

	<b>Amana Living</b>	<b>Brightwater</b>	<b>Bethanie</b>	<b>Swan Care</b>	<b>Amaroo</b>
<b>Wages Level 1</b>	3515	3363	3189	3233	3145
<b>Wages Level 2</b>	3849	3648	3606	3543	3506
<b>Wages Level 3</b>	4250	3991	4498		-
<b>Penalties</b>	PM 12.5% - Night Duty 15% - Sat 50% - Sun 75% - Casual 20%	PM 15% - Night Duty 20% - Sat 50% - Sun 75% - Casual 25%	Night Duty 30% - Sat 50% - Sun 75% till 0730 Mon. - Casual 25%	PM 15% - Night Duty 20% - Sat 50% - Sun 75% - Casual 25%	PM 15% - Night Duty 17.5% - Sat 50% - Sun 75% - Casual 25%
<b>Salary Packaging</b>	Available	Available	Available	Available	Available
<b>ADOs</b>	Full and part time employees	Full and part time employees	Not available	Available for employees who work more than 40 hours per fortnight	Not available
<b>Qualification Allowance</b>	No provision	\$117.73 – \$184.96 per fortnight for a recognised qualification	\$111.61 - \$175.39 per fortnight for a recognised qualification	Additional allowance as determined by the employer for qualification	\$151.60 – \$834.38 per fortnight for a recognised qualification
<b>Annual Leave</b>	4 weeks and up to an additional week for shift workers based on number of Sundays worked with minimum 17.5% 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	4 weeks and an additional week for shift workers based on number of Sundays worked with minimum 17.5% 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)	4 weeks and up to an additional week for shift workers minimum 17.5% loading + 2 weeks public holidays
<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 - pro rata access after 7 years	13 weeks after 10 years and each subsequent 10 years – pro rata access after 7 years	13 weeks after 10 years and each subsequent 10 years – pro rata access after 7 years	13 weeks after 10 years – 13 weeks after every subsequent 7 years - pro rata access after 7 years
<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	Commitment to appropriate staffing levels and a process for grievances	No provision
<b>On Call</b>	Daily allowance: Mon-Fri: \$20.65 – Sat \$30.98 – Sun or public holiday \$36.14 – Minimum 3 hours recall	Daily allowance: Mon-Fri: \$22.49 – Sat \$56.24 – Sun or public holiday \$56.24 – Minimum 3 hours recall	\$53.00 per period on call – Minimum 3 hours recall	Daily allowance: Mon-Fri: \$20.57 – Sat \$30.25 – Sun or public holiday \$35.24 - Minimum 3 hours recall	Daily allowance: Mon-Fri: \$23.06 – Sat \$28.84 – Sun or public holiday \$34.60 – 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 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	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 or 10 hours per shift or 10 days per fortnight – 9.5 hour break applies between shifts – 9.5 hour break where overtime is worked	Hours in excess of 76/80 per fortnight– 9.5 hour break applies between shifts – 9.5 hour break where overtime is worked	Hours in excess of 76 per fortnight or 10 hours per shift or 10 days per fortnight – 10 hour break applies between shifts – 10 hour break where 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	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
<b>Professional Dev. Leave</b>	2 days Metro & Peel; 4 days Country – pro rata	4 days – pro rata	5 days; 2 for mandatory competencies, 3 at employees discretion + \$500 – pro rata	2 days	38 hours + \$500 for course expenses
<b>Paid Parental Leave</b>	Up to 6 weeks on commencement, and up to a further 6 weeks upon return to work	Up to 7 weeks on commencement, and up to a further 7 weeks upon return to work	Up to 12 weeks on commencement	Up to 52 weeks unpaid parental leave including up to 6 weeks paid parental leave	Up to 6 weeks on commencement
<b>Uniform and Laundry</b>	If uniforms not supplied, an allowance of \$6.24 per week	If uniforms not supplied, an allowance of \$7.02 per week - \$1.68 laundry allowance per week	If uniform is required, the Employer will supply the uniform	If uniforms not supplied, an allowance of \$7.00 per week - \$2.00 laundry allowance per week	Where employee wears the Amaroo uniform, \$9.08 laundry allowance per week is paid