

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA03/121

TITLE: Jewish Care (Salary Packaging) Enterprise Agreement-2002

I.R.C. NO: IRC3/1271

DATE APPROVED/COMMENCEMENT: 14 April 2003

TERM: 14 April 2006

**NEW AGREEMENT OR
VARIATION:** New

GAZETTAL REFERENCE: 20 June 2003

DATE TERMINATED:

NUMBER OF PAGES: 27

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to all full-time, part-time and fixed-term employees of Jewish Care who fall within the coverage of the Charitable Institutions (Professional Staff Social Workers) (State) Award, Charitable Institutions (Professional Paramedical Staff) (State) Award, Clerical and Administrative Employees (State) Award, Storemen and Packers General (State) Award, Motor Bus Drivers and Conductors (State) Award, Charitable Sector Aged and Disability Care Services (State) Award and Miscellaneous Workers Home Care Industry (State) Award.

PARTIES: JewishCare -&- Susan Aschner, Vera Bainbridge, Lara Boss, Rene Broit, Natasha Dartchia, Anna Debska, Paul Delamotte, Anna Erdstein, Jaime Estevens, Ruth Faludi, Maria Farias, Janice Fooks, Claire Gil-Munoz, Revital Grill, Yvonne Grossman, Dorianne Jacobson, Elena Kozak, Antonina Lefti, Mary Levy, Pamela Lewin, Rosa Lewis, Suzanne Lewis, Leigh Miller, Catherine Milwidsky, Juan Molina, Efim Osipovich, Yael Rottanburg, Gabi Schwartz, Zimra Segall, Denise Sher, Audrey Smith, Kathryn Spencer, Irina Stepanova, Uzi Tuvia, Sophie Vainikainen, Warren Werksman, Judy Westheimer, Judith Wiederman, Zoe Williamson, Ludmilla Yudasin, Elizabeth Zlekha



ENTERPRISE AGREEMENT

BETWEEN

Jewish Care

AND

EMPLOYEES

1. TITLE OF AGREEMENT

This Agreement shall be known as the **Jewish Care (Salary Packaging) Enterprise Agreement – 2002.**

2. ARRANGEMENT

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Table Three Charitable Sector Aged and Disability Care Services (State) Award.....

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3. PURPOSE OF THIS AGREEMENT

The parties to this agreement wish to register an agreement that allows the parties to negotiate and enter into mutually beneficial salary packaging arrangements.

4. SCOPE

The parties to this agreement are Jewish Care (The Employer) and all full-time, part-time and fixed-term employees employed, by The Employer, within the scope of the Awards listed in Clause 5 below.

5. RELATIONSHIP TO PARENT AWARD

It has been determined by the parties to this Enterprise Agreement that the agreement shall be read and interpreted wholly in conjunction with the nominated (State) Awards (the 'Awards'), and provided that where there is any inconsistency, this Enterprise Agreement shall take precedence unless otherwise specified.

The nominated Awards are as follows:

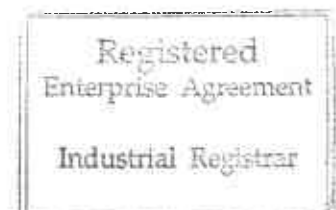
Charitable Institutions (Professional Staff Social Workers) State Award; Charitable Institutions (Professional Paramedical Staff) State Award; Charitable Sector Aged and Disability Care Services (State) Award; Clerical and Administrative Employees (State) Award; Storemen and Packers General (State) Award; Motor Bus Drivers and Conductors (State) Award; and Miscellaneous Workers Home Care Industry (State) Award.

6. DEFINITION

Minimum wage means the wage received by an employee based on the number of ordinary hours normally worked by that employee per week. The minimum wage shall not include any overtime payments or allowances.

7. SALARIES

- (a) The employee's minimum wage shall be the appropriate award rate of pay, as set out in Table One to Table Seven of this Agreement.
- (b) The rates of pay in Table One to Table Seven of this Agreement shall be varied in accordance with any increase in award rates of pay by way of State Wage Case decision or otherwise.



8. SALARY PACKAGING

Subject to the provisions of Clause 8(c), The Employer and a full-time, part-time or fixed-term employee may reach an agreement to package an agreed amount of the Award rate of pay as per Clause 7(a) to non-salary fringe benefits and non-salary exempt benefits.

To participate in salary packaging an employee will voluntarily elect to exchange 8% of their award wage to achieve up to a 15% increase in after tax income and benefits and receive no net detriment.

The definitions of "Fringe" and "Exempt" Benefits are determined by the Australian Tax Office. Such a salary packaging arrangement may not exceed a total grossed-up value of \$30,000 for non-salary fringe benefits. Such salary packaging arrangements are to be implemented as follows:

- a) A proportion of the employee's salary will be received by the employee as a cash component, and a proportion may be paid to a bona fide third party in the form of fringe benefit payments and exempt benefit payments.
- b) A copy of the agreement shall be made available to the employee, provided that the contents of the employee's salary package will remain confidential between the parties. A copy of the agreement will also be placed on the employee's file and be accessible at all times.
- c) The Employer shall ensure the structure of any package complies with relevant taxation laws. This includes ensuring compliance with any ceiling on the amount of salary that may be packaged, and acceptance of any Fringe Benefit Tax ('FBT') liability arising out of an agreed salary package.
- d) All award conditions other than rates of pay shall continue to apply.
- e) Expense items claimed should be principally applicable to, or the direct responsibility of the employee. The following expenses may be deemed to be fringe or exempt benefits for the purpose of this Agreement:
 - o Payment of credit card expenses, except cash advances
 - o Payment of other genuine expenses by agreement with the appropriate nominated officer
- f) An expense that may be claimed as a tax deduction may not be claimed as a fringe benefit.
- g) The parties to a salary package agreement under this clause will observe the appropriate procedure set out in the Employer's Policy and Procedures Manual as varied from time to time in order to claim an expense as a fringe or exempt benefit. This means, for example, that an employee who has entered into a salary package agreement under this clause must provide



invoices, receipts or other proof of expenditure in order to claim the expense as a fringe or exempt benefit.

