

ENTERPRISE AGREEMENT

NO. EA 98/153
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DATE REGISTERED 21-4-98
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PRICE \$ 74-00
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**REGISTER OF
ENTERPRISE AGREEMENTS**



ENTERPRISE AGREEMENT NO: EA98/153

TITLE: Mater Misericordiae Hospital Support Services Enterprise Agreement, 1998

I.R.C. NO: 98/1553

DATE APPROVED/COMMENCEMENT: 21 April 1998

TERM: Expires 31 December 1999

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 42

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees as defined in clause 3 of the Private Hospital Employees (State) Award employed at the Mater Misericordiae Hospital Limited located at Rocklands Road, North Sydney.

PARTIES: Mater Misericordiae Hospital Limited -&- The Health and Research Employees' Association of New South Wales



MATER MISERICORDIAE HOSPITAL

SUPPORT SERVICES ENTERPRISE

AGREEMENT, 1998

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PART I - AGREEMENT FORMALITIES

1. *Title*

This agreement shall be known as the *Mater Misericordiae Hospital Support Services Enterprise Agreement, 1998*.

2. *Area, Incidence and Parties Bound*

This Agreement shall be binding upon the Mater Misericordiae Hospital Limited located at Rocklands Road, North Sydney and the Health and Research Employees Association of New South Wales. This Agreement will cover employees as defined in Clause 3 of the Private Hospital Employees' (State) Award.

3. *Operative Dates for Agreements*

This agreement shall take effect from the beginning of the first pay period on or after the date of this Agreement's registration under the provisions of the New South Wales Industrial Relation Act 1996, and shall remain in force until 31st December, 1999.

4. *Relationship to Parent Award*

This agreement shall be read in conjunction with the parent award the "Private Hospital Employees' (State) Award" and where there is any inconsistency this agreement shall apply, furthermore where the agreement is silent, the Award shall apply.

5. *Single Bargaining Unit*

For the purpose of negotiating an enterprise agreement, a committee has been established consisting of up to two employee representatives; up to four management representatives; and up to two officers of the Health and Research Employees Association of New South Wales.

6. *Aim of the Agreement*

The agreement aims to provide the appropriate framework to develop a flexible and multi-skilled work force allowing a "team" approach to all activities. This team approach allows an employee to perform any task on site for which that employee is appropriately trained within agreed classifications. To enable this to happen a new classification structure has been established with increased rates of pay.

The introduction of Key Performance Indicators will be established for team based increases and will allow the provision for an individual grading for exceptional performance.

This agreement is aimed as the first step towards a culture of increased performance, and pay for performance. The overall purpose of this agreement is to enhance employee satisfaction and deliver best practice patient care through all areas.



7. *New Employees*

The parties agree that any employee who is employed during the term of this agreement will become a party to this agreement. The new employee will be entitled to all benefits and be bound by all obligations with this agreement from their date of employment.

8. *Agreement to be Displayed*

Copies of this agreement shall be displayed in places readily visible and accessible to all parties covered by the agreement.

9. *Joint Consultative Committee*

The parties governed by this agreement and the relevant union representatives (Health & Research Employees Association) agree to consult regularly on matters effecting the parties to this agreement and issues arising from therein.

10. *Definitions*

(i) Level 1 Hospital Officer will be defined by the work level statement Appendix "A", and without being limited by the duties described in the Private Hospital Employees' (State) Award will include:

- * General Services Officers Grade I, II

(ii) Level 2 Hospital Officer will be defined by the work level statement Appendix "A", and without being limited by the duties described in the Private Hospital Employees' (State) Award will include:

- * General Services Officers Grade III, IV (Year 1)

(iii) Level 3 Hospital Officer will be defined by the work level statement Appendix "A", and without being limited by the duties described in the Private Hospital Employees' (State) Award will include:

- * General Services Officer Grade IV, (Year 2 & t/a), Gardener, CSSD Technician (Year 1 & Year 2), Cook A & B, Clerk Grade I.

(iv) Level 4 Hospital Officer will be defined by the work level statement Appendix "A", and without being limited by the duties described in the Private Hospital Employees' (State) Award will include:

- * Chef 1 & 2, Clerk Grade II, CSSD Technician (Year 3).

(v) Level 5 Hospital Officer will be defined by the work level statement Appendix "A", and without being limited by the duties described in the Private Hospital Employees' (State) Award will include:

* Catering Officer 1 & 2, Clerk Grade III, Clerk Grade IV, Assistant Supervisor of CSSD.

(vi) Level 6 Hospital Officer will be defined by the work level statement Appendix "A", and without being limited by the duties described in the Private Hospital Employees' (State) Award will include:

* Maintenance Supervisor (Other), Clerk Grade V.

(vii) Level 7 will be defined according to the work level statement Appendix "A"; and has no relation to the Private Hospital Employees' (State) Award.

Note: All other definitions are implied throughout the Agreement. Any dispute arising about a definition shall be dealt with by the Joint Consultative Committee.



PART II - EMPLOYEE CLASSIFICATIONS

11. *Classifications*

This agreement recognises that the gradings or work levels have been tailored to meet the specific organisational and business needs of the organisation. The parties agree, that following consultation with H&REA, the Mater Hospital will administer these levels.

Consultation will only be required where the grading of a category will adversely affect employees.

There are seven levels of employee within this Agreement. Level seven is a specific level to the Mater Misericordiae Hospital, and cannot be translated from the Private Hospital Employees' (State) Award in any way.

Where any dispute arises to the correct classification of an existing or future employee or employee category, the grievance procedures contained herein will apply.

Refer Appendix "B" for initial translation table from the Private Hospitals Employees' (State) Award.

Work in these categories will be carried out in accordance with Appendix "A" "Work Level Statements".

Salary Points

Three main salary points will exist in each level. Refer Rate Table - Appendix "C".

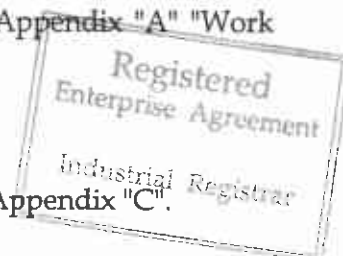
Salary Point 1:

A Year 1 or introductory level. As a general rule, new staff will enter on this scale, and proceed to Salary Point 2 after three months, if performance is satisfactory. Where staff on arrival have considerable relevant industry experience, they may negotiate to move straight to Salary Point 2. Furthermore, where performance and basic skill levels are not acceptable after three months, the employee may stay on Level 1 for a specified period, until shortcomings have been rectified, or up to 12 months if deemed necessary.

Similarly, new staff demonstrating considerable skill in under three months may be accelerated to Salary Point 2.

Salary Point 2:

Salary Point 2 is the main salary point, and will be used for most current level employees, (unless employed less than one year as detailed in Salary Point 1). In most cases, it will be considered to be the thereafter salary.



