

COMPARISON TABLE - CURRENT AWARDS/MODERNISED AWARD

AWARD MATTER	NURSES (VICTORIAN MEDICAL CENTRES AND CLINICS AWARD) 2000	NURSES AWARD 2010
Definitions		3. Health industry means employers in the business and/or activity of providing health and medical services and who employ nurses and persons who directly assist nurses in the provision of nursing care and nursing services
Coverage	5.1 This award shall apply in the state of Victoria. Subject to the exceptions and exemptions specified, this award shall apply to division 1 nurses and division 2 nurses employed in the practice of any qualified medical practitioner or employed by any medical association, clinic or service.	4.1 This occupational award covers: (b) employers who employ a nurse, principally engaged in nursing duties comprehended by the classifications listed in Schedule B—Classification Definitions.
Award Flexibility		7. See Model Clauses
Consultation regarding major workplace change		8. See Model Clauses
Classifications	See Attachment A	13. See Attachment B
Minimum weekly wages	See Attachment A	14. See Attachment B
Progression through pay points	See Attachment B	15. Progression for all classifications for which there is more than one pay point will be by annual movement to the next pay point, or in the case of a part-time or casual employee 1786 hours of experience, having regard to the acquisition and use of skill described in the definitions contained in clause Schedule B—Classification Definitions and knowledge gained through experience in the practice settings over such a period.

<p>Allowances</p>	<p>14.6 Uniform and laundry</p> <p>14.6.1 Employees required by the employer to wear uniforms shall be reimbursed by the employer for an adequate number of such uniforms and aprons appropriate to the occupation. In lieu of providing uniforms for an employee a uniform allowance can be paid at the rate of \$1.00 per day (or part thereof) on duty, or \$5.06 per week, whichever is the lesser amount. Where such employees' uniforms are not laundered by (or at the expense of) the employer, the employee shall be paid a laundry allowance of 26.4c per day (or part thereof) on duty, or \$1.32 per week, whichever is the lesser amount.</p> <p>14.6.2 The uniform allowance (but not the laundry allowance) shall be paid during all absences on leave, except absence on long service leave and absence on sick leave beyond 21 days. Where, prior to taking of leave, an employee was paid a uniform allowance other than at the weekly rate, the rate to be paid during absence on leave shall be the average of the allowance paid during the four weeks immediately preceding the taking of leave.</p> <p>14.6.3 Where an employer provides uniforms to an employee, items so provided shall remain the property of the employer.</p>	<p>16.2 Clothing and equipment</p> <p>(a) Employees required by the employer to wear uniforms will be supplied with an adequate number of uniforms appropriate to the occupation free of cost to employees. Such items are to remain the property of the employer and be laundered and maintained by such employer free of cost to the employee.</p> <p>(b) Instead of the provision of such uniforms, the employer may, by agreement with the employee, pay such employee a uniform allowance at the rate of \$1.23 per shift or part thereof on duty or \$6.24 per week, whichever is the lesser amount. Where such employee's uniforms are not laundered by or at the expense of the employer, the employee will be paid a laundry allowance of \$0.32 per shift or part thereof on duty or \$1.49 per week, whichever is the lesser amount.</p> <p>(c) The uniform allowance, but not the laundry allowance, will be paid during all absences on leave, except absences on long service leave and absence on personal/carer's leave beyond 21 days. Where, prior to the taking of leave, an employee was paid a uniform allowance other than at the weekly rate, the rate to be paid during absence on leave will be the average of the allowance paid during the four weeks immediately preceding the taking of leave.</p>
<p>Ordinary hours of work</p>	<p>18.1 The hours for an ordinary week's work shall be 38, or an average of 38 per week in a fortnight, or over a four week period (or by agreement a five week period in the case of an employee working ten hour shifts) and shall be worked either:</p> <p>18.1.1 In a week of five days, in shifts of not more than eight hours each; or</p> <p>18.1.2 By agreement in a week of four days in shifts of not more than ten hours; or</p>	<p>21.1 The ordinary hours of work for a full-time employee will be an average of 38 hours per week, 76 hours per fortnight or 152 hours over 28 days.</p>

