected with work then:

- (a) Such an employee must transfer to safe duties, if they can be found. When working safe duties, the minimum rate of pay and conditions of that particular job will apply; or
- (b) If safe duties are not practicable or available the employee must take leave for whatever period the medical practitioner certifies as necessary. The Company will treat this leave as maternity leave.

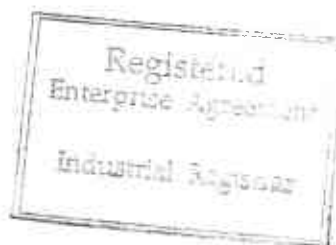
(iv) Cancellation of Maternity Leave

If pregnancy terminates due to miscarriage prior to maternity leave commencing then the Company will cancel maternity leave.

In the event of a miscarriage, any absence from work is to be covered by the current sick leave provisions.

If this happens after maternity leave has commenced the employee can notify the Company of their intention to return to work in writing.

The Company will nominate a starting date that will be no later than 4 weeks after the employee notified of their intention to return to work.



(v) Special Maternity Leave and Sick Leave

If pregnancy ends after 28 or more weeks other than by the birth of a living child the employee is entitled to special maternity leave which is certified as necessary by a registered medical practitioner.

Alternatively, for illness other than the normal consequences of birth an employee is entitled to take accrued sick leave (either in addition to special maternity leave or instead of it). A medical certificate will be required.

If an employee is sick as a result of the pregnancy, accrued sick leave may be taken and further unpaid leave if required. A medical certificate will be required. The total of all periods of leave must not be more than the total amount of maternity leave available to the employee.

E. Paternity/Partner Leave

(i) A male employee or same sex de-facto partner shall be entitled to one or two periods of paternity/partner leave, in the following circumstances:

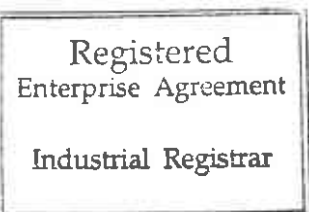
- (a) An unbroken period of up to one week's paid leave at the time of confinement of their spouse/de facto partner.
- (b) A further period of up to 51 weeks unpaid leave in order to be the primary care-giver, provided that this leave does not extend past the child's first birthday.

The entitlement shall be reduced by any period of maternity leave taken by the employee's spouse/de facto partner and shall not be taken concurrently with that maternity leave.

(ii) An employee will provide to the Company 10 weeks written notice of any period of paternity/partner leave with:

- (a) A certificate from a registered medical practitioner which names their partner, states that she is pregnant and the expected date of confinement, or states the date on which the birth took place; and
- (b) Written notification of the dates on which they propose to start and finish the period of paternity/partner leave.

(iii) For the period of paternity/partner leave the employee will not engage in other employment or any conduct inconsistent with their contract of employment.



- (iv) Paternity/partner leave will be cancelled if the pregnancy ends other than by the birth of a living child.

F. Adoption Leave

- (i) An employee who is in the process of adopting or who has recently adopted a young child is eligible for 6 weeks paid leave and a up to a further 51 weeks unpaid adoption leave if the employee is to be the child's primary care giver.
- (ii) The employee will notify the Company at least 10 weeks in-advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the employee, the adoption of a child takes place earlier.
- (iii) The Company will require the employee to provide confirmation from the appropriate government authority of the adoption.
- (iv) For the period of their adoption leave the employee will not engage in other employment or any conduct inconsistent with their contract of employment
- (v) Where the placement of a child for adoption with an employee does not proceed or continue, the employee is required to notify the company immediately. The Company will cancel the leave if it has not yet started. If leave has commenced the employee must give notice of intention to return to work. The Company will nominate a starting date that will be no later than 4 weeks after the employee notified of their intention to return to work.
- (vi) Two days unpaid leave is available to you where an employee is required to attend compulsory interviews or examinations as part of the adoption procedure.
- (vii) Where paid leave is available, the Company has the option of paying you out of this leave.