Salary Point 3:

Following consultation with HREA, a Salary Point 3 may be introduced within the first twelve months of this agreement.

Salary Point 3 is the salary point paid to individual employees who demonstrate considerable skill, competence and customer focus in their position. It will be determined each year in their appraisal or at another nominated time, and will be granted for one year at a time only where an employee performs exceptionally. If at a later date the employee is unable to sustain exceptional performance, reduction to Salary Point 2 will not be considered a demotion or necessarily a signal of poor performance.

Any disputes arising from the applicability of this salary point will be sorted out in accordance with the grievance procedure enclosed herein.



12. Labour Flexibility

Subject to appropriate training;

- * Employees shall perform a wider range of functions and duties including work which is incidental or peripheral to their main tasks or functions.
- * Employees shall perform such work as is reasonable and lawfully required of them by management including accepting instruction from authorised personnel.
- * Employees shall comply with all reasonable requests to transfer, or to perform any work covered by this agreement.
- * In carrying out duties, employees shall ensure and take all necessary steps to ensure that the quality, accuracy and completion of any job or task are maintained to the satisfaction of management.

PART III - REMUNERATION

13. *Wages*

Employees will be paid not less than the appropriate level set out in (Appendix C).

In general terms, the agreement allows for increases in wages as follows:-

- (1) By a minimum of 3.5% from the first pay period on or after the operative/start date of the agreement. This increase allows for the once off only broad banding of categories, and as such, some employees will receive varied increases.
- (2) By 3% from the first pay period on or after 01/11/98 when nominated and agreed performance indicators are established for work teams as detailed in Clause 15.
- (3) By 3% from the first pay period on or after 01/07/99 when work teams meet their agreed performance indicators.

14. *Allowances*

All allowances are inclusive in the levels within the agreement. Where uniforms are not supplied, a uniform allowance will be paid in accordance with the Private Hospital Employees' (State) Award.

In addition, the Service Allowance, the CSSD Certificate Allowance and the Fire Officer's Allowance will also continue to be paid:

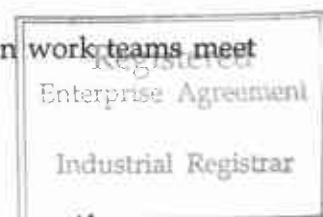
15. *Team Performance Indicators*

This agreement seeks to recognise the positive contribution that a motivated work team can make towards the quality, efficiency, competitiveness, job security and safety of the hospital.

To this end, the parties commit themselves to a process of continuous improvement and see performance indicators and performance standards as a means of measuring what has been achieved and the need for any further improvements. The primary role of performance indicators is to assist in the attainment of hospital goals in the interest of patients, staff and the Mater, in improving the quality of service.

Four key performance indicators will be developed by each work area, or like work area, as defined by the Joint Consultative Committee.

Three of these indicators will be standard (cited below), and the remainder more clearly articulated towards department or work area goals.



The three set areas will include:-

- (1) Quality activity indicators.
- (2) Occupational Health & Safety indicators.
- (3) Training Development & Education activities. (In terms of attendance and participation at mandatory inservice - as a minimum).

A frame work will be developed by 1st August, 1998 to establish the remaining indicator in each work area, which will be based on productivity measures.

The final wage increase under this agreement will be paid in accordance with specific attainment of measures pre-determined.



PART IV - HOURS OF WORK

16. *Uniforms & Protective Equipment*

- 16.1 Where employees are required to wear a uniform, these will be supplied by the hospital, and will be replaced routinely following usual wear and tear. These uniforms must be returned prior to the termination of any employees. (Note: Uniforms will not include stockings, socks or shoes, unless safety boots are required).
- 16.2 To ensure the safety of all employees, where directed, employees must correctly fit and wear any safety equipment in accordance with the particular job or task being carried out.

All necessary safety equipment will be supplied or maintained by the hospital.

17. *Ordinary Hours & Roster*

Conditions relating to the Private Hospital Employees' (State) Award will apply, with the exception of the following:-

- * Allocated days off duty may not be rostered to occur on public holidays or week-ends unless agreed upon by the employee.

18. *Shift Work & Penalty Rates*

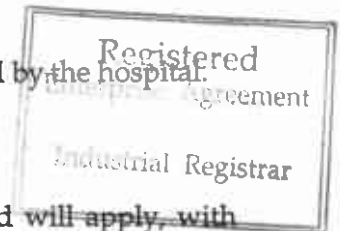
- (i) Work carried out between 6.00 am and 6.00 pm Monday to Friday shall be paid at ordinary rates.

Employees working less than eight hours per day, shall only be entitled to shift allowances where their shift commences prior to 6.00 am and/or finishes after 6.00 pm.

- (ii) Work carried out between 6.00 pm and 6.00 am Monday to Friday shall be paid at the rate of ordinary time plus 15%.

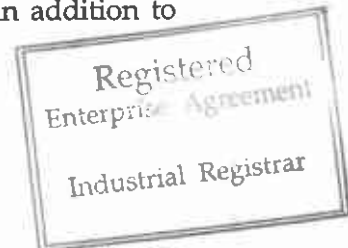
- (iii) (a) Afternoon shifts commencing at Midday or thereafter, shall attract a shift allowance of 10% for those hours worked up to 6.00 pm, and 15% thereafter.

- (b) Employees whose majority of shifts commence at 10 am as at the date this agreement is registered shall continue to be paid, in addition to their ordinary rates, the 10% shift allowance payable from the time of such commencement in accordance with sub-clause (ii), Clause 13 - Penalty Rates and Shift Allowances, of the Private Hospital Employees' (State) Award.



- (c) Employees whose majority of shifts commence at 11 am as at the date this agreement is registered, shall continue to be paid, in addition to their ordinary rates, the following shift allowances:-

*	11 am to 12 noon	-	Nil
*	12 noon to 6 pm	-	10%
*	6 pm and thereafter	-	15%



- (d) The parties agree that should the shift pattern currently in use change significantly then the provisions of Clause 18 (iii) shall become the subject of further discussion and review.
- (e) A Permanent Part-Time Employee who works less than eight hours per day, and who finishes their shift after 6 pm shall be paid shift penalties in accordance with 18. (iii)(a).
- (iv) Work carried out between midnight Friday and midnight Saturday shall be paid at the rate of ordinary time plus 50%.
- (v) Work carried out between midnight Saturday and midnight Sunday shall be paid at ordinary time plus 100% (casuals excluded - see Part IV, 19).
- (vi) Work carried out on a Public Holiday shall be paid at the rate of ordinary time plus 150%.

Alternatively, if the employee so elects at their annual anniversary - one half time extra payment, for all time worked in addition to the weekly rate and have one ordinary working day added to the period of annual leave.

Penalties expressed in (iii), (iv), (v) shall be in substitution for and not cumulative of allowances expressed in (ii) of this clause, and any casual loadings.