	<p>18.1.3 By agreement, provided that the length of an ordinary shift shall not exceed ten hours; or</p> <p>18.1.4 In 76 hours per fortnight to be worked as not more than ten days of not more than eight hours each; or</p> <p>18.1.5 In 152 hours per four week period to be worked as nineteen days each of eight hours.</p> <p>18.2 No more than 48 ordinary hours may be worked in any week.</p>	
Span of hours		<p>22.1 The ordinary hours of work for a day worker will be between 6.00 am and 6.00 pm Monday to Friday.</p> <p>22.2 A shiftworker is an employee who is regularly rostered to work their ordinary hours of work outside the ordinary hours of work of a day worker as defined in clause 22.</p>
Rostering		<p>25.1 Employees will work in accordance with a weekly or fortnightly roster fixed by the employer.</p> <p>25.2 The roster will set out employees' daily ordinary working hours and starting and finishing times and will be displayed in a place conveniently accessible to employees at least seven days before the commencement of the roster period.</p> <p>25.3 Unless the employer otherwise agrees, an employee desiring a roster change will give seven days notice except where the employee is ill or in an emergency.</p> <p>25.4 Seven days' notice of a change of roster will be given by the employer to an employee. Except that, a roster may be altered at any time to enable the functions of the hospital or facility to be carried out where another employee is absent from work due to illness or in an emergency. Where any such alteration requires an employee working on a day which would otherwise have been the employee's day off, the day off instead will be as mutually arranged.</p>

<p>Saturday and Sunday work</p>	<p>21.1 Payment for all ordinary work performed between midnight Friday and midnight Sunday, shall be paid for at the rate of time and a half.</p> <p>21.2 If the Saturday or Sunday duty involves duty in excess of the prescribed ordinary rostered hours, the excess period shall be paid at the rate of double time.</p> <p>21.3 This clause shall not apply to a director of nursing.</p>	<p>26.1 Where an employee, other than a day worker, is rostered to work ordinary hours between midnight Friday and midnight Saturday, the employee will be paid a loading of 50% of their ordinary rate of pay for the hours worked during this period.</p> <p>26.2 Where an employee, other than a day worker, is rostered to work ordinary hours between midnight Saturday and midnight Sunday, the employee will be paid a loading of 75% of their ordinary rate of pay for the hours worked during this period.</p>
<p>Breaks</p>	<p>19.1 A meal break of not less than 30 minutes, at a time mutually agreed upon, shall be allowed employees each shift.</p> <p>19.2 At a time suitable to the employer, two rest intervals of ten minutes each shall be given to all employees during each day or rostered shift and shall be counted as time worked.</p>	<p>27.1 Meal breaks</p> <p>(a) An employee who works in excess of five hours will be entitled to an unpaid meal break of not less than 30 minutes and not more than 60 minutes.</p> <p>(b) Where an employee is required to remain available or on duty during a meal break, the employee will be paid overtime for all time worked until the meal break is taken.</p> <p>27.2 Tea breaks</p> <p>(a) Every employee will be entitled to a paid 10 minute tea break in each four hours worked at a time to be agreed between the employee and employer.</p> <p>(b) Subject to agreement between the employer and employee, such breaks may alternatively be taken as one 20 minute tea break.</p> <p>(c) Tea breaks will count as time worked.</p>