G. Part-Time Work Provisions

- (i) By agreement with the Company an employee returning from parental leave may return on a part time basis. This may be agreed to on a temporary (up to a maximum of two years) or a permanent basis.
- (ii) If an employee is pregnant they may work part time by agreement where it is necessary or desirable because of the pregnancy.
- (iii) Agreement to part time work will be in writing specifying the hours, days and commencement times. The written agreement should also specify the classification applying to the work and the duration of the part time work. The



agreement may be varied with mutual consent and any variations will be confirmed in writing.

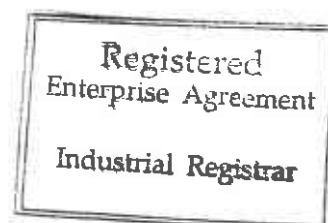
- (iv) When an employee's temporary part time contract expires they will be entitled to return to the position they held before taking parental leave or a position of equal status and pay.

13. PROFESSIONAL DEVELOPMENT AND STUDY LEAVE

- (i) Leave for Professional Development and study applies to external courses offered by educational institutions or registered training organisations, conferences, seminars and short courses. Leave of this nature is provided to assist employees to access learning and development opportunities so that the employer has an appropriately trained workforce to meet its service delivery needs.
- (ii) Leave is not required for in-house courses or activities and any mandatory training and education that are undertaken by employees on a routine basis, and at which employees are considered to be on-duty. The employee whether on duty or off duty shall be paid at the employee's ordinary rate of pay.
- (iii) Access to professional development and study leave will be approved on a case by case basis by the General Manager. Documentation will be necessary for approval. Approval will be subject to application and if relevant to the practice and the individual needs of the employee.
- (iv) The yearly performance appraisal shall identify professional development and training needs of the individual.
- (v) Leave approved for the purposes of learning activities is to be paid on the basis of the employee's ordinary rate of pay in accordance with this agreement excluding penalty rates or overtime.
- (vi) Employees should plan for this leave as far in advance as possible and provide a minimum of one (1) month's notice.

14. CONSULTATIVE COMMITTEE

- (i) A Consultative Committee will be established across Mayne Health Diagnostic Imaging practices in New South Wales which will comprise both employee elected representatives and management representatives.
- (ii) Of the employee elected representatives, one will be a Registered Nurse.



- (iii) The committee's purpose will be to consult on matters affecting the improvement of efficiency, productivity and conditions of employment.

15. UNIFORMS

Uniforms will be supplied by the Company and these uniforms are to be worn by all employees. Uniforms must be worn on duty excluding on call/call back. Each uniform comprises two pieces and does not include shoes or stockings. Other allowances will therefore remain unaffected with respect to stockings, shoes and socks.

The yearly allocation after probation is:

First year of service	Allocation
Employees working	
1 - 2 days	1.5 uniforms
3 - 4 days	3 uniforms
5 days or more	4 uniforms

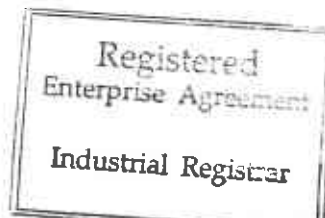
Subsequent years of service	Allocation
Employees working	
1 - 2 days	1.5 uniforms
3 - 4 days	2 uniforms
5 days or more	3 uniforms

Upon termination, uniforms must be returned to the Company as they remain the property of the Company.

16. NSWNA WORKPLACE REPRESENTATIVES AND TRADE UNION LEAVE

A. NSWNA Workplace Representatives

- (i) The Company shall recognise NSWNA workplace representatives and undertakes to permit such representatives to perform their role without discrimination and victimisation in their employment.
- (ii) The NSWNA workplace representatives shall be allowed to approach or be approached by a member of the Association to discuss any matter related to the member's employment, at any time during working hours without disruption to normal business activities. The NSWNA workplace representative/s shall also be granted reasonable time during working hours to:
- consult with union members and with officials of the Association;
 - represent the interests of Association members to the company; and
 - participate in the affairs of the Association.



- (iii) The company will consult with the NSWNA workplace representatives prior to introducing change which will, or which is likely to, impact on nursing employment levels, employee duties or other employment-related issues.
- (iv) The company will allow access to telephone, facsimile, post, photocopying, internet and e-mail facilities for the purpose of carrying out work as a NSWNA representative and consulting with workplace colleagues and the Association without disruption to normal work practices.
- (v) The company shall provide a notice board in a prominent location in the workplace on which notices/information relevant to the Association activities can be displayed.

