

	Brightwater	Juniper	Amaroo	Amana Living	Swan Care
Wages Level 1	2259	2209	2164	2077	2056
Wages Level 2	2276	2247	2183	2112	2085
Wages Level 3	2314	2304	2199	2165	2123
Wages Level 4	2345	2352	2219	2212	2200
Wages ASEN	2795	2495	2307	2447	2323
Penalties	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 20% - ND 20% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - Night Duty 17.5% - Sat 50% - Sun 75% - Casual 25%	PM 15% - ND 15% - Saturday 50% Sunday 75% - Casual 20%	PM 15% - Night Duty 20% - Sat 50% - Sun 75% - Casual 25%
Salary Packaging	Available	Available	Available	Available	Available
ADOs	Full and part time employees	Not available	Not available	Minimum 40 hours per fortnight	Available for employees who work more than 40 hours per fortnight
Annual Leave	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 5 weeks with min 14% for shift workers	4 weeks and up to an additional week for shift workers with minimum 17.5% loading + 2 weeks public holidays	4 weeks and up to an additional week for shift workers worked with minimum 11.67% loading + 2 weeks public holidays	4 weeks and an additional week for shift workers after completion of 1 years continuous service with minimum 17.5% loading + 2 weeks public holidays (employees in receipt of 6 weeks annual leave receive 11.66% loading)
Long Service Leave	13 weeks after 10 years – 13 weeks after every subsequent 7 years - access pro rata after 7 years	13 weeks after 10 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	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 and each subsequent 10 years – pro rata access after 7 years
Workloads	Upon request of 50% of staff a review of staffing levels may be initiated	Commitment to appropriate staffing levels and a process for grievances	No provision	Commitment to appropriate staffing levels and a process for grievances	Commitment to appropriate staffing levels and a process for grievances
On Call	\$4.02 Hourly – Min recall 3 hours	\$10.58 hourly – Min recall 30 mins	Daily allowance: Mon-Fri: \$23.06 – Sat \$28.84 – Sun or public holiday \$34.60 – Minimum 3 hours recall	\$8.17 Hourly – Minimum recall 30 mins	Daily allowance: Mon-Fri: \$20.57 – Sat \$30.25 – Sun or public holiday \$35.24 - Min 3 hours recall
Higher Duties	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	Minimum 5 consecutive days – 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	Minimum 5 consecutive days – if doing some of the tasks of a more senior job may be paid a higher rate if the employer agrees
Overtime	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 day or 10 shifts per fortnight - 10 hour break between shifts	Hours in excess of 80 per fortnight or 10 hours per shift – 10 hour break applies between shifts – 10 hour break where overtime is worked	Hours in excess of 76/80 per fortnight, or 10 hours per shift – 10 hour break applies between shifts – 10 hour break where overtime is worked overtime is worked	Hours in excess of 80 per fortnight or 10 hours per shift or when called in during rostered days off – 10 hour break between shifts
Professional Dev. Leave	5 days	If have relevant qualifications (tertiary) will be assisted to maintain and develop skills	38 hours & \$500 for course expenses	2 days	2 days
Paid Parental Leave	Up to 6 weeks and up to a further 6 weeks upon return to work	Return to work bonus of up to 4 weeks	Up to 6 weeks on commencement	Up to 6 weeks and up to a further 6 weeks upon return to work	Up to 52 weeks unpaid parental leave including up to 6 weeks paid parental leave
Uniform and Laundry	If uniforms not supplied allowance of \$6.62/ week - \$1.58 laundry allowance per week	If uniforms not supplied allowance of \$8.81/ week	Where employee wears the Amaroo uniform, \$9.08 laundry allowance per week is paid	If uniforms not supplied allowance of \$6.24/ week - \$1.56 laundry allowance per week	If uniforms not supplied, an allowance of \$7.00 per week - \$2.00 laundry allowance per week
Protected min. contracted hrs	TBC	No	TBC	TBC	TBC