- h) It is intended that no employee who enters into a salary package agreement under this clause will suffer a net detriment in his or her terms and conditions of employment. As such;
- (1) A salary package agreement reached pursuant to this clause shall be regarded as ordinary pay for the purposes of paid leave entitlements such as public holidays, annual leave, long service leave, sick and personal/carer's leave.
 - (2) All other allowances and entitlements (including Annual Leave Loading) under the Award are as per the Award, and superannuation will be calculated based on the rate of pay in Table One to Table Seven of this Agreement.
 - (3) If an employee becomes entitled to any payment(s) pursuant to the Workers' Compensation Act 1987, The Employer shall continue to provide to an employee any balance of the agreed salary package not covered by workers compensation payment(s).
- i) With the agreement of The Employer and provided at least one (1) month's notice is given, an employee may:
- (1) change the components of the salary package under this agreement not more than twice yearly; or
 - (2) elect to discontinue salary packaging arrangements, and revert to the appropriate rate of pay in Table One to Table Seven.
- j) Salary packaging is only offered on the strict understanding and agreement that in the event existing taxation law is changed regarding FBT or personal taxation arrangements, and that change may impact on this agreement, all salary packaging arrangements may, at the discretion of The Employer, be terminated, or varied to comply with the legislation, provided at least one (1) month's notice is given. Upon termination in these circumstances the employee's rate of pay will revert to the appropriate rate of pay in Table One to Table Seven.
- k) (1) In the event the employee ceases employment with The Employer this agreement with that employee will cease as at the date of termination.
- (2) Upon termination of an employee's employment, any outstanding benefit still due pursuant to this agreement, shall be paid on or before the date of termination.
- l) A copy of the agreement, and of the relevant Policy and Procedures shall be made available to the employee.

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9. GRIEVANCE AND DISPUTES SETTLING PROCEDURE

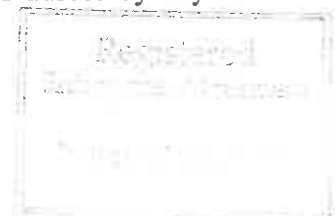
- a) The parties recognise that individual and group problems will arise from time to time and that it is necessary to resolve these matters promptly, without affecting the delivery of a high standard of service. The parties to this Agreement are committed to resolving grievances and disputes through open and frank communication.
- b) In the event of an individual or group of employees raising a grievance, or in the event of a dispute arising out of disciplinary action or for any other reason, the following procedure shall be followed:
- (1) The employee(s) shall in the first instance discuss the matter with the Co-ordinator or Manager. The Co-ordinator or Manager shall regard any matter so raised as urgent and will make every effort to resolve the matter.
 - (2) If the matter is still unresolved within one working week then the matter should be taken to the Chief Executive Officer.
 - (3) The Chief Executive Officer should deal with all formal grievances and disputes within 28 days. The actions and decisions of the Chief Executive Officer must be documented.
 - (4) Should the matter remain unresolved the matter may be referred to the Industrial Relations Commission of NSW for conciliation and arbitration, or by agreement to a neutral third party for mediation.
 - (5) Both the Employer and the employee(s) are entitled to have a representative or nominee present during any of these stages.
 - (6) Normal work shall continue while the procedure outlined above is being followed. Except in the event that an employee is suspended for alleged misconduct, no party shall be prejudiced as to final settlement by continuing work in accordance with the disputes procedure.

10. TERM OF AGREEMENT

This Agreement shall take effect from the beginning of the first full pay period to commence on or after the date of its approval by the Industrial Relations Commission of NSW and shall remain in force for a period of three (3) years. This Agreement remains in force until a new agreement takes effect unless varied or terminated as provided by the *Industrial Relations Act 1996*.

11. DURESS

This Enterprise Agreement has not been entered into under duress by any of the parties.



12. SIGNATORIES TO AGREEMENT

Signed for and on behalf of Jewish Care

[Signature]
(Name)

19.02.03
(Date)

[Signature]
(Witness)

19.02.03
(Date)

Signed by (Employees):

[Signature]
(signature)

03.12.02
(Date)

Esim Osipovich
(Name)

[Signature]
(signature)

03/12/02
(Date)

Maria Faries
(Name)

[Signature]
(signature)

03/12/02
(Date)

Lara Boss
(Name)

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3/12/02
(Date)

REVITAL GRILL
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5/12/02
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CLARE GILMOUR
(Name)



C. Milwidsky
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5/12/02
(Date)

Cathy Milwidsky
(Name)

Smith
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Audrey Smith
(Name)

W. Werksman
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5/12/02
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Warren Werksman
(Name)

Denise Stern - Denise Stern
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16.12.02
(Date)

Yael Rottanberg
(Name)

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Natasha Daitchia
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Zoe Williamson
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J. WIEDERMAN
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(Date)

Gabi Schwartz
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Gabi Schwartz
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18.12.02
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P. ...
(Name)

6.01.03

Juan-C. ...
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6/01/03
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Ruth Faluch
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6/01/03

[Signature]
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13/01/03
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Dianne Jacobsen
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14-01-03
(Date)

ANNA DEBSKA
(Name)

