



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Hobart Day Surgery Pty Ltd T/A Hobart Day Surgery
(AG2024/4127)

HOBART DAY SURGERY PTY LTD NURSES ENTERPRISE AGREEMENT 2023

Health and welfare services

DEPUTY PRESIDENT O'NEILL

MELBOURNE, 20 NOVEMBER 2024

*Application for approval of the Hobart Day Surgery Pty Ltd Nurses Enterprise Agreement
2023*

[1] An application has been made for approval of an enterprise agreement known as the *Hobart Day Surgery Pty Ltd Nurses Enterprise Agreement 2023* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act). It has been made by Hobart Day Surgery Pty Ltd T/A Hobart Day Surgery. The Agreement is a single enterprise agreement.

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met.

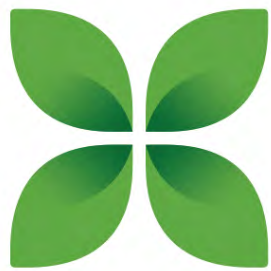
[3] The Australian Nursing and Midwifery Federation (ANMF) and the Health Services Union (HSU) being the bargaining representatives for the Agreement, have given notice under s.183 of the Act that they want the Agreement to cover them. In accordance with s.201(2) I note that the Agreement covers the organisations. The ANMF and the HSU are supportive of approval and the HSU are of the view that the Agreement passes the better off overall test.

[4] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 27 November 2024. The nominal expiry date of the Agreement is 30 March 2027.



DEPUTY PRESIDENT

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Hobart Day Surgery

HOBART DAY SURGERY PTY LTD NURSES ENTERPRISE AGREEMENT 2023

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1. AGREEMENT TITLE

This Agreement shall be known as the Hobart Day Surgery Pty Ltd Nurses Enterprise Agreement 2023 ('the Agreement').

2. PARTIES TO THE AGREEMENT

The parties to this Agreement are:

- (a) Hobart Day Surgery Pty Ltd (ABN 37 065 718 989), the Employer;
- (b) Nurses employed by Hobart Day Surgery Ltd as classified in Schedule 1 of this Agreement, the Employees;
- (c) Australian Nursing and Midwifery Federation ('ANMF'), Tasmanian Branch; and
- (d) Health Services Union, Tasmania Branch.

3. SCOPE AND PURPOSE OF THE AGREEMENT

This Agreement contains all the terms and conditions of employment for Employees covered by the Agreement and shall apply to nurses employed by the Employer as classified in Schedule 1 of this Agreement.

The purpose of this Agreement is to:

- (a) Acknowledge that the nature of the business is conducting a Day Surgery facility based on meeting Surgeons' operating requirements. A principal factor in meeting these requirements is the ability to be able to respond to the availability of Surgeons and Patients to complete the intended lists. Subsequently, the Employer and its Employees are responsive to these factors and have little control on the conduct of these lists. It is paramount therefore that flexibility in meeting these requirements are mutually acknowledged to ensure the business operates effectively and that the Employees have a reasonable expectation of being provided work regularly and ongoing in either the Theatre or Recovery aspects of the Day Surgery facility;
- (b) Increase the productivity, efficiency, flexibility and competitiveness of the Employer;
- (c) Recognise the contribution of Registered and Enrolled Nurses to ensuring the quality of services provided by the Employer;
- (d) Maintain ongoing consultation between management and nursing staff;
- (e) Maintain commitment of the Employer and its nursing staff to the provision of quality

care services to the client; and

- (f) Acknowledge the commitment of the parties to on-going continuous improvement and participation in the organisation's Quality management System and accreditation with The AS/NZS ISO 9001-2016 incorporating the core standards for safety and quality in healthcare and continuous improvement in Occupational Health and Safety; and
- (g) During the life of the Agreement, the rates of pay shall not fall below the minimum required under the applicable award and conditions shall be maintained to the National Employment Standards.

4. DATE AND PERIOD OF OPERATION

- (a) This Agreement shall operate from the seventh day after the agreement is approved by the Fair Work Commission.
- (b) The Agreement shall remain in force until 30 March 2027, unless terminated or varied by the mutual agreement of the parties or operation of law. The Agreement will continue beyond the nominal expiry date, until replaced, or terminated in accordance with the *Fair Work Act 2009* ('the Act').