- (vii) A shift worker is defined as a worker who routinely begins work after midday or routinely works weekends. This may apply to both set rosters and rotational rosters.

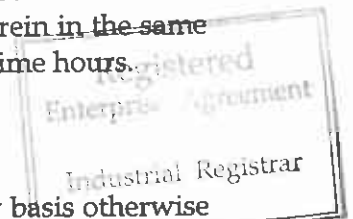
19. *Permanent Part-Time Work & Casual Employment*

- (i) **Permanent Part-Time Employees**
- (a) A permanent part-time employee is one who is permanently appointed to work a specified number of hours which are less than those prescribed for a full-time employee.
- (b) Permanent part-time employees shall be paid an hourly rate calculated on the basis of one-thirty-eight (1/38th) of the appropriate rate.

- (c) Permanent part-time employees shall be entitled to all other benefits of this agreement not otherwise expressly provided for herein in the same proportion as their ordinary hours of work bear to full-time hours.

(ii) Casual Employees

- (i) (a) A casual employee is one engaged on an hourly basis otherwise than as a permanent part-time employee or full-time employee.
- (b) A casual employee is engaged in the following circumstances: for short-term periods where there is a need to supplement the work force arising from fluctuations in the needs of the facility; or in the place of another employee who is absent; or in an emergency.
- (ii) A casual employee shall be paid an hourly rate calculated on the basis of one-thirty-eight (1/38th) of the appropriate rate, prescribed by this agreement, plus ten per cent thereof, with a minimum payment of two (2) hours for each engagement and one-thirty-eighth of the uniform and laundry allowances, where a uniform is not supplied.
- (iii) A casual employee who is required to and does work on a public holiday prescribed by Clause 14 of this agreement, shall be paid double time and one half for all time worked in lieu of the 10% allowance provided for in (ii) above.
- (iv) For weekend and public holiday work, casual employees shall in lieu of all other penalty rates and the 10% casual allowance, receive the following rates:-
- (a) Time and one half for work between midnight Friday and midnight Saturday;
- (b) Time and three quarters for work between midnight Saturday and midnight Sunday.
- (c) Double time and one half for work on a public holiday.
- (v) Where overtime rates are payable, they shall be paid in lieu of the 10% casual loading.
- (vi) For the entitlement to annual leave, see Annual Holidays Act 1944.
- (vii) For the entitlement to long service leave, see Long Service Act 1955.



(viii) With respect to a casual employee, the provisions of the following clauses within this agreement shall not apply:-

- * Annual Leave Loading
- * Sick Leave
- * Acting in Higher Positions
- * Jury Service
- * Family Leave and Carers Leave
- * Ordinary Hours and Rosters



20. *Time in Lieu*

Time Off in Lieu of Overtime

The Hospital will allow employees to take time off in lieu of overtime. However, the employee retains choice between time in lieu and overtime.

- (a) Such arrangements shall be done on an individual basis, ie agreement must be reached between an individual employee and his or her supervisor.
- (b) Overtime hours worked qualify for an equal number of ordinary hours time off, eg four hours worked equals four hours off, at all times.
- (c) A maximum of 40 hours overtime will be limited at any one time.
- (d) Accrued time shall be taken within four months of having been worked.
- (e) Time off accrued when taken is to be paid at the current rate of pay.
- (f) Any untaken accrued time off shall be taken and paid for at the mutually agreed period or upon termination, at the original overtime rates.

21. *Meal Breaks*

- (i) An employee shall not be required to work more than six (6) hours without a meal break.

Such meal break shall be of between 30 and 60 minutes duration, and shall not count as time worked.

- (ii) Notwithstanding the provisions of sub-clause (i) above, an employee required to work in excess of ten (10) ordinary hours, shall be entitled to a 60 minute meal break.

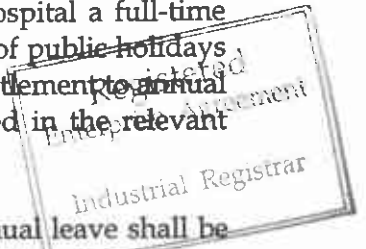
Such time shall be taken as either two 30 minute meal breaks or one 60 minute meal break, subject to agreement between the employer and the employee.

- (iii) An employee who is required to work overtime for more than two hours and such overtime goes beyond 7.00 am, 1.00 pm and 6.00 pm shall, at the option of the employer, be supplied with a meal, or meal allowance.

PART V - LEAVE

22. *Annual Leave*

- (i) After the completion of each 12 months' service with the Hospital a full-time employee shall be entitled to 20 days' annual leave, exclusive of public holidays and a permanent part-time employee shall have a pro rata entitlement to annual leave calculated by reference to the number of hours worked in the relevant 12-month period.
- (ii) When an employee nominates to take annual leave, such annual leave shall be given by the hospital and shall be taken by the employee as determined by the Hospital, provided that all leave accrued due must be taken within six months of accrual, except with the agreement of the Hospital or thereafter as the Hospital may require.
- (iii) When the Mater nominates or requires an employee to proceed on leave, the employee shall be given three months' notice where practicable and not less than one month's notice of the date upon which the employee shall enter upon annual leave.
- (iv) A leave loading of 17.5% of the relevant ordinary rate of pay for the period of leave then due shall be paid to full-time and permanent part-time employees prior to the taking of leave. The leave loading prescribed in this sub-clause shall not apply to proportionate payment of leave on termination of employment, except in cases of redundancy or medical retirement.
- (v) Where an employee who is a shift worker as defined in Clause 10 - Definitions, of this aware/agreement, is given and takes an annual holiday they shall be paid the loading set out in sub-clause (iv) of this clause, provided that if the amount to which the employee would have been entitled by way of shift work allowances and weekend penalty rates for the ordinary time (not including time on a public holiday) which the employee would have worked during the period of the holiday exceeds the loading calculated in accordance with this clause, then that amount shall be paid to the employee in lieu of the loading.
- (vi) The Hospital may allow annual leave to be taken by an employee before the right thereto has accrued due, however, the amount of leave must be at least due on a pro-rata basis.
- (vii) Payment shall not be made to an employee in lieu of any annual leave or part thereof to which the employee is entitled nor shall any such payment be accepted by the employee.