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Gail Gordon

(Name)

Gordon

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16/12/2002

(Date)

Sue Lewis

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Lewis

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(Date)

YVONNE GRASSMAN

(Name)

Y Grassman

(signature)

16.12.02

(Date)

E. Zlekha

(Name)

ELIZABETH ZLEKHA

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16.12.02

(Date)

Vera Bainbridge

(Name)

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V Bainbridge

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16.12.02

(Date)

Helen Grant

(Name)

H Grant

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(Date)

PAMELA LEWIN

(Name)

P Lewin

(signature)

16/12/02

(Date)

Kathryn Spencer

(Name)



SUSAN ASCHNER
(Name)

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JAIMIZ ESTEBAN
(Name)

Jaimiz Esteban
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19-12-02
(Date)

UZI TURIA
(Name)

Uzi Turia
(signature)

19-12-02
(Date)

Leigh Miller
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Leigh Miller
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19/12/02
(Date)

LUDWILA YUDASIN
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Ludwila Judasin
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20/12/02
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Lefti
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Lefti
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14.01.03
(Date)

SOPHIE VAINIKAINEN
(Name)

Sophie Vainikainen
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(Name)

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Mary Levy

(Name)

M. Levy

(signature)

14.1.03

(Date)

Rosa Lewis

(Name)

Rosa Lewis

(signature)

18/2/03

(Date)

Zimra Sappell

(Name)

Z. Sappell

(signature)

19/2/03

(Date)

Sue Lewis

(Name)

19/2/03

(Date)

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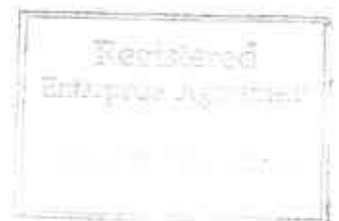


TABLE 1 - CHARITABLE INSTITUTIONS (PROFESSIONAL STAFF SOCIAL WORKERS) STATE AWARD

Classifications	Current Wage Rate	SWC 2002 Adjustment \$/week	Wage Rate As From 13.9.2002 \$/Week
Social Workers			
1 st year of scale	564.00	18.00	582.00
2 nd year of scale	586.80	18.00	604.80
3 rd year of scale	618.01	18.00	636.10
4 th year of scale	646.30	18.00	664.30
5 th year of scale	679.50	18.00	697.50
6 th year of scale	706.10	18.00	724.10
7 th year of scale	731.40	18.00	749.40
8 th year of scale	753.90	18.00	771.90
9 th year of scale and thereafter	784.20	18.00	802.20
Grade 1	824.30	18.00	842.30
Senior	878.50	18.00	896.50

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Brief Description	Amount \$
1	12(a)	Breakfast Allowance	6.00 per meal
2	12(b)	Evening Meal Allowance	10.00 per meal
3	12(c)	Luncheon Allowance	8.00 per meal
4	19.2	Mileage Allowance	0.526 per km
5	20.3	Uniform Allowance	0.70 per week
6	20.4	Laundry Allowance	0.40 per week

TABLE 2 - CHARITABLE INSTITUTIONS (PROFESSIONAL PARAMEDICAL STAFF) (STATE) AWARD

Classification	Old Rate Per Week \$	SWC 2002 Per Week \$	New Rate Per Week \$
Scientific Officer			
1 st year of service	573.20	18.00	591.20
2 nd year of service	591.40	18.00	609.40
3 rd year of service	622.30	18.00	640.30
4 th year of service	659.10	18.00	677.10
5 th year of service	698.40	18.00	716.40
6 th year of service	737.30	18.00	755.30
7 th year of service	766.70	18.00	784.70
8 th year of service and thereafter	788.80	18.00	806.80

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Classification	Old Rate Per Week \$	SWC 2002 Per Week \$	New Rate Per Week \$
Senior Scientific Officer			
1 st year of service	841.90	18.00	859.90
2 nd year of service	867.30	18.00	885.30
3 rd year of service	889.10	18.00	907.10
4 th year of service	911.00	18.00	929.00
5 th year of service	933.70	18.00	951.70
6 th year of service	962.40	18.00	980.40
7 th year of service	989.00	18.00	1007.00
8 th year of service and thereafter	1012.10	18.00	1030.10
Senior Scientific Officer in Charge			
In charge of a section or laboratory:			
1 st year of service	841.90	18.00	859.90
2 nd year of service	867.30	18.00	885.30
3 rd year of service and thereafter	889.10	18.00	907.10
In charge of a laboratory at an agency having an A.D.A of:			
Less than 200			
1 st year	911.00	18.00	929.00
2 nd year	933.70	18.00	951.70
Thereafter	962.40	18.00	980.40
More than 200			
1 st year	962.40	18.00	980.40
2 nd year	989.10	18.00	1007.10
Thereafter	1012.10	18.00	1030.10
Principal Scientific Officer			
1 st year of service	1042.50	18.00	1060.50
2 nd year of service	1066.50	18.00	1084.50
3 rd year of service	1092.70	18.00	1110.70
4 th year of service	1116.80	18.00	1134.80
5 th year of service	1141.60	18.00	1159.60
6 th year of service	1166.50	18.00	1184.50
7 th year of service	1191.30	18.00	1209.30
8 th year of service	1216.50	18.00	1234.50
9 th year of service	1241.10	18.00	1259.10
10 th year of service and thereafter	1266.80	18.00	1284.80
Trainee Scientific Officer			
1 st year of service	349.90	18.00	367.90
2 nd year of service	393.00	18.00	411.00
3 rd year of service	413.70	18.00	431.70
4 th year of service	461.50	18.00	479.50
5 th year of service	511.40	18.00	529.40
6 th year of service	551.90	18.00	569.90
Medical Record Administrator			
Grade 1	564.40	18.00	582.40
Grade 2	574.60	18.00	592.60
Grade 3	584.60	18.00	602.60
Grade 4	594.20	18.00	612.20
Grade 5	607.30	18.00	625.30
Grade 6	618.40	18.00	636.40
Grade 7	630.90	18.00	648.90
Grade 8	660.80	18.00	678.80