5. POSTING OF THE AGREEMENT

A copy of this Agreement shall be displayed in a conspicuous and convenient place at the workplace so as to be easily read by all Employees.

6. CONSULTATION

- (a) This term applies if the Employer:
 - (i) Has made a definite decision to introduce a major change to productions, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the Employees; or
 - (ii) Proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

Major Change

- (b) For major change referred to in 6(a):

- (i) The Employer must notify the relevant Employees of the decision to introduce the major change; and
 - (ii) Subclauses (c) to (i) apply.
- (c) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- (d) If:
- (i) The relevant Employee/s appoints a representative for the purposes of consultation; and
 - (ii) The Employee/s advise the employer of the identity of the representative;
- the Employer must recognise the representative.
- (e) As soon as practicable after making its decision, the Employer must:
- (i) Discuss with the relevant employees:
 1. the introduction of the change; and
 2. the effect the change is likely to have on the Employees; and
 3. measures the Employer is taking to avert or mitigate the adverse effect of the change on the Employees; and
 - (ii) For the purposes of the discussion—provide, in writing, to the relevant Employees:
 1. all relevant information about the change including the nature of the change proposed; and
 2. information about the expected effects of the change on the Employees; and
 3. any other matters likely to affect the Employees.
- (f) However, the Employer is not required to disclose confidential or commercially sensitive information to the relevant employees.
- (g) The employer must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.
- (h) If a term in this Agreement provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of the Employer, the requirements set out in paragraph (b)(i) and subclauses (c) and (e) are taken not to apply.

- (i) In this term, a major change is *likely to have a significant effect* on Employees if it results in:
 - (i) the termination of the employment of Employees; or
 - (ii) major change to the composition, operation or size of the Employer's workforce or to the skills required of Employees; or
 - (iii) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
 - (iv) the alteration of hours of work; or
 - (v) the need to retrain Employees; or
 - (vi) the need to relocate Employees to another workplace; or
 - (vii) the restructuring of jobs.

Change to regular roster or ordinary hours of work

- (j) For a change referred to in paragraph 6(a)(ii):
 - (i) The Employer must notify the relevant Employees of the proposed change; and
 - (ii) Subclauses (k) to (o) apply.
- (k) The relevant Employees may appoint a representative for the purposes of the procedures in this term.
- (l) If:
 - (i) The relevant employee/s appoints a representative for the purposes of consultation; and
 - (ii) The Employee or Employees advise the Employer of the identity of the representative;

the Employer must recognise the representative.

- (m) As soon as practicable after proposing to introduce the change, the Employer must:
 - (i) Discuss with the relevant Employees the introduction of the change; and
 - (ii) For the purposes of the discussion—provide to the relevant Employees:
 1. all relevant information about the change, including the nature of the

- change; and
 - 2. information about what the Employer reasonably believes will be the effects of the change on the Employees; and
 - 3. information about any other matters that the Employer reasonably believes are likely to affect the Employees; and
- (iii) Invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
- (n) However, the Employer is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- (o) The Employer must give prompt and genuine consideration to matters raised about the change by the relevant Employees.
- (p) In this term: **relevant Employees** means the Employees who may be affected by a change referred to in subclause (a).

7. DISPUTE RESOLUTION PROCEDURE

- (a) If a dispute arises about this Agreement, the National Employment Standards ('NES') (including subsections 65(5) or 76(4) of the Act), or any other work-related matter (including a dispute about whether workplace rights have been breached), the parties to the dispute will attempt to resolve the dispute at the workplace by discussions between the Employee or Employees concerned and the relevant supervisor and, if such discussions do not resolve the dispute, by discussions between the Employee or Employees concerned and more senior levels of management as appropriate.
- (b) If the matter cannot be resolved, a party may refer the dispute to the Fair Work Commission for resolution using any of its powers (including powers under section 595(3) and 739(4) of the Act). The Fair Work Commission may deal with the dispute in two (2) stages:
- (i) First attempt to resolve the dispute as it considers appropriate, including mediation, conciliation, expressing an opinion or making a recommendation; and
 - (ii) If the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:

1. Arbitrate the dispute; and
2. Make a determination that is binding on the parties.

Note: If the Fair Work Commission arbitrated the dispute, it may also use the powers that are available to it under the Act.

A decision that the Fair Work Commission makes when arbitrating a dispute is a decision for the purpose of Div 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.