23. - Sick Leave

- (i) An employee shall not be entitled to sick leave until after three months' continuous service with the employer.
- (ii) A full-time and permanent part-time employee on a pro-rata basis, shall be entitled to sick leave on full pay, calculated by allowing seventy-six ordinary hours for each year of continuous service. Any unused sick leave prior to the commencement of this agreement or subsequently not bought out shall remain to the employee's credit.
- (iii) Each employee shall notify their employer of their absence from work due to illness, where practicable prior to the commencement of their ordinary working time or rostered shift, and shall inform the employer of the expected duration of the absence.
- (iv) The Mater shall not change the rostered hours of work of an employee fixed by the roster or rosters applicable to the seven days immediately following the commencement of sick leave merely by reason of the fact that the employee is on sick leave.
- (v) All periods of sickness shall be certified by a legally qualified medical practitioner, provided however that the Mater shall dispense with the requirement of a medical certificate where the absence does not exceed two consecutive days or where in the employer's opinion the circumstances are such as not to warrant such requirements. This dispensation shall not apply when employees have submitted their notice of termination.
- (vi) An employee shall not be entitled to sick leave for a period during which the employee is receiving Workers' Compensation.
- (vii) Notwithstanding sub-clause (vi), where an employee continues to receive Workers' Compensation for a period in excess of 26 Weeks, the Hospital shall pay to the employee the difference between the amount received as Workers' Compensation and their full weekly wage until all the employee's sick leave entitlement under this clause has been used.
- (viii) As an incentive to reduce absenteeism through sick leave, the following incentive scheme shall apply for the duration of this agreement, but considered for review under subsequent agreements.

Where an employee holds a minimum of ten days sick leave at the signing of this agreement, and at all future times within this agreement, the Hospital will buy back the value of five days sick leave at ordinary rates of pay prescribed herein, with the following conditions:-

- (a) This will be assessed and paid in the first pay of December each year.

- (b) It will be paid **only** to those who have used four days sick leave or less during the previous year from 1st December to 30th November.
- (c) Where employees have met all other conditions above, including adequate notice and the provision of medical certificates where required.
- (d) The balance as debited by five days does not reduce the overall employee's cumulative balance any less than ten days, regardless of an employee's anniversary date.
- (e) The bonus structure will work on a pro-rata basis for permanent part-time employees.
- (f) This programme will not apply to temporary or casual employees.

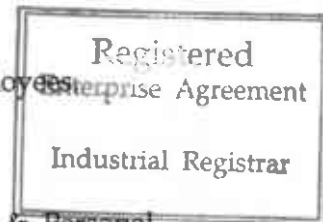
24. *Family & Carer's Leave*

- (i) From the date of this agreement, employees may utilise Family & Personal Carer's leave to meet family activities and community service responsibilities. This could include a need to respond to an emergency situation, for example:-

- * The illness of a relative;
- * Where a child carer is unable to look after their charge;
- * To arrange and/or attend a funeral of a relative; or
- * Where an employee is unable to attend work because of adverse weather conditions which either prevent attendance or threaten life or property. In the event of planned absences or where some advance notice is given, ordinary or rostered days off should be utilized in the first instance. However, where this is not practicable, Family & Carer's Leave could be used, for example:-
 - # To accompany a relative to a medical appointment where there is no element of emergency but where no other alternative is available;
 - # Essential parent/teacher or education activities;
 - # To meet elder-care requirements of a relative.

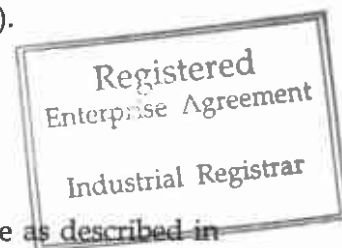
The definition of "family" for the purposes of this Agreement shall be:-

- (a) Any person to whom the person is related by blood, marriage, affinity (eg de-facto), or adoption; or
- (b) Any person who is wholly dependent on, or a member of the household, of the person.



Leave for other family and community service requirements may be granted to employees at the discretion of the Chief Executive.

- (ii) This form of leave must not be granted for the attendance of employees at court.
- (iii) The maximum amount of Personal Carer's leave on full pay, which may be granted is:-
 - (a) During the first 12 months of service - three working days; or
 - (b) After the completion of 12 months service - six working days in any period of two years; or
 - (c) The period calculated by allowing one working day for each completed year of service after the completion of two years continuous service, commencing the date of this Agreement, and deducting therefrom the total amount of family and community service leave granted.
- (iv) Permanent part-timers will be entitled to this on a pro-rata basis.
- (v) Where employees have exhausted paid Personal Carer's Leave they may have the option of using the undermentioned types of leave:-
 - (a) A further period of up to six days unpaid Personal Carer's leave, in any year of service (less any paid leave granted in that year).
 - (b) Annual leave.
 - (c) Long service leave, at the discretion of the Hospital.
- (vi) Family and Carer's Leave replaces in full compassionate leave as described in the Private Hospital Employees' (State) Award.



25. *Parental Leave*

A. **Maternity Leave**

(i) **Eligibility**

To be eligible for maternity leave an employee must have completed at least 40 weeks' continuous service prior to the expected date of birth.

An employee who has once met the conditions for maternity leave will not be required to work again the 40 weeks' continuous service in order to qualify for a further period of maternity leave, unless:-

- (a) There has been a break in service where the employee has been re-employed or re-appointed after a resignation, medical retirement, or after her services have been otherwise dispensed with; or

(b) The employee has completed a period of leave without pay of more than 40 weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the Workers' Compensation Act.

(ii) Entitlement

An employee is entitled to a period of unpaid maternity leave of not more than 12 months after the actual date of birth.

(iii) Applications

An employee who intends to proceed on maternity leave should formally notify her employer of such intention as early as possible, so that arrangements associated with her absence can be made.

Written notice of not less than eight weeks prior to the commencement of the leave should accordingly be given. This notice must include a medical certificate stating the expected date of birth and should also indicate the period of leave desired.

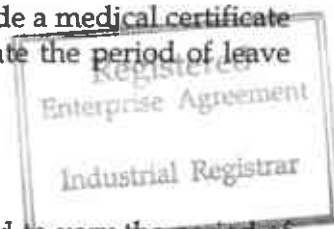
(iv) Variation after Commencement of Leave

After commencing maternity leave an employee is entitled to vary the period of her maternity leave, once without the consent of her employer and otherwise with the consent of her employer. A minimum of four weeks' notice must be given, although an employer may accept less notice if convenient.

The conditions relating to variation of maternity leave are derived from Section 65 of the Industrial Relations Act, 1996.

(v) Staffing Provisions

In accordance with obligations established by the Industrial Relations Act, 1996 (S.69), any person who occupies the position of an employee on maternity leave must be informed that the employee has the right to return to her former position. Additionally, since an employee has the right to vary the period of her maternity leave, offers of temporary employment shall be in writing, stating clearly the temporary nature of the contract of employment. The duration of employment shall also be set down clearly: to a fixed date or until the employee elects to return to duty, whichever occurs first.



- (vi) Effect of Maternity Leave on Accrual of Leave, Increments, etc.

Except in the case of employees who have completed ten years' service, the period of maternity leave without pay does not count as service for long service leave purposes. Where the employee has completed ten years service the period of maternity leave without pay shall count as service provided such leave does not exceed six months.

Maternity leave without pay does not count as service for incremental purposes.

