

	Juniper	Amana Living	Brightwater	Bethanie	Hall & Prior
Wages (fortnightly)	Multi-Skilled Carer Level 1 - 2011 Multi-Skilled Carer Level 2 - 2037 Multi-Skilled Carer Level 3 - 2069 Shift Supervisor – 2121	Multi-Skilled 1 - 1928 Multi-Skilled 2 - 1955 Advanced Skill Carer - 1986 Hostel Senior Supervisor - 2086	Carer Single Stream Level 1 - 1806 Carer Single Stream Level 2 - 1839 Carer Single Stream Level 3 - 1872 Carer Multiskilled Level 1 - 1888 Carer Multiskilled Level 2 - 1915 Carer Multiskilled - Advanced 1 - 2120 Carer Multiskilled - Advanced 2 – 2329	Care Worker – Unqualified - 1810 Care Worker - Qual - Year 1 - 1851 Care Worker - Qual - Year 2 - 1870 Care Worker – Advanced – 1894	Carer Unqualified - 1828 Carer Qualified 1 – 1846 Carer Qualified 2 - 1864 Carer Qualified 3 - 1883 Carer Qualified 4 - 1951
Penalties	PM 20% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 25%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 25%
Salary Packaging	Available	Available	Available	Available	Superannuation only
ADOs	Not available	Minimum 40 hours per fortnight	Full and part time employees	Minimum 40 hours per fortnight	Minimum 32 hours per fortnight
Annual Leave	4 weeks with min 17.5% loading or 5 weeks with min 14% for shift workers	4 weeks and up to an additional week for shift workers with minimum 11.67% loading + 2 weeks public holidays	4 weeks and up to an additional week for shift workers with minimum 17.5% loading + 2 weeks public holidays	4 weeks with min 17.5% loading or 7 weeks (inclusive of public holidays) with min 10% loading for shift workers	6 weeks and up to additional week for shift workers with minimum 17.5% loading
Long Service Leave	13 weeks after 10 years, access pro rata after 7 years	8 2/3 after 10 years - 4 1/3 weeks after each subsequent 5 years, access pro rata after 7 years	13 weeks after 10 years – 13 weeks after every subsequent 7 years - access pro rata after 7 years	13 weeks after 10 years – 13 weeks after every subsequent 10 years – access pro rata after 7 years	13 weeks after 10 years, pro rata after 7 years
Workloads	Commitment to appropriate staffing levels and a process for grievances	Commitment to appropriate staffing levels and a process for grievances	Upon request of 50% of staff a review of staffing levels may be initiated	Commitment to appropriate staffing levels and a process for grievances	Commitment to appropriate staffing levels and a process for grievances
On Call	\$10.58 hourly – min recall 30 mins	\$8.17 hourly – min recall 30 mins	\$4.02 hourly – min recall 3 hours	\$7.51 Hourly – min recall 30 mins	\$5.21 hourly – Min recall 3 hours
Higher Duties	Entitled to higher rate whilst engaged in higher duties - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Entitled to higher rate whilst engaged in higher duties - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Entitled to higher rate whilst engaged in higher duties	Entitled to higher rate whilst engaged in higher duties - if doing some of the tasks of a more senior job may be paid a higher rate if employer agrees	Entitled to higher rate whilst engaged in higher duties on a shift by shift basis
Overtime	Hours in excess of 76 per fortnight or 10 hours per day or 10 shifts per fortnight - 10 hour break between shifts	Hours in excess of 76/80 per fortnight, or 10 hours per shift – 10 hour break applies between shifts – 10 hour break applies where overtime is worked	Hours in excess of 76/80 per fortnight or 10 hours per shift or 10 days per fortnight - 10 hour break between shifts	Hours in excess of 76/80 per fortnight or 10 hours per shift - 10 hour break between shifts	Hours in excess of 76 per fortnight or 10 hours per shift - 10 hour break between shifts
Professional Dev. Leave	If have relevant qualifications (tertiary) will be assisted to maintain and develop skills	2 days	5 days	The employer may grant paid leave for accredited courses of study	4 days
Paid Parental Leave	Return to work bonus of up to 4 weeks	Up to 6 weeks and up to a further 6 weeks upon return to work	Up to 6 weeks and up to a further 6 weeks upon return to work	Up to 12 weeks on commencement	An employee who has completed 2 years of continuous service with the employer will be eligible up to 5 weeks of paid parental leave
Uniform and Laundry	If uniforms not supplied allowance of \$8.81 per week	If uniforms not supplied allowance of \$6.24/ week - \$1.56 laundry allowance per week	If uniforms not supplied allowance of \$6.62 week - \$1.58 laundry allowance per week	Where the Employer requires a specific uniform to be worn the employee is to be paid \$0.211 an hour	Where an employee wears the Hall & Prior uniform they will be paid \$1.80 per week for laundering
Protected min. contracted hrs	No	TBC	TBC	TBC	Yes