<p>Overtime</p>	<p>20.1 All work done in excess of the ordinary hours prescribed shall be paid at the rate of time and a half for the first two hours and double time thereafter. An employee shall not be allowed or required to take time off in lieu thereof. For the purpose of this clause each day or shift shall stand-alone.</p>	<p>28.1 Overtime penalty rates</p> <p>(a) Hours worked in excess of the ordinary hours on any day or shift prescribed in clause 21—Ordinary hours of work, are to be paid as follows:</p> <p>(i) Monday to Saturday (inclusive)—time and a half for the first two hours and double time thereafter;</p> <p>(ii) Sunday—double time;</p> <p>(iii) Public holidays—double time and a half.</p> <p>(b) Overtime penalties as prescribed in clause 28.1(a) do not apply to Registered nurse levels 4 and 5.</p> <p>(c) Overtime rates under this clause will be in substitution for and not cumulative upon the shift premiums prescribed in clause 29—Shiftwork.</p> <p>(d) Part-time employees</p> <p>All time worked by part-time employees in excess of the rostered daily ordinary full-time hours will be overtime and will be paid as prescribed in clause 28.1(a).</p> <p>28.2 Time off instead of payment for overtime</p> <p>(a) By agreement between the employer and employee, an employee may take time off instead of receiving payment for overtime at a mutually agreed time.</p> <p>(b) The employee may take one hour of time off for each hour of overtime plus a period of time equivalent to the overtime penalty incurred.</p>
<p>Shift work</p>	<p>14.3.1 In addition to other rates prescribed in this award an employee whose rostered hours of ordinary duty finish between 6 p.m. and 8 a.m., or commence between 6 p.m. and 6.30 a.m., shall be paid 2.5% of the base rate for their classification per rostered period of duty.</p> <p>14.3.2 An employee working any rostered hours of ordinary duty that finish on the day after commencing duty, or commencing after midnight</p>	<p>29.1 Shift penalties</p> <p>(a) Where an employee works a rostered afternoon shift between Monday and Friday, the employee will be paid a loading of 12.5% of their ordinary rate of pay.</p> <p>(b) Where an employee works a rostered night shift between Monday and Friday, the employee will be paid a loading of 15% of their ordinary rate of pay.</p> <p>(c) The provisions of this clause do not apply where an employee commences their ordinary hours of work after 12.00 noon and completes those hours at or</p>

	<p>and before 5 a.m., shall be paid an amount equal to 4% of the base rate specified in clauses 15.1 or 15.2 of this award (as applicable) for any such period of duty. An employee permanently working such rostered hours of ordinary duty shall be paid an amount equal to 5% for any such period of duty. "<i>Permanently working</i>" shall mean working for any period in excess of four consecutive weeks.</p> <p>14.3.3 Shift allowance entitlements shall not apply to a practice manager A, practice manager B, principal practice manager A, principal practice manager B, nor a director of nursing.</p>	<p>before 6.00 pm on that day.</p> <p>(d) For the purposes of this clause:</p> <p>(i) Afternoon shift means any shift commencing not earlier than 12.00 noon and finishing after 6.00 pm on the same day; and</p> <p>(ii) Night shift means any shift commencing on or after 6.00 pm and finishing before 7.30 am on the following day.</p> <p>(e) The shift penalties prescribed in this clause will not apply to shiftwork performed by an employee on Saturday, Sunday or public holiday where the extra payment prescribed by clause 26—Saturday and Sunday work and clause 32—Public holidays applies.</p> <p>(f) The provisions of this clause will not apply to Registered nurse levels 4 and 5.</p>
<p>Annual leave</p>	<p>22.1 All full time employees shall be entitled to 152 hours annual leave with ordinary pay, plus an amount specified in clauses 22.4 or 22.5 hereof on completion of each year of service with an employer (pro-rata for part time employees).</p> <p>22.4 In addition to the leave prescribed for a full-time employee who was required to work ordinary hours as prescribed under clause 18 of this award on week days as well as weekends throughout the qualifying twelve months period of service, shall be entitled to a further seven days leave (including non working days).</p> <p>22.5 A full-time employee with twelve months continuous service so engaged for part of the qualifying twelve months period shall have the leave prescribed in clause 22.4 hereof increased by one half a day for each month during which engaged as aforesaid.</p>	<p>31.1 Quantum of annual leave</p> <p>(a) In addition to the entitlements in the NES, full-time employees are entitled to an additional week of annual leave on the same terms and conditions.</p> <p>(b) For the purpose of the additional weeks annual leave provided by the NES, a shiftworker is defined as an employee who:</p> <p>(i) is regularly rostered over seven days a week; and</p> <p>(ii) regularly works on weekends.</p>