Classification	Old Rate Per Week \$	SWC 2002 Per Week \$	New Rate Per Week \$
Nurse Counsellor			
1 st year of service	564.20	18.00	582.20
2 nd year of service	587.20	18.00	605.20
3 rd year of service	618.40	18.00	636.40
4 th year of service	646.60	18.00	664.60
5 th year of service	679.60	18.00	697.60
6 th year of service	706.70	18.00	724.70
7 th year of service	732.10	18.00	750.10
8 th year of service	752.30	18.00	770.30
9 th year of service	784.70	18.00	802.70
Dental Officer			
On Appointment:			
Less than 2 years' service	662.00	18.00	680.00
With 2 and less than 4 years' service	711.10	18.00	729.10
With 4 and less than 5 years' service	758.10	18.00	776.10
With 5 or more years' service	810.10	18.00	828.10
On Completion of 12 Months on Maximum scale			
1 st year	862.60	18.00	880.60
2 nd year	912.20	18.00	930.20
Senior Dentist			
1 st year	941.70	18.00	959.70
2 nd year	970.20	18.00	988.20
Dental Chairside Assistant			
1 st year of service	294.60	18.00	312.60
2 nd year of service	324.60	18.00	342.60
3 rd year of service	352.80	18.00	370.80
4 th year of service	385.80	18.00	403.80
5 th year of service	411.90	18.00	429.90
6 th year of service	444.70	18.00	462.70
7 th year of service	458.20	18.00	476.20
8 th year of service	466.20	18.00	484.20
9 th year of service	473.50	18.00	491.50
Dieticians			
1 st year of service	591.40	18.00	609.40
2 nd year of service	622.30	18.00	640.30
3 rd year of service	659.10	18.00	677.10
4 th year of service	698.40	18.00	716.40
5 th year of service	737.30	18.00	755.30
6 th year of service	766.70	18.00	784.70
7 th year of service	788.80	18.00	806.80
Grade 1			
1 st year	841.90	18.00	859.90
2 nd year	867.30	18.00	885.30
Therapists (Other than Speech Pathologists) Salaries			
1 st year of service	573.20	18.00	591.20
2 nd year of service	591.40	18.00	609.40
3 rd year of service	622.30	18.00	640.30
4 th year of service	659.10	18.00	677.10

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Classification	Old Rate Per Week \$	SWC 2002 Per Week \$	New Rate Per Week \$
5 th year of service	698.40	18.00	716.40
6 th year of service	737.30	18.00	755.30
7 th year of service	766.70	18.00	784.70
8 th year of service and thereafter	788.80	18.00	806.80
Speech Pathologists			
1 st year of service	573.20	18.00	591.20
2 nd year of service	591.40	18.00	609.40
3 rd year of service	622.30	18.00	640.30
4 th year of service	659.10	18.00	677.10
5 th year of service	698.40	18.00	716.40
6 th year of service	737.30	18.00	755.30
7 th year of service	766.70	18.00	784.70
8 th year of service and thereafter	788.80	18.00	806.80
Audiologists			
1 st year of service	558.50	18.00	576.50
2 nd year of service	581.40	18.00	599.40
3 rd year of service	612.80	18.00	630.80
4 th year of service	643.10	18.00	661.10
5 th year of service	675.40	18.00	693.40
6 th year of service	705.50	18.00	723.50
7 th year of service	731.80	18.00	749.80
8 th year of service	755.30	18.00	773.30
9 th year of service	784.30	18.00	802.30
Psychologists			
1 st year of service	559.20	18.00	577.20
2 nd year of service	581.80	18.00	599.80
3 rd year of service	612.40	18.00	630.40
4 th year of service	642.00	18.00	660.00
5 th year of service	674.60	18.00	692.60
6 th year of service	705.00	18.00	723.00
7 th year of service	730.80	18.00	743.80
8 th year of service	783.50	18.00	801.50
Clinical Psychologists			
1 st year of service	754.50	18.00	772.50
2 nd year of service	796.60	18.00	814.60
3 rd year of service	835.60	18.00	853.60
4 th year of service	878.10	18.00	896.10
5 th year of service	917.30	18.00	935.30

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Description	Amount \$
1	3.1(d)	Qualification Allowance	31.20 per week
2	3.8(c)	Audiologists Allowance	38.70 per week
3	3.7(c)	In Charge Allowance	
		In charge of 1 to 5 therapists of the same discipline	89.00 per week
		In charge of 6 to 9 therapists of the same discipline	119.40 per week
		In charge of 10 to 19 therapists of the same discipline	144.80 per week