- (c) An Employee/s who is a party to the dispute may appoint a representative for the purposes of the procedures in this Clause.
- (d) The parties to the dispute and their representatives must act in good faith in relation to the dispute.
- (e) While the dispute is being resolved, the parties will respect the status quo. However, the Employer may direct an Employee to perform different work or work at a different location, on full pay, if it is reasonable to do so to protect the safety, health or welfare of Employees.
- (f) The parties to the dispute agree to be bound by a decision made by the Fair Work Commission in accordance with this term.

8. FLEXIBILITY TERM

- (a) An Employer and Employee covered by this Enterprise Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:
 - (i) The agreement deals with one (1) or more of the following matters:
 1. arrangements about when work is performed;
 2. overtime rates;
 3. penalty rates;
 4. allowances;
 5. leave loading; and
 - (ii) The arrangement meets the genuine needs of the Employer and Employee in relation to one (1) or more of the matters mentioned in paragraph (i); and
 - (iii) The arrangement is genuinely agreed to by the Employer and Employee.

- (b) The Employer must ensure that the terms of the individual flexibility arrangement:
 - (i) Are about permitted matters under section 172 of the *Fair Work Act 2009*; and
 - (ii) Are not unlawful terms under section 194 of the *Fair Work Act 2009*; and
 - (iii) Result in the Employee being better off overall than the Employee would be if no arrangement was made.
- (c) The Employer must ensure that the individual flexibility arrangement:
 - (i) Is in writing; and
 - (ii) Includes the name of the Employer and Employee; and
 - (iii) Is signed by the Employer and Employee and if the Employee is under eighteen (18) years of age, signed by a parent or guardian of the Employee; and
 - (iv) Includes details of:
 1. the terms of the Enterprise Agreement that will be varied by the arrangement; and
 2. how the arrangement will vary the effect of the terms; and
 3. how the Employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - (v) States the day on which the arrangement commences.
- (d) The Employer must give the Employee a copy of the individual flexibility arrangement within fourteen (14) days after it is agreed to.
- (e) The Employer or Employee may terminate the individual flexibility arrangement:
 - (i) By giving no more than twenty eight (28) days written notice to the other party to the arrangement; or
 - (ii) If the Employer and Employee agree in writing – at any time.
- (f) The Employer recommends the Employee seek advice from their Union representative, accountant or other party before entering into an individual flexibility agreement.

9. WAGE INCREASES

- (a) An employee will be paid the Relevant Agreement rate for work performed. In accordance with this Agreement the employee may be entitled to receive penalty rates, loadings and allowance on top of such Relevant Agreement rate.
- (b) The wage rates in Schedule 1 include the following cumulative wage increases:
 - (i) 4.25% backdated to the first full pay period on or after 1 May 2023;
 - (ii) 3.50% from the first full pay period on or after 1 July 2024;
 - (iii) 3.75% from the first full pay period on or after 1 July 2025; and
 - (iv) 3.75% from the first full pay period on or after 1 July 2026

10. DEFINITIONS

- (a) **Act** shall mean the Fair Work Act 2009.
- (b) **Afternoon shift** means a shift terminating after 6.00 p.m. but before midnight.
- (c) **Agreement** shall mean the Hobart Day Surgery Pty Ltd Nurses Enterprise Agreement 2023.
- (d) **AHPRA** means the Australian Health Practitioner Regulation Agency.
- (e) **Award** means Nurses Award 2020.
- (f) **Casual Employee** is a person who meets the definition at section 15A of the Act.
- (g) **Clinical unit** means an area of nursing practice, as agreed between the parties, and without limiting the foregoing shall include a ward, area or place of nursing practice with a patient/client population.
- (h) **Day shift** means a shift worked between the hours of 7.00 a.m. and 6.00 p.m. Monday to Friday.
- (i) **Day worker** means an Employee whose weekly ordinary hours of work are performed between the period 7.00 a.m. and 6.00 p.m. on the days Monday to Friday inclusive.
- (j) **De facto partner** means a person who, although not legally married to the Employee, lives with the Employee in a relationship as a couple on a genuine domestic basis (whether the Employee and the person are of the same sex or different sexes) and includes a former de facto partner of the Employee.
- (k) **Employee** shall mean any nurse classified in Schedule 1 employed by the Employer.
- (l) **Full-time Employee** means a person engaged to work for the full ordinary hours

prescribed in the hours of work clause of this Agreement.