- (vii) Illness Associated with Pregnancy

If, because of an illness associated with her pregnancy, an employee is unable to continue to work then she can elect to use any available paid leave (sick, recreation and/or long service leave) or to take sick leave without pay.

- (viii) Transfer to a More Suitable Position

Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obliged, as far as practicable, to provide employment in some other position that she is able to perform satisfactorily. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.

- (ix) Miscarriages

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

- (x) Stillbirth

In the case of a stillbirth (as classified by the Registry of Births, Deaths and Marriages) an employee may elect to take sick leave subject to production of a medical certificate, or maternity leave. She may resume duty at any time provided she produces a doctor's certificate as to her fitness.

- (xi) Effect of Premature Birth on Payment of Maternity Leave

An employee who gives birth prematurely, and prior to proceeding on maternity leave, shall be treated as being on maternity leave from the date leave is commenced to have the child.



(xii) Right to Return to Previous Position

An employee returning from maternity leave has the right to resume her former position. Where this position no longer exists the employee is entitled to be placed in a position nearest in status and salary to that of her former position and for which the employee is capable or qualified.

(xiii) Return for Less Than Full-Hours

Employees on application and with agreement of their employer may be entitled to return to duty for less than the full-time hours they previously worked by taking weekly leave without pay. Such return to work is to be according to the following principles:-

- * The period is to be limited to 12 months, after which full-time duties must be resumed;
- * The employee is to make an application for leave without pay to reduce her full-time hours of work. This application should be made as early as possible to enable the employer to make suitable staffing arrangements. At least four weeks' notice must be given;
- * Salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full-time hours of work; i.e. for long service leave the period of service is to be converted to the full-time equivalent, and credited accordingly.

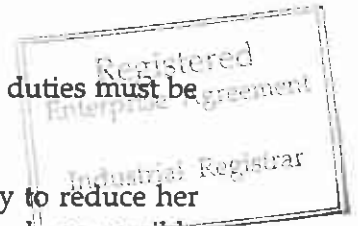
It should be noted that employees who return from maternity leave under this arrangement remain full-time employees.

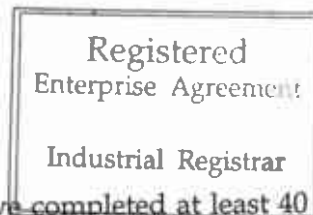
(xiv) Further Pregnancy While on Maternity Leave

Where an employee becomes pregnant whilst on maternity leave, a further period of maternity leave may be granted. Should this second period of maternity leave commence during the currency of the existing period of maternity leave, then any residual maternity leave from the existing entitlement lapses.

(xv) Liability for Superannuation Contributions

During a period of unpaid maternity leave or unpaid adoption leave, the employee will not be required to meet the employer's superannuation liability.





B. Adoption Leave

(i) Eligibility

To be eligible for adoption leave an employee must have completed at least 40 weeks prior to the date of taking custody of the child.

An employee who has once met the conditions of adoption leave will not be required again to work the 40 weeks' continuous service in order to qualify for further periods of adoption leave, unless:-

- (a) There has been a break in service where the employee has been re-employed or re-appointed after a resignation or medical retirement, or after their services have been otherwise dispensed with; or
- (b) The employee has completed a period of leave without pay or more than 40 weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the Workers' Compensation Act.

(ii) Entitlement

Eligible employees are entitled to unpaid adoption leave as follows:-

- * Where the child is under the age of 12 months - a period of not more than 12 months from the date of taking custody.
- * Where the child is over the age of 12 months - a period of up to 12 months, such period to be agreed upon by both the employee and the employer.

(iii) Applications

Due to the fact that an employee may be given little notice of the date of taking custody of a child, employees who believe that in the reasonably near future they will take custody of a child, should formally notify the employer as early as practicable of the intention to take adoption leave. This will allow arrangements associated with the adoption leave to be made.

(iv) Variation After Commencement of Leave

After commencing adoption leave an employee has the right to vary the period of leave; once without consent of the employer and otherwise with the consent of the employer. A minimum of four weeks' notice must be given, although an employer may accept less notice if convenient.



(v) Staff Provisions

As per maternity leave conditions.

(vi) Effect of Adoption Leave on Accrual of Leave, Increments, etc.

As per maternity leave conditions.

(vii) Return for Less than Full-Time Hours

As per maternity leave conditions.

(viii) Liability for superannuation Contributions

During a period of unpaid maternity leave or unpaid adoption leave, the employee will not be required to meet the employer's superannuation liability.

(ix) Permanent part-time employees as defined in Clause 8 (i) of this agreement are covered by this clause.

C. Paternity Leave

(i) Eligibility

To be eligible for paternity leave an employee must have completed at least 40 weeks' continuous service (or 40 weeks' continuous service for permanent part-time employees as specified) prior to the birth of the child.

An employee who has once met the conditions of paternity leave will not be required again to work the 40 weeks' continuous service in order to qualify for further periods of adoption leave, unless:-

(a) There has been a break in service where the employee has been re-employed or re-appointed after a resignation or medical retirement, or after their services have been otherwise dispensed with; or

(b) The employee has completed a period of leave without pay of more than 40 weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the Workers' Compensation Act.

(ii) Entitlement

Eligible employees are entitled to unpaid paternity leave as follows:-

A period of up to 12 months, such period to be agreed upon by both the employee and the employer, where the father is the primary carer.



(iii) Applications

Employees should formally notify the employer as early as practicable of the intention to take paternity leave.

(iv) Variation after Commencement of Leave

After commencing paternity leave an employee is entitled to vary the period of leave; once without consent of the employer and otherwise with the consent of the employer. A minimum of four weeks' notice must be given, although an employer may accept less notice if convenient.

(v) Staffing Provisions

As per maternity leave conditions.

(vi) Effect of Paternity Leave on Accrual of Leave, Increments, etc.

As per maternity leave conditions.

(vii) Return for Less than Full-Time Hours

As per maternity leave conditions.

(viii) Liability for Superannuation Contributions

During a period of unpaid maternity leave, unpaid adoption leave or paternity leave, the employee will not be required to meet the employer's superannuation liability.

(ix) Permanent part-time employees as defined in Clause 8 (i) of this Agreement are covered by this clause.

26. *Jury Service*

An employee other than a temporary or casual employee, required to attend for Jury Service during ordinary working hours shall be reimbursed by the Mater an amount equal to the difference between the amount paid in respect of his/her attendance for such jury service and the amount of wages the employee would have received in respect of the ordinary time that would have been worked had the employee not been on Jury Service.

An employee shall notify the Mater as soon as possible of the date upon which he/she is required to attend for Jury Service. Further, the employee shall give the employer proof of attendance, the duration of such attendance and the amount received in respect of such Jury Service.