		In charge of 20 or more therapists of the same discipline	170.60 per week
4	3.7(c)	Senior Assistant's Allowance	17.60 per week
5	3.7(c)	Locational Responsibility Allowance Responsible for 4 to 5 other therapists of the same discipline Responsible for 6 to 9 other therapists of the same discipline Responsible for 10 or more therapists of the same discipline	35.60 per week 52.40 per week 65.30 per week
6	4.7(c)	Sole Therapist's Allowance	26.10 per week
7	3.2	Scientific Officers - On-call Allowance	9.50 per week
8	7.3	Therapists - On-call Allowance	6.20 per on-call period 30.90 per week
9	7.4	Medical Record Administrators - On-call Allowance	6.20 per on-call period 30.90 per week
10	10.2(a)	Breakfast Allowance	6.00 per shift (N/C)
11	10.2(b)	Evening Meal Allowance	10.00 per shift (N/C)
12	10.2(c)	Luncheon Allowance	8.00 per shift (N/C)
13	21.2	Travelling Allowance	0.526 per kilometer (N/C)
14	22.3	Uniform Allowance	1.66 per week (N/C)
15	22.4	Laundry Allowance	0.94 per week (N/C)

TABLE 3 - CHARITABLE SECTOR AGED AND DISABILITY CARE SERVICES (STATE) AWARD

	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
CLERICAL SERVICES - CLERKS			
Clerk - Junior			
At 16 years of age or under	252.10	8.80	260.90
At 17 years of age	288.40	10.10	298.50
At 18 years of age	332.70	11.60	344.30
At 19 years of age	376.70	13.20	389.90
At 20 years of age	416.40	14.60	431.00
Clerk - Grade 1			
At 21 years of age or 1 st year of service	457.30	18.00	475.30
2 nd year of service	468.10	18.00	486.10
3 rd year of service	482.70	18.00	500.70
4 th year of service	492.70	18.00	510.70
5 th year of service and thereafter	502.70	18.00	520.70
Where the number of beds is less than 80, the Senior and Next Senior Clerk shall be paid in addition to the age scale or Grade 1 rates to which otherwise they are entitled, a weekly allowance in the nature of salary on the following basis, provided they have completed 12 months' satisfactory service in an administrative staff position in an organisation. Such Senior allowance shall not apply where two or more Clerks are classified as Grade 2 or above.			
Clerk - Senior (Item 21, Table 2)			
At 18 years but less than 21 years	5.30	0.20	5.50
At 21 years and over	11.50	0.40	11.90

	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
Clerk - Next Senior (Item 22, Table 2)			
At 18 years but less than 21 years	1.10	0.00	1.10
At 21 years and over	5.10	0.40	5.50
Clerk - Grade 2			
1 st year of service	519.30	18.00	537.30
2 nd year of service and thereafter	534.30	18.00	552.30
Clerk - Grade 3			
1 st year of service	549.60	18.00	567.90
2 nd year of service and thereafter	562.90	18.00	580.90
Clerk - Grade 4			
1 st year of service	575.70	18.00	593.70
2 nd year of service and thereafter	587.50	18.00	605.50
Clerk - Grade 5			
1 st year of service	603.10	18.00	621.10
2 nd year of service and thereafter	615.60	18.00	633.60
Clerk - Grade 6			
1 st year of service	633.00	18.00	651.00
2 nd year of service and thereafter	646.50	18.00	664.50
Clerk - Grade 7			
1 st year of service	667.00	18.00	685.00
2 nd year of service and thereafter	682.90	18.00	700.90
Clerk - Grade 8			
1 st year of service	728.00	18.00	746.00
2 nd year of service and thereafter	748.40	18.00	766.40
Secretaries/Stenographers and Machine Operators			
1 st year of service or under 17 years of age	256.00	9.00	265.00
2 nd year of service or 17 years	296.20	10.40	306.00
3 rd year of service or 18 years	332.80	11.60	344.40
4 th year of service or 19 years	376.70	13.20	389.90
5 th year of service or 20 years	409.90	14.30	424.20
6 th year of service or 21 years	468.10	18.00	486.10
7 th year of service	476.50	18.00	494.50
8 th year of service	486.40	18.00	504.40
9 th year of service	522.40	18.00	540.40
10 th year of service	530.00	18.00	548.00
11 th year of service	542.60	18.00	560.60
12 th year of service and thereafter	549.90	18.00	567.90
Grade 1			
1 st year of service	575.70	18.00	593.70
2 nd year of service and thereafter	587.50	18.00	605.50



	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
<u>Grade 2</u>			
1 st year of service	603.00	18.00	621.00
2 nd year of service and thereafter	615.60	18.00	633.60
<u>Grade 3</u>			
1 st year of service	633.00	18.00	651.00
2 nd year of service and thereafter	646.50	18.00	664.50
<u>Typists And Communication Assistants</u>			
1 st year of service or under 17 years of age	242.20	8.50	250.70
	282.00	9.90	291.90
2 nd year of service or 17 years	320.00	11.20	331.20
3 rd year of service or 18 years	364.50	12.75	377.25
4 th year of service or 19 years	398.80	13.95	412.75
5 th year of service or 20 years	458.40	18.00	476.40
6 th year of service or 21 years	468.70	18.00	486.70
7 th year of service	476.50	18.00	494.50
8 th year of service and thereafter			
<u>Senior Typists</u>			
1 st year of service	490.40	18.00	508.40
2 nd year of service and thereafter	500.60	18.00	518.60
<u>Clerical Assistants</u> (To include Telephonist, Messenger, Receptionist Office Assistant and Ward Hostess)			
1 st year of service or under 17 years of age	228.20	8.00	236.20
	268.80	9.40	278.20
2 nd year of service or 17 years	307.40	10.75	318.15
3 rd year of service or 18 years	352.50	12.30	364.80
4 th year of service or 19 years	388.50	13.60	402.10
5 th year of service or 20 years	448.50	18.00	466.50
6 th year of service or 21 years	459.10	18.00	477.10
7 th year of service	469.20	18.00	487.20
8 th year of service	476.50	18.00	494.50
9 th year of service and thereafter			
<u>Class 1</u>			
1 st year of service	490.40	18.00	508.40
2 nd year of service and thereafter	500.60	18.00	518.60
<u>Class 2</u>			
1 st year of service	520.20	18.00	538.20
2 nd year of service and thereafter	529.90	18.00	547.90
<u>Class 3</u>			
1 st year of service	539.40	18.00	557.40
2 nd year of service and thereafter	548.70	18.00	566.70