(m) **Immediate Family** of an employee means:

- (i) A spouse, de facto partner, child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the Employee; or
- (ii) A child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of a spouse or de facto partner of the Employee.

(n) **Member of employee household** in respect of an Employee means any person or persons who usually reside with the Employee.

(o) **NES** means the National Employment Standards from the *Fair Work Act 2009*.

(p) **Parties** shall mean the parties referred to in **Clause 2** in this Agreement.

(q) **Part-time Employee** means an Employee, other than a full-time Employee or casual Employee, engaged to work regularly in each pay period for less hours than an equivalently classified full-time Employee and who are regularly rostered for shifts and have an expectation of ongoing employment.

(r) **Part-time shift worker** means a part-time Employee who holds a position on a roster prescribed in **Clause 12**.

(s) **Reasonable business grounds** include, but are not necessarily limited to the following:

- (i) Any expense involved
- (ii) Whether the change would result in a significant loss in efficiency or productivity
- (iii) Any negative impacts the change may have on customer service
- (iv) Whether the change would be impractical
- (v) Business performance and forecast
- (vi) Trading patterns i.e. rosters
- (vii) The likelihood of ongoing work

This is by no means a comprehensive list, but are indicative of possible factors that may be taken into account

(t) **Relevant Agreement rate** means the rate specified for the appropriate year of

service applicable to the Employee (see definition of Year of service) in the appropriate classification in **Schedule 1**, excluding all allowances, pre-payments etc.

- (u) **Roster** means a documented arrangement setting out clearly the names of the Employees required to work in accordance with such roster, the days, dates and hours during which each Employee is required to attend for duty.
- (v) **Regular Roster** shall mean shifts allocated on the fortnightly roster to an Employee on a regular basis that would see the Employee have established some form of work pattern that would see a reasonable expectation of hours of work being rostered on an ongoing basis, although the hours may vary on a fortnight to fortnight basis either due to an Employee or hours of work not being available..
- (w) **Shift worker** means an Employee other than a day worker.
- (x) **Spouse** includes a former spouse.
- (y) **Year of service for progression:** For the purpose of yearly progression to the next pay point within a level (where such pay points exist), a full-time nurse will progress to the next pay point by annual movement, and a part time or casual Employee will progress after completing 1,976 hours of 'experience'. For the purposes of hours of 'experience', the Employer will recognise hours worked at other employers, provided satisfactory evidence is provided in the form of a statement of service or other record of hours worked. For the purposes of 'experience', this shall include public holidays, and periods of paid annual leave and paid personal / carer's leave.

11. CONTRACT OF EMPLOYMENT

- (a) An Employee (other than a casual employee) who is subject to this Agreement, is entitled to be paid in respect of any week, their normal weekly wage at a rate fixed by the Agreement, including overtime and other penalty rates, if any, if:
 - (i) Due to the act, default or order of the Employer, the Employee does not work for the maximum number of ordinary working hours specified in the Agreement (in the case of a full-time employee) and the maximum number of ordinary working hours which the employee is contracted to work (in the case of part-time employees); and
 - (ii) The Employee is ready and willing to work during those ordinary working hours (specified in 11(b)(i)) in that week.

12. EMPLOYMENT CATEGORIES

(a) Casual Employees

- (i) A Casual Employee is an Employee who meets the definition at section 15A of the Act.
- (ii) A Casual Employee will be paid on applicable Relevant Agreement rate plus a casual loading of 25%.
- (iii) A Casual Employee will be paid a minimum of two (2) hours pay for each engagement.
- (iv) Casual conversion:

Casual conversion will apply in accordance with the NES, as summarised in the Casual Employee Information Statement. Employees may be able to request conversion to permanent employment where they have been employed for 6 months and believe that they no longer meet the requirements of the casual employee definition.

(b) Full-time Employees

- (i) A Full-time Employee is an Employee who is engaged to work an average of thirty-eight (38) ordinary hours per week.
- (ii) Full-time employees for working ordinary time shall be paid the hourly rates prescribed in Schedule 1 for the work he/she performs.

(c) Part-time Employees

- (i) A part-time Employee is an Employee who is engaged to work less than an average of thirty-eight (38) ordinary hours per week and whose hours of work are generally reasonably predictable, or modified by mutual agreement.
- (ii) Before commencing part-time employment, the Employer and Employee will