PART VI - OTHER CONDITIONS

27. *Payment and Particulars of Wages*

- (i) Wages will be paid fortnightly.
- (ii) On each pay day, currently every second Wednesday, the pay shall be made up to the previous Monday. In the event of changing the payroll system, payment of monies due shall occur no later than five days after the final shift worked in that pay cycle.
- (iii) Employees shall have their wages paid by direct deposit or electronic transfer into one account with a bank or other financial institution in New South Wales as nominated by the employee. Variations to pay or termination payments may from time to time be paid by cheque.
- (iv) Wages shall be deposited by the employer in sufficient time to ensure that wages are available for withdrawal by employees by close of business on pay day. Where the wages are not available to the employee by such time, due to circumstances beyond the employer's control, the employer shall not be held accountable for such delay.
- (v) Where the services of an employee are terminated with due notice all monies owing shall be paid upon cessation of employment but, in the case of termination without due notice, within the next three working days.
- (vi) On pay day, each employee shall be provided with a pay slip which specifies the following particulars:-
 - (a) Name and date of payment;
 - (b) The period for which the payment is made;
 - (c) The gross amount of wages, including overtime and other earnings;
 - (d) The ordinary hourly rate;
 - (e) The amount paid as overtime or such information as will enable the amount paid as overtime to be calculated by the employee;
 - (f) The amount of other earnings and the purpose for which they are paid;
 - (g) The amount deducted for taxation purposes;
 - (h) The particulars of all other deductions;
 - (i) The net amount paid.

Other information will be made available as the new Human Resources system permits.

- (vii) Where the Mater has overpaid an employee, the Mater shall notify the employee of such overpayment and how such overpayment is made up, in writing, and may recover such amount, with the agreement of the employee as to the amount of the overpayment and the method of such recovery. This sub-clause authorises the use of deductions from wages for the purpose of such recovery. All such deductions from wages must be authorised in writing by the employee.

28. *Acting in Higher Positions*

Generally, Hospital Officer Gradings have been designed to incorporate a range of work types and varieties. However, from time to time, an employee may be requested to act in a higher position, which is clearly more responsible.

In this case, the person will be temporarily regraded whilst those particular duties are carried out.

Higher Grade duties will be paid in the minimum payment of one ordinary shift, but will only become payable when at least three hours duty is carried out in the more responsible position.

Higher Grade duties will not be paid at any time to an employee relieving another on their allocated day off.

29. *Occupational Health & Safety*

Occupational Health & Safety is the responsibility of everyone in the work place.

Managers are responsible for:-

- Providing safe systems of work
- Promoting and supporting a consultative process regarding OH&S issues
- Pro-active hazard management
- Ensuring all employees are training in safe work practices.

Employees are responsible for:-

- Complying with all OH&S policies and procedures and safe work practices
- Identifying and reporting hazards
- Reporting all accidents/injuries which occur
- Wearing personal protective equipment as trained.

30. *Training Development and Education*

The Mater is committed to Training, Development and Education for all categories of staff. To this end, the Mater will encourage employees to participate in education and activities, and where appropriate will give some financial assistance via the Training,

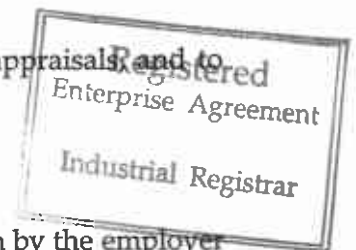
Development and Education Committee.

Employees covered by the agreement agree to participate in all mandatory education carried out in the hospital as directed by the manager or supervisor.

31. *Performance Management*

Performance Management is an essential element of the Mater's approach to management. This is demonstrated in this agreement by the commitment to improve performance at all levels throughout the organisation.

To this end, employees agree to actively participate in performance appraisals and to seek to improve and develop their performance where possible.



32. *Termination of Employment*

- (i) One week's notice of termination of employment shall be given by the employer or the employee, respectively, but where the employee is dismissed for serious and wilful misconduct such notice of termination of employment shall not apply.
- (ii) Where the employer terminates the services of an employee without due notice the employee shall be paid one week's salary in lieu thereof. Where the employee fails to give the prescribed notice, then the employer may withhold up to one week's wages from the pay period current at the time of termination.
- (iii) Provided that in the case of casual employees one (1) hour's notice shall apply.

33. *Grievance Procedure*

- (a) The parties must:-
 - (i) Use their best endeavours to co-operate in order to avoid grievances and disputes arising between the parties or between the employer and individual staff member; and
 - (ii) Abide by the procedures set out in this clause to resolve any issue which might arise; and
 - (iii) Place emphasis on negotiating a settlement of any issue at the earliest possible stage in the process.
- (b) In this clause, "issue" means any question, issue, grievance, dispute or difficulty which might arise between the parties about the interpretation, application or operation of this Agreement.
- (c) Any issue should be discussed where practicable in the first instance by the staff member and his or her immediate superior.

- (d) If the issue is not resolved within a reasonable time it must be referred by the staff member's immediate superior to the Executive Officer of the work area (or his or her nominee). A staff member's immediate superior must provide a progress report on the issue within a week of the issue first being raised. Discussions at this level must take place and be concluded within five working days from the time of referral or such extended period as may be agreed.
- (e) If the issue remains unresolved, it may be referred by any of the parties to the Union who must then confer with the appropriate level of management. The conclusions reached by those representatives must be reported to the parties to the grievance/dispute within five working days from the time of referral or such extended period as may be agreed.
- (f) If these procedures are exhausted without the issue being resolved, or if any of the time limits set out in those procedures are not met, either party may seek to have the matter mediated by an agreed third party being a suitably qualified mediator.
- (g) The parties agree that normal work will continue and there will be no stoppages of work or any other bans or limitations on the performance of work while these procedures are being followed.
- (h) Throughout all stages of these procedures adequate records must be kept of all discussions.
- (i) These procedures will be facilitated by the earliest possible advice by one party to the other of any issue or problem which may give rise to a grievance or dispute.



34. *Apprentice Chefs*

- (i) Indentured apprentice means an employee who is serving a period of training under an indenture for the purpose of rendering them fit to be a qualified worker in the industry.
- (ii) Apprenticeship means an apprenticeship established under Division 2 of Part 3 of the Industrial and Commercial Training Act 1989.
- (iii) The minimum rates of wages for apprentice chefs will be the following percentages of Level 4 of the Enterprise Agreement;

1st Year	60%
2nd Year	70%
3rd Year	80%
4th Year	90%
- (iv) Apprentice Chefs shall have their hours of duty arranged in such a way to allow full attendance at mandatory TAFE sessions.

PART VII - SIGNATORIES

THIS AGREEMENT IS MADE AT SYDNEY ON THE ____ DAY OF MARCH, 1998.



Signed for and on behalf of the)
MATER MISERICORDIAE)
HOSPITAL LIMITED by the)
Chief Executive Officer in the)
presence of:)

.....