<p>Annual leave loading</p>	<p>22.7.2 An employee whose ordinary weekly wage exceeds \$808.20 shall receive in lieu of the 17½ % loading an amount of \$565.74 in respect of a period of 152 hours, or a proportionate amount in respect of a lesser period (or periods); or</p> <p>22.7.3 In respect of each week of leave granted an amount comprising the following:</p> <p>22.7.3(a) All payments normally received for ordinary hours of work;</p> <p>22.7.3(b) Shift work premiums according to roster or projected roster;</p> <p>22.7.3(c) Saturday, Sunday and public holiday premiums according to roster or projected roster;</p> <p>22.7.4(d) In-charge allowances;</p> <p>22.7.4(e) Allowances prescribed in clauses 18.1, 18.2 and 18.5.1 of this award - whichever is higher.</p>	<p>31.4 Annual leave loading</p> <p>(a) In addition to their ordinary pay, an employee, other than a shiftworker, will be paid an annual leave loading of 17.5% of their ordinary pay on a maximum of 152 hours/four weeks annual leave per annum.</p> <p>(b) Shiftworkers, in addition to their ordinary pay, will be paid the higher of:</p> <p>(i) an annual leave loading of 17.5% of ordinary pay; or</p> <p>(ii) the weekend and shift penalties the employee would have received had they not been on leave during the relevant period.</p>
<p>Direction to take leave during annual close down</p>		<p>31.6 Close down periods—medical practices</p> <p>Where an employer temporarily closes a medical practice, an employee may be directed to take paid annual leave during part or all of this period. Where an employee does not have sufficient accrued annual leave for this period, they may be required to take annual leave in advance.</p>

<p>Public Holidays</p>	<p>26.1 An employee shall be entitled to the following holidays without deduction of pay: New Year’s Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Saturday, Easter Monday, Queen’s Birthday, Melbourne Cup Day or in lieu of Melbourne Cup day, some other day as determined in a particular locality, Christmas Day and Boxing Day.</p> <p>26.3 An employee required to be on duty on a public holiday shall be paid double time and a half for the time worked, or shall be allowed another day and one-half off in lieu thereof.</p> <p>26.7 Work Performed on December 25th</p> <p>Where 25 December is a Saturday or Sunday, an employee required to work on that day is to receive the Saturday or Sunday payment (as appropriate) plus a loading of one-half of a normal day's wages for a full day's work. For example, the weekend rate is time and one half, therefore the employee who works on December 25 when it is a Saturday or Sunday will be paid two times the normal daily rate and be entitled to the benefit of the substitute day.</p>	<p>Public holidays are provided for in the NES. This clause contains additional provisions.</p> <p>32.1 Payment for work done on public holidays</p> <p>All work done by an employee during their ordinary shifts on a public holiday, including a substituted day, will be paid at double time of their ordinary rate of pay.</p> <p>32.2 Public holiday substitution</p> <p>An employer and the employees may, by agreement, substitute another day for a public holiday.</p> <p>32.3 Public holidays occurring on rostered days off</p> <p>All full-time employees will receive a day’s ordinary pay for public holidays that occur on their rostered day off except where the public holidays fall on Saturday or Sunday with respect to Monday–Friday employees.</p>
<p>Ceremonial leave</p>	<p>N/A</p>	<p>33. An employee who is legitimately required by Aboriginal tradition to be absent from work for Aboriginal ceremonial purposes will be entitled to up to ten working days unpaid leave in any one year, with the approval of the employer.</p>