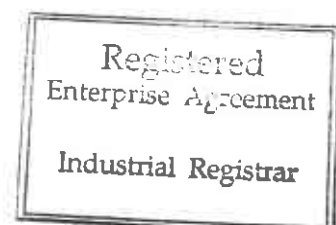
B. Trade Union Training Leave

- (i) The company will provide paid leave of absence of up to 3 days per year for one (1) nominated NSWNA representative employed by the company to attend TUTA, ACTU, specific NSWNA training courses, NSWNA Annual Conference, Committee of Delegates and Council, providing that prior approval is obtained from the company.
- (ii) Upon company approval, a nominated NSWNA representative may request additional trade union leave in order to participate in activities as prescribed in clause 16B(i).
- (iii) The time that an employee is engaged in any NSWNA training course will be taken as service for all purposes.

17. ANTI-DISCRIMINATION

17.1 It is the intention of the parties to this agreement to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity and age.

17.2 It follows that in fulfilling their obligations under the dispute resolution procedure set out in this agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.



17.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

17.4 Nothing in this clause is to be taken to affect:

- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
- (b) offering or providing junior rates of pay to persons under 21 years of age;
- (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
- (d) a party to this agreement from pursuing matters of unlawful discrimination in any State or federal jurisdiction.

17.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

NOTES-

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

“Nothing in this Act affects ...any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.”

18. GRIEVANCE AND DISPUTE PROCEDURES

- (i) At any stage of the procedure, the employee(s) may be represented by the Association and/or NSWNA workplace representative.
- (ii) It is the intention of this procedure to resolve grievances as promptly and as near as possible to the local level.
- (iii) Any grievance or conflict is to be resolved without disruption to work, except where a bona fide safety issue is involved.
- (iv) The process for resolving grievances is as follows:



1. The employee shall attempt to resolve the matter with their immediate supervisor, or if this is inappropriate with the next level of management.
 2. Should an employee submit their grievance in writing, written acknowledgment of receipt of the grievance shall be provided.
 3. If no satisfactory resolution is achieved at this level then the matter shall be referred to a higher level of management (Director of Nursing and/or Regional Manager level).
 4. If no satisfactory resolution is achieved at the Director of Nursing and/or Regional Manager level it may be referred to the General Manager.
 5. Where possible steps 1 and 2 shall take place within 14 days, taking into account any investigation that may be necessary.
 6. Disputes Committee: With a view to an amicable and speedy settlement of all disputes which cannot be resolved between the employees or their representatives and the supervising staff, such dispute shall be referred to the management of the facility who will arrange for the matter to be discussed with the employee concerned and a representative or representatives of the Association.
 7. Failing settlement of the issue at this level the matter shall be submitted to a committee consisting of not more than four members, two of whom shall be appointed by the employer and two by the Association.
 8. If the matter remains unresolved, or if either party considers the matter of such importance, it may be referred to the NSWIRC for conciliation and/or arbitration in order to settle the matter(s) in dispute.
19. **JURY DUTY**
- (i) An employee required to attend for jury service during ordinary working hours shall be paid normal hours by the practice.
 - (ii) The employee will forward reimbursement by the court to the Company.
 - (iii) An employee shall notify the practice as soon as possible of the date upon which they are required to attend for jury service.
20. **COPY OF AGREEMENT**
- (i) A copy of this Agreement and the Award will be given to all existing and new employees covered by this Agreement.



(ii) A copy of this Agreement and the Award will be supplied to each practice.

21. LEAVE RESERVED

In the event that the employer decides to engage nursing staff in a classification other than as prescribed by Table 1 of this agreement, the parties will reach agreement on rates of pay and conditions of employment prior to such engagement.



SIGNED for and on behalf of MAYNE GROUP LTD. by

MAMooney

Regional Manager
MAYNE HEALTH DIAGNOSTIC IMAGING

In the presence of

Wheaton

Witness

Dated: 14-10-02

SIGNED for and on behalf of NEW SOUTH WALES NURSES' ASSOCIATION by

Brett Holmes

~~Sandra Moait~~ BRETT HOLMES
General Secretary
NSW Nurses' Association



In the presence of

Judith R. Knight

Witness

Dated: 17 October 2002.