Signed for and on behalf of the)
HEALTH AND RESEARCH)
EMPLOYEES' ASSOCIATION)
OF NEW SOUTH WALES by the)
State Secretary in the)
presence of:)

.....

APPENDIX A

WORK LEVEL STATEMENT

LEVEL	TITLE	WORK DESCRIPTION	SKILLS & ATTRIBUTES
1	Hospital Officer	<p>Staff at this level perform a range of Hotel Services across the organisation. They are primarily responsible for functioning with the areas of:-</p> <ul style="list-style-type: none"> • All areas of cleaning, including inside and out, high and infections within both clinical and service areas (including equipment). • All aspects to do with food handling, serving and distribution where supervised by a cook, chef or general supervisor. • Porterage or escort of patients or equipment in line with hospital manual handling procedures or clinical procedures. • Making of unoccupied beds, or assisting nursing staff when required with an occupied bed. • Assisting with patient moves. • Answering of phones. <p>Staff at this level will take direction from a supervisor or team leader, who will be appropriately experienced to provide such direction.</p> <p>Staff will be accountable for their level and quality of output as determined reasonably by the immediate supervisor.</p>	<ul style="list-style-type: none"> • Ability to communicate effectively with both patients and staff. • Customer Service orientation. • Commitment to infection control and hygiene standards. • Capacity to contribute to a multi-disciplinary team approach to health care and overall patient care. • Awareness or commitment to safe work practices and procedures.



WORK LEVEL STATEMENT

1 Hospital
Officer (Cont.)

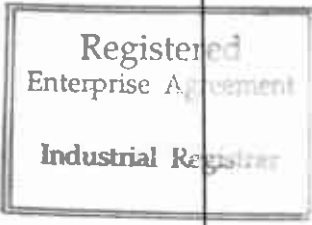
Staff will generally be expected to comply with all requests which are reasonably described within this grading, providing they are appropriately trained in the function in a safe manner.

Staff will be expected to act within accordance to their relevant job descriptions.



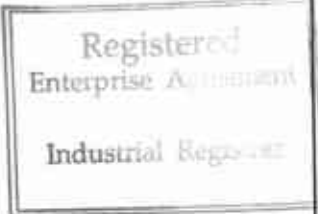
WORK LEVEL STATEMENT

2	Hospital Officer	<p>Staff at this level will perform a range of functions across areas of:-</p> <ul style="list-style-type: none"> • Hotel Services • Patient support in clinical areas • Handyperson or storeperson duties. <p>Hotel Service staff at this level would be required to be competent at all Hotel Service activities outlined in Level 1, and in addition, may be required to prepare food unsupervised, train Level 1 employees or supervise Level 1 employees.</p> <p>Patient Support staff at this level would be required to lift and transfer patients, assist in the making of beds, attend to patient hygiene matters, general ward duties including maintenance, stocking, phone answering and equipment transport, local stock control, clinical cleaning on a needs basis and assisting with critical incidents.</p> <p>Handypersons would be required to undertake general maintenance tasks, including the assistance of a trade staff as directed.</p> <p>Storeperson duties would include both receipt and delivery of goods, handling and computer inventory.</p> <p>Staff would be able at this level to work autonomously within the boundaries set by both their supervisor and their job description.</p> <p>Staff will generally be expected to comply with all requests which are reasonably described within this grading, providing they are appropriately trained in the function in a safe manner.</p> <p>Staff will be expected to act within accordance to their relevant job descriptions.</p>	<ul style="list-style-type: none"> • High level of customer service. • Good verbal communication skills. • Ability to liaise with unwell and difficult patients in a clear and precise manner. • (For patient support positions) - a high level of physical fitness. • Commitment to safe work practices. • Ability to form an integral part of a multi-disciplinary team. • Commitment to infection and hygiene standards. • Appropriately skilled and experienced within area of employment.
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WORK LEVEL STATEMENT

3	Hospital Officer	<p>Staff at this level of employment will be expected to undertake more complex tasks and demonstrate either technical skill within their particular area, or undertake supervision of Level 1 or 2 employees.</p> <p>Staff within this category may be required to undertake:-</p> <ul style="list-style-type: none"> • Technical aspects of sterilization and preparation of medical equipment. • Technical assistance of a health professional in a specialized setting. • Clerical functioning including aspects of booking and discharging of patients, answering complex enquiries and problem solving at the ward level. • Gardening duties where unqualified. • Supervised cooking and preparation of meals, where not qualified as a chef. <p>Staff at this level would generally be expected to be able to work autonomously and within a multi-disciplinary setting.</p> <p>Staff would be accountable for their work and be expected to be forthright and competent in their ability to deal with patients.</p> <p>For certain positions working within a multi-disciplinary team, any duties reasonably expected to be carried out to assist be smooth functioning of that department should be met.</p> <p>Employees would be required to act in accordance with key accountabilities detailed within their job description.</p>	<ul style="list-style-type: none"> • High level of customer service. • Good verbal communication skills. • Understanding of complex issues relating to infection control and hygiene. • Commitment to safe working practices. • Ability to form an integral part of a multi-disciplinary team.
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WORK LEVEL STATEMENT

Hospital
Officer

At this level, staff will be able to demonstrate a high level of proficiency at the work they undertake. This may include supervision and training of staff.

Areas of work that may be included at this level include:-

- Clerical work which is involved in all aspects of patient administration, including booking and discharging, billings and answering patient enquiries. This work will be detailed in relevant job descriptions.
- Chef duties. This requires relevant chef qualifications and would by nature involve supervision of staff.

Staff at this level would generally be expected to be able to work autonomously within a multi-disciplinary setting.

Staff would be accountable for their work and be expected to be forthright and consistent in their ability to deal with patients and other staff.

Employees would be required to act in accordance with key accountabilities within their job description.

Staff will generally be expected to comply with all requests which are reasonably described within this grading, providing they are appropriately trained in the function in a safe manner.

Staff will be expected to act within accordance to their relevant job descriptions.

- High level of customer service.
- Excellent communication skills.
- Computer skills.
- Ability to follow details, standards and procedures.
- Commitment to safe work practices.
- Effectively lead or participate in a multi-disciplinary team.