	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
Class 4			
1 st year of service	556.70	18.00	574.70
2 nd year of service and thereafter	566.60	18.00	584.60
Special Allowances			
<p>1. All adult employees classified within the General Scale (or Grade 1 in the case of Clerks or Class 1 in the case of Clerical Assistants) who are required in the performance of their duties to handle and be responsible for monies and the issuing of receipts for same, shall be paid a weekly allowance in the nature of salary of the amount set out in Item 23 of Table 2, Other Rates and Allowances.</p> <p>2. Junior employees 18 years of age and over in the same circumstances, shall be paid an allowance in the nature of salary of the amount set out in Item 24 of Table 2, Other Rates and Allowances</p>			
GENERAL AND PERSONAL CARE SERVICES			
Wardperson			
1 st year of service	485.60	18.00	503.60
2 nd year of service and thereafter	488.70	18.00	506.70
Hostel Supervisor			
Grade 1 - less than 50 beds	519.30	18.00	537.30
Grade 2 - 50 beds but less than 75 beds	534.40	18.00	552.40
Grade 3 - 75 beds but less than 100 beds	549.60	18.00	567.60
Grade 4 - 100 beds and over	562.40	18.00	580.40
Personal Care Assistant			
Grade 1	463.00	18.00	481.00
Grade 2	474.10	18.00	492.10
Housekeeper			
Under 100 beds	493.10	18.00	511.10
100 beds but less than 200 beds	496.10	18.00	514.10
200 beds but less than 300 beds	499.90	18.00	517.90
300 beds but less than 400 beds	506.00	18.00	524.00
400 beds but less than 500 beds	514.50	18.00	532.50
500 beds and over	522.60	18.00	540.60
Assistant Housekeeper			
Under 100 beds	477.60	18.00	495.60
100 beds but less than 200 beds	482.80	18.00	500.80
200 beds but less than 300 beds	487.00	18.00	505.00
300 beds but less than 400 beds	490.90	18.00	508.90
400 beds but less than 500 beds	497.40	18.00	515.40
500 beds and over	507.40	18.00	525.40
General Service Officer - Grade 1			
Junior (under 18 years)	386.60	13.50	400.10
Adult (18 years and over)	463.00	18.00	481.00

	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
General Service Officer Grade 2	474.10	18.00	492.10
General Service Officer Grade 3	482.50	18.00	500.50
General Service Officer Grade 4			
1 st year of service	493.90	18.00	511.90
2 nd year of service	501.80	18.00	519.80
3 rd year of service and thereafter	513.30	18.00	531.30
If in possession of the Laundry and Dry Cleaning Certificate, an allowance in the nature of salary as set out in Item 25 of Table 2 shall be paid.			
Recreational Activities Officer			
1 st year of service	501.80	18.00	519.80
2 nd year of service	513.30	18.00	531.30
3 rd year of service and thereafter	521.00	18.00	539.00
Diversional Therapist			
1 st year of experience	497.00	18.00	515.00
2 nd year of experience	523.30	18.00	541.30
3 rd year of experience	547.20	18.00	565.20
4 th year of experience	569.20	18.00	587.20
5 th year of experience and thereafter	592.20	18.00	610.20
Years of experience shall mean experience in the classification of Diversional Therapist as defined in Clause 2 - Definitions of this award and/or the Aged Care General Services Rates of Pay (State) Award or any awards replacing these awards and will be recognised for level of entry and for incremental progression.			
The anniversary date for the purposes of incremental progression for employees who have transferred from Recreational Activities Officer to Diversional Therapist in accordance with the transfer scale in force as at 30th September, 1993 shall be 30th September each year.			
CATERING SERVICES			
Catering Officer			
Grade 5 - 80 beds but less than 120 beds	575.30	18.00	593.30
Grade 6 - 120 beds but less than 200 beds	590.90	18.00	608.90
Grade 7 - 200 beds but less than 300 beds	608.40	18.00	626.40
Grade 8 - 300 beds but less than 500 beds	638.20	18.00	656.20
Grade 9 - 500 beds but less than 1,000 beds	688.10	18.00	706.10
Grade 11 - 1,000 beds and over	738.00	18.00	756.00
Assistant Catering Officer			
Grade 2 - 80 but less than 120 beds	520.10	18.00	538.10
Grade 3 - 120 beds but less than 300 beds	551.40	18.00	569.40
Grade 6 - 300 beds but less than 500 beds	590.90	18.00	608.90
Grade 7 - 500 beds but less than 1,000 beds	608.40	18.00	626.40
Grade 8 - 1,000 beds and over	638.20	18.00	656.20