TABLE 1
MONETARY RATES - SALARIES

Classification	Column 1 First Pay period on or after 1/1/2002 4% Per Week \$	Column 2 First Pay period on or after 1/8/2002 4% Per Week \$	Column 3 First Pay period on or after 1/2/2003 4% Per Week \$
Enrolled Nurse -			
First year of experience	568.70	591.40	615.10
Second year of experience	581.00	604.20	628.40
Third year of experience	593.60	617.30	642.00
Fourth year of experience	606.10	630.30	655.50
Thereafter	618.80	643.60	669.30
Enrolled Nurse – Special Grade	638.10	663.60	690.10
Nurse undergoing pre- registration training	555.90	578.10	601.20
Registered Nurse -			
First year of experience	644.70	670.50	697.30
Second year of experience	679.80	707.00	735.30
Third year of experience	714.90	743.50	773.20
Fourth year of experience	752.40	782.50	813.80
Fifth year of service	789.70	821.30	854.10
Sixth year of service	827.00	860.10	894.50
Seventh year of service	869.50	904.30	940.50
Eighth year of service	905.30	941.50	979.20
Clinical Nurse Specialist	942.30	980.00	1019.20
Nurse Unit Manager - Level 1	1135.60	1181.00	1228.20

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TABLE 2
OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Brief Description	Column 1 First Pay Period on or after 1/1/2002	Column 2 First Pay Period on or after 1/8/2002	Column 3 First Pay Period on or after 1/2/2003
PRIVATE HOSPITAL INDUSTRY NURSES' (STATE) AWARD ALLOWANCES					
1	13(i)(a)	In charge of hospital	\$15.77 per shift	\$16.40 per shift	\$17.06 per shift
2	13(i)(b)	In charge of ward/unit in absence of NUM	\$15.77 per shift	\$16.40 per shift	\$17.06 per shift
3	13(ii)(a)	On call	\$ 14.03 per 24 hrs or part thereof	\$14.59 per 24 hrs or part thereof	\$15.17 per 24 hrs or part thereof
4	13(ii)(b)	On call on rostered days off	\$28.10 per 24 hrs or part thereof	\$29.22 per 24 hrs or part thereof	\$30.39 per 24 hrs or part thereof
5	13(ii)(c)	On call during meal break	\$7.85 per break	\$8.16 per break	\$8.49 per break
6	13(iii)(a)	Radiographic allowance DON	\$21.88 per week	\$22.76 per week	\$23.67 per week
7	13(iii)(c)	Radiographic allowance in absence of DON	\$4.45 per day	\$4.63 per day	\$4.82 per day
8	13(iii)(c)	Radiographic allowance maximum	\$21.88 per week	\$22.76 per week	\$23.67 per week
9	13(iv)	Lead apron allowance	\$1.08 per hr or part thereof	\$1.12 per hr or part thereof	\$1.16 per hr or part thereof
10	13(v)(a)	In charge of ward/unit and hospital	\$23.59 per shift	\$24.53 per shift	\$25.51 per shift
11	17(iii)(a)	Shoes	\$1.45 per week	\$1.51 per week	\$1.57 per week



12	17(iii)(b)	Stockings	\$2.42 per week	\$2.52 per week	\$2.62 per week
13	17(iv)	Laundry	\$3.89 per week	\$4.05 per week	\$4.21 per week
14	17(vi)	Socks	\$0.48 per week	\$0.50 per week	\$0.52 per week
15	19(vii)	Meal on overtime	\$12.91 per week	\$13.43 per week	\$13.97 per week
16	29(b)	Breakfast	\$2.57 per meal	\$2.67 per meal	\$2.78 per meal
17	29(b)	Other meals	\$4.65 per meal	\$4.85 per meal	\$5.04 per meal

MAYNE HEALTH DIAGNOSTIC IMAGING NURSES' ENTERPRISE AGREEMENT ALLOWANCES

18	7A(i)	Car Allowance - Under 2.5 litres	\$0.59 cents per kilometre	\$0.59 cents per kilometre	\$0.59 cents per kilometre
19	7A(i)	Car Allowance - 2.5 litres and over	\$0.70 cents per kilometre	\$0.70 cents per kilometre	\$0.70 cents per kilometre

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