WORK LEVEL STATEMENT

5	Hospital Officer	<p>At this level, staff would be required to be highly proficient, customer orientated and self directed in their work practice.</p> <p>They would be required to undertake staff training and supervision, and would be accountable for implementing hospital policy and protocol.</p> <p>Areas of work which may be included:-</p> <ul style="list-style-type: none">• Senior Catering Officer positions involved in the overall direction of food production operations.• Complex clerical functions throughout the hospital in either a supervisory capacity or specialised clerical area which works both autonomously and with a high degree of accuracy and importance.	<ul style="list-style-type: none">• Highly organised.• Ability to provide solid staff direction.• Understanding of complex provisions of Acts and Legislative compliance.• Customer focused.• Commitment to quality outcome and improvements.• Technical professional skill.• Highly developed written and oral skills.• Negotiation skills.• Good numeracy skills.
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WORK LEVEL STATEMENT

6	Hospital Officer	<p>At this level, staff would be required to demonstrate either first line management skills or technical trade competence.</p> <p>Work would be self directed, and these individuals would be required to monitor their own quality of work within agreed standards.</p> <p>Areas which may be included would be:-</p> <ul style="list-style-type: none"> • Supervision of a large clerical group or technical administration function, including advance accounts and bookkeeping procedures, negotiation with health funds or doctors. <p>As a high level within the agreement, staff at this level would be able to implement and monitor safety activities and ensure the efficient operation of their particular service.</p> <p>Staff will generally be expected to comply with all requests which are reasonably described within this grading, providing they are appropriately trained in the function in a safe manner.</p> <p>Staff will be expected to act within accordance to their relevant job descriptions.</p>	<ul style="list-style-type: none"> • Highly organised. • Ability to provide solid staff direction. • Understanding of complex provisions of Acts and Legislative compliance. • Customer focused. • Commitment to quality outcome and improvements. • Technical professional skill. • Highly developed written and oral skills. • Negotiation skills. • Good numeracy skills. • Specialized knowledge of functional area.
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WORK LEVEL STATEMENT

<p>7</p>	<p>Hospital Officer</p>	<p>This is a specialized level specific to the Mater Hospital which is utilized in work areas where the work is deemed unique by the organisation or sufficiently demanding to extend individuals.</p> <p>Work may be in the format of high speciality or supervisory.</p> <p>Work carried out would be similar to that described in Level 6, but may be subject to market pressures.</p> <ul style="list-style-type: none"> • Highly organised. • Ability to provide solid staff direction. • Understanding of complex provisions of Acts and Legislative compliance. • Customer focused. • Commitment to quality outcome and improvements. • Technical professional skill. • Highly developed written and oral skills. • Negotiation skills. • Good numeracy skills. • Specialized knowledge of functional area.
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Note: This level will only be granted to specific staff categories - as nominated by the Mater Misericordiae Hospital, and does not correspond to any gradings within the Private Hospital Employees' (State) Award

Overall Qualifying Statements

- Staff at any level may be required to undertake roles within the content of the lower levels mentioned herein e.g. a Catering Supervisor at a function may be paid at Level 3, for supervising Level 1 staff, but still may need to undertake the work of a Level 1 employee alongside those employees.
- Staff would generally be expected to undertake to work within the guidelines of key accountabilities as determined in their job descriptions.
- This agreement requires staff to perform at all levels within a multi-disciplinary team environment, striving for best practice in patient care and outcomes. As such, staff would be required to undertake all duties consistent within their area of responsibility provided adequate training and safe practice measures have been addressed.
- Staff will not be required to meet all conditions of the work level statements but will generally be expected to be carrying out the responsibilities contained within the descriptions.
- Whilst staff will be required to assist nursing in making occupied beds, no two staff will be directed to undertake this task.
- Leading Hand Allowance will no longer exist - however, such supervisory positions will be graded appropriately within work level statements.



APPENDIX 'B'



CONVERSION TABLE						
Old Category	Current Rate	1st Incr. 1.7.97	2nd Incr. Date of EA	3rd Incr 1.11.98	4th Incr 1.7.99	New Level
CatOff1	513.10	523.36	563.22	580.12	597.52	5
CatOff2	521.30	531.73	563.22	580.12	597.52	5
chef1	469.10	478.48	505.43	520.59	536.21	4
chef2	478.70	488.27	505.43	520.59	536.21	4
clerk1 t/a	448.70	457.67	483.09	497.58	512.51	3
clerk2	478.30	487.87	505.43	520.59	536.21	4
clerk3	508.90	519.08	563.22	580.12	597.52	5
clerk4	533.50	544.17	563.22	580.11	597.52	5
clerk5	561.60	572.83	592.88	610.67	628.99	6
cooka	451.20	460.22	483.09	497.58	512.51	3
cookb	441.40	450.23	483.09	497.59	512.52	3
cssd1	432.10	440.74	483.09	497.58	512.51	3
cssd2	439.90	448.70	483.09	497.58	512.51	3
cssd -Asst Super	481.50	491.13	563.22	580.12	597.52	5
cssd3	447.80	456.76	505.43	520.59	536.21	4
gard	442.60	451.45	483.09	497.58	512.51	3
gso1	409.00	417.18	443.50	456.81	470.51	1
gso2	420.10	428.50	443.50	456.80	470.51	1
gso3	428.50	437.07	464.61	478.54	492.90	2
gso4,1	439.90	448.70	464.61	478.55	492.90	2
gso4,2	447.80	456.76	483.09	497.58	512.51	3
gso4t/a	457.40	466.55	483.09	497.58	512.51	3
msup oth	552.00	563.04	592.88	610.67	628.99	6
Wardm1 *	431.60	440.23	483.09	497.58	512.51	3
wardm2 *	434.70	443.39	483.09	497.58	512.51	3
Note 1 : * Wardsperson translates to level 2, however will be regraded to level 3 pending the negotiation of changes to duties.						

MATER MISERICORDIAE HOSPITAL

SUPPORT SERVICES

ENTERPRISE AGREEMENT 1998



RATE TABLE SALARY POINT 2			
LEVEL	DATE OF EA RATE/WEEK	INCREASE 1/11/98 \$	INCREASE 1/7/99 \$
7	640.00-675.00	659.20-695.25	678.97-716.11
6	592.88	610.67	628.99
5	563.22	580.12	597.52
4	505.43	520.59	536.21
3	483.09	497.58	512.51
2	464.61	478.55	492.90
1	443.50	456.81	470.51

MATER MISERICORDIAE HOSPITAL

SUPPORT SERVICES

ENTERPRISE AGREEMENT 1998



RATE TABLE SALARY POINT 1			
LEVEL	DATE OF EA RATE/WEEK	INCREASE 1/11/98 \$	INCREASE 1/7/99 \$
7	608.00-641.25	626.24-660.48	645.03-680.30
6	563.23	580.13	597.54
5	535.06	551.11	567.64
4	480.15	494.56	509.40
3	458.93	472.70	486.88
2	441.38	454.62	468.26
1	421.32	433.96	446.98

PART VII - SIGNATORIES

THIS AGREEMENT IS MADE AT SYDNEY ON THE 24th DAY OF MARCH, 1998.

Signed for and on behalf of the)
MATER MISERICORDIAE)
HOSPITAL LIMITED by the)
Chief Executive Officer in the)
presence of:

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Signed for and on behalf of the)
HEALTH AND RESEARCH)
EMPLOYEES' ASSOCIATION)
OF NEW SOUTH WALES by the)
State Secretary in the)
presence of:

[Handwritten signature]

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