<p>Personal / carer's leave and compassionate leave</p>	<p>23.1 Amount of paid personal leave</p> <p>23.1.1 An employee is entitled to the following amount of paid personal leave:</p> <p>23.1.1(a) Up to seven hours and 36 minutes for each month of service in the first year of service (ie. twelve days);</p> <p>23.1.1(b) Up to 106 hours and 24 minutes in each year in the second, third and fourth years of service (ie. fourteen days);</p> <p>23.1.1(c) Up to 159 hours and 36 minutes in the fifth and following years of service (ie. 21 days).</p>	<p>34.Personal/carer's leave and compassionate leave are provided for in the NES</p>
<p>Community service leave</p>	<p>N/A</p>	<p>35. Community service leave is provided for in the NES.</p>

Attachment A

Medical Centres Award Effective FFPP commencing on or after 1 October 2008

15. RATES OF PAY AND DEFINITIONS

15.1 Division 1 nurse (grade 2)

- | | \$ |
|-------------------|-------|
| • Year 1 | 18.49 |
| • Year 2 | 19.19 |
| • Year 3 | 19.76 |
| • Year 4 | 20.35 |
| • Year 5 | 21.09 |
| • Year 6 and over | 21.83 |

15.1.2 Clinical nurse specialist

- Year 1 and over \$23.28
-

15.1.3 Practice manager A (grade 4A)

- Year 1 \$25.22 per hour/ \$958.36 per week/ \$49,843 per annum
- Year 2 \$25.78 per hour/ \$979.64 per week/ \$50,941 per annum

15.1.4 Principal practice manager A (grade 6, 51 – 100 beds)

- Year 1 and over \$27.29 per hour/ \$1037.02 per week/ \$53,925 per annum

15.2.7 Practice Manager B

- Year 1 and over \$20.36 per hour/ \$773.68 per week/ \$40,231 per annum

15.2.8 Principle practice manager B

- Year 1 and over \$21.11 per hour/ \$802.18 per week/ \$41,713 per annum

15.2 Division 2 nurse

The weekly ordinary full time wage shall be:

- | | \$ |
|---------------|-------|
| • Pay point 1 | 16.52 |
| • Pay point 2 | 16.77 |
| • Pay point 3 | 17.02 |
| • Pay point 4 | 17.27 |
| • Pay point 5 | 17.47 |

Attachment B

NURSES AWARD 2010 Rates - Effective 1 January 2010

Enrolled nurse	Weekly Rate	Hourly Rate
Pay point 1	650.00	17.10
Pay point 2	659.00	17.34
Pay point 3	668.00	17.58
Pay point 4	678.00	17.42
Pay point 5	685.00	18.03
Registered nurse—level 1		
Pay point 1	697.00	18.34
Pay point 2	712.00	18.74
Pay point 3	730.00	19.21
Pay point 4	750.00	19.74
Pay point 5	774.00	20.37
Pay point 6	797.00	20.97
Pay point 7	821.00	21.60
Pay point 8 and thereafter	843.00	22.18
Registered nurse—level 2		
Pay point 1	866.00	22.79
Pay point 2	880.00	
Pay point 3	896.00	23.16
Pay point 4 and thereafter	911.00	23.97
Registered nurse—level 3		
Pay point 1	941.00	24.76
Pay point 2	959.00	25.24
Pay point 3	976.00	25.68
Pay point 4 and thereafter	994.00	26.16
Registered nurse—level 4		
Grade 1	1,078.00	28.37
Grade 2	1,157.00	30.45
Grade 3	1,226.00	32.26

Registered nurse—level 5		
Grade 1	1,088.00	28.63
Grade 2	1,147.00	30.21
Grade 3	1,226.00	32.26
Grade 4	1,304.00	34.31
Grade 5	1,441.00	37.92
Grade 6	1,579.00	41.55
Nurse Practitioner		
1st year	1,087.00	28.60
2nd year	1,120.00	29.47