	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
TRAINEE CATERING OFFICER			
<u>Junior</u>			
At 16 years of age and under	277.80	9.70	287.50
At 17 years of age	320.10	11.20	331.30
At 18 years of age	364.20	12.70	376.90
At 19 years of age	413.60	14.50	428.10
At 20 years of age	454.80	15.90	470.70
<u>Adult</u>			
1 st year of training	494.30	18.00	512.30
2 nd year of training	505.20	18.00	523.20
3 rd year of training	515.20	18.00	533.20
<u>Chef</u>			
Grade A (2000 meals or more per day)	534.70	18.00	552.70
Grade B (Less than 2000 meals but 1000 or more meals per day)	525.10	18.00	543.10
Grade C (Less than 1000 meals per day)	515.50	18.00	533.50
<u>Cook</u>			
Grade A	507.20	18.00	525.20
Grade B	495.40	18.00	513.40
	523.30	18.00	541.30
<u>Butcher</u>			
SUPPORT SERVICES			
<u>Laundry Foreperson</u>			
Grade A	516.70	18.00	534.70
Grade B	502.70	18.00	520.70
Grade C	491.40	18.00	509.40
If in possession of the Laundry and Dry Cleaning Certificate an allowance in the nature of salary as set in Item 25 of Table 2 shall be paid.			
<u>Maintenance Supervisor</u>			
Maintenance Supervisor (Tradesman)	604.00	18.00	622.00
Maintenance Supervisor (Otherwise), in charge of staff	569.50	18.00	587.50
Maintenance Supervisor (Otherwise)	557.60	18.00	575.60
<u>Motor Vehicle Drivers</u>			
Grade A - Sedan	493.20	18.00	511.20
Grade B - Utility	496.40	18.00	514.40
Grade C - Ambulance or Minibus	499.50	18.00	517.50
Grade D - Larger Vehicle under 5 tonnes	501.60	18.00	519.60
Grade E - Truck 5 tonnes and over	506.50	18.00	524.50
<u>Gardener</u>			
Head Gardener (Qualified)	537.60	18.00	555.60
Head Gardener (Otherwise)	510.70	18.00	528.70
Gardener (Qualified)	496.60	18.00	514.60
Gardener (Otherwise)	484.60	18.00	502.60

	Current Wage Rate \$/Week	SWC 2002 Adjustment \$/Week	Wage Rate as from 3.12.2001 \$/Week
APPRENTICES			
<u>Apprentice Cook</u>			
1 st year	297.20	10.80	308.00
2 nd year	408.70	14.90	423.60
3 rd year	458.20	16.70	474.90
<u>Apprentice Gardener</u>			
1 st year	248.30	9.00	257.30
2 nd year	298.00	10.80	308.80
3 rd year	397.30	14.40	411.70
4 th year	447.00	16.10	463.10

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Brief Description	\$ Amount
1	4(xi) (c) & 11(iv)	Broken shift	6.07 per shift
2	6(iii)(a)	Overtime - Breakfast Allowance	8.80 per meal
3	6(iii)(b)	Overtime - Luncheon Allowance	11.40 per meal
4	6(iii)(c)	Overtime - Evening Meal Allowance	16.70 per meal
5	7(iii)(b)	Overtime - recall - use of own vehicle - over 1600 cc - under 1600 cc	24.5 cents per km 20.6 cents per km
6	10(i)	Climatic and Isolation Allowance	3.90 per week
7	10(ii)	Climatic and Isolation Allowance	7.50 per week
8	12(i)(a)	Driving Allowance	3.80 per week 3.80 per shift
9	12(ii)(a)	Cleaning/Scraping Work - confined spaces	0.37 per hour
10	12(ii)(b)	Cleaning/Scraping Work - boiler, flue	0.59 per hour
11	12(iv)	Linen Handling - nauseous nature	0.19 per hour
12	22(ii)	Leading Hand Allowance - in charge of 2-5 employees	16.30 per week
13	22(ii)	Leading Hand Allowance - in charge of 6-10 employees	22.90 per week
14	22(ii)	Leading Hand Allowance - in charge of 11-15 employees	29.00 per week
15	22(ii)	Leading Hand Allowance -in charge of 16-19 employee	35.40 per week

Item No.	Clause No.	Brief Description	\$ Amount
16	24(i)(c)	Uniform Allowance	1.80 per week
17	24(i)(c)	Cardigan and Special Shoe Allowances	0.70 per week
18	24(i)(d)	Laundry Allowance - Uniform	1.00 per week
19	25(ii)(d)	Sleepover Allowance	29.90 per night
20	36(vi)	Apprentice - TAFE examination allowances	1.50 per week
21	Part B - Table 1	Clerk - Senior Allowance - At 18 years but less than 21 years - At 21 years and over	5.50 per week 11.90 per week
22	Part B - Table 1	Clerk - Next Senior Allowance - At 18 years but less than 21 years - At 21 years and over	1.30 per week 5.50 per week
23	Part B - Table 1	Money Handling Allowance - Adult	9.60 per week
24	Part B - Table 1	Money Handling Allowance - Junior	4.50 per week
25	Part B - Table 1	Laundry & Dry-Cleaning Certificate Allowance	6.10 per week

**TABLE 4 - CLERICAL AND ADMINISTRATIVE EMPLOYEES (STATE)
AWARD**

The following minimum rates of wages for employees shall take effect from the first full pay period to commence on or after **23 June, 2002**.

(i) Adults

The minimum rates of wages per week for adult employees shall be as follows:

Grade	Old Rate Per Week \$	June 2002 State Wage Case Adjustment* \$	New Total Weekly Rate \$
1	452.60	18.00	470.60
2	473.50	18.00	491.50
3	507.20	18.00	525.20
4	548.90	18.00	566.90
5	609.50	18.00	627.50

(iii) Juniors

The minimum rates of wages per week for junior employees shall be as follows:

(a) Equivalent to Grade 3 above:

	Old Rate Per Week \$	State Wage Case 2002 %	New Award Rate Per Week \$
At 17 years of age	241.55	3.5	250.00
At 18 years of age	298.45	3.5	308.90
At 19 years of age	341.15	3.5	353.10
At 20 years of age	402.75	3.5	416.85

(b) All other juniors

	Old Rate Per Week \$	State Wage Case 2002 %	New Award Rate Per Week \$
Under 17 years of age	181.30	3.5	187.65
At 17 years of age	226.95	3.5	234.90
At 18 years of age	278.20	3.5	287.95
At 19 years of age	315.45	3.5	326.50
At 20 years of age	371.20	3.5	384.20

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Brief Description	Amount \$
1	5(x)(a)	Saturday Loadings - Adults - Employees under 21 years of age	13.55 per week 9.15 per week
2	7(iii)(b)	Meal Money (Shift Work)	9.85
3	12(iii)(a) and (b)	Meal Allowance (Overtime)	9.85
4	16(iii)	Own Car Allowance: For a vehicle 1,500 cc and under For a vehicle over 1,500 cc	78.40 per week 96.90 per week
5	16(iv)	Own Car Allowance: for use on a casual or incidental basis	0.53 per km
6	18	First-Aid Allowance	8.10 per week



TABLE 5 - STOREMEN & PACKERS GENERAL (STATE) AWARD MINIMUM AWARD

CLASSIFICATION	Old Rate of Pay \$	SWC-2002 Adjustment \$	New Award Rate \$
Storemen & Packers Level 1	452.70	18.00	470.70
Storemen & Packers Level 2	467.70	18.00	485.70
Storemen & Packers Level 3	473.50	18.00	491.50
Storemen & Packers Level 4	492.30	18.00	510.30
Storemen & Packers Level 5	507.20	18.00	525.20

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Description	Amount \$
1	10(iii)	In charge:	
2		1-5	15.00 per week
3		6-10	22.65 per week
4		11-15 over 15	30.95 per week 38.85 per week
5	10 (v)	Single employee	12.00 per week
6	10(vi)(a)	Operates forklift	59 cents per hour
7	10(vi)(b)	Operates mobile crane	73 cents per hour
8		Not to exceed	73 cents per hour
9	10(vii)	In iron yards, etc handling various materials	5.05 per week
10	10(viii)	Packing crockery etc	11.45 additional
11	10(ix)	Blending honey	12.44 additional
12	10(x)	Reclaiming waste butter	12.44 additional
13	10(xi)	Carrying bagged stuff etc	
14		Exceeding 68.04kg Exceeding 81.65 kg	38 cents per hour 43 cents per hour
15	18	Overtime - more than 1 more	9.05 per meal
16		Notified and not called upon	8.80
17	19(i)	Dirty work	39 cents per hour
18	19(ii)	Hot places	
		Between 46 and 54.4 celsius	39 cents per hour
19		Exceeds 54.4 celsius	51 cents per hour
20	19(iii)	Wet places	39 cents per hour
21	29(i)(a) (b)	Obnoxious materials	71 cents per hour
		Other obnoxious materials	60 cents per hour
22	21(iii)	Use of own vehicle	59 cents per km
23	22	First-aid	1.85 per day

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TABLE 6 - MOTOR BUS DRIVERS AND CONDUCTORS (STATE) AWARD

Classification	Weekly Wage \$ Operative From The First Full Pay Period On Or After 13 July 2001 \$	Weekly Wage \$ Operative From The First Full Pay Period On Or After 1 July 2002 \$	Weekly Wage \$ Operative From The First Full Pay Period On Or After 1 July 2003 \$
1. Motor Bus Driver	561.60	581.26	601.60
2. Motor Bus Conductor	469.50	469.50	469.50

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Brief Description	Amount \$
1	4(ii)(a)	Issue tickets or collect fares	9.00 per day
2	4(ii)(b)	Driver of an articulated bus	3.91 per shift
3	9(iv)	Meal or crib break away from depot - toilet facilities not arranged by employer	1.38 per shift
4	9(vi)	Required to work for two hours or more after the usual finishing time	7.65
5	11(iii)(b)	Works a broken shift which finishes later than 10.00a.m.	1.87
6	11(v)	Rostered to work ordinary hours of duty commencing prior to 6.00a.m. and/or finishing after 6.00p.m.	1.38 per shift
7	15(i)(c)	Meal allowance when suitable meal is not provided	7.65
8	17(ii)(a)	Meal allowance when working outside the areas of regular timetabled services	7.65
9	33(ii)	Superannuation contributions by employer: a) For each full-time employee member of the fund b) For each part-time and casual employee member of the fund	31.80 per week 6.36 per 8 hours up to a max. of 31.80 per week

TABLE 7 - MISCELLANEOUS WORKERS HOMECARE INDUSTRY (STATE) AWARD

Rate	Classifications			Live-In House-Worker Grade 1 \$	Live-In House-Worker Grade 2 \$	Live-In House-Worker Grade 3 \$
	Field Staff Grade 1 \$	Field Staff Grade 2 \$	Field Staff Grade 3 \$			
	496.00	519.00	555.00	639.50	718.20	845.40
Part-time per/hour	13.05	13.66	14.61	See clause 5e)(i)		
Casual per hour includes 20%	15.66	16.39	17.53	See clause 5(e)(ii)		
Rate	Classifications					
	Field Staff Grade 1 \$	Field Staff Grade 2 \$	Field Staff Grade 3 \$			
Composite per hour includes 20%	15.66	16.39	17.53			
Composite Casual per hour includes 20% plus 20%	18.79	19.67	21.04			

OTHER RATES AND ALLOWANCES

Item No.	Clause No.	Brief Description	Amount \$
1	9(ii)	Shift allowance	5.97 for each break in the shift
2	13(ii)	Sleepover allowance	31.36 per night
3	15	Meal Money (Overtime)	7.64
4	29(i)(a)	Vehicle Allowance	0.59 per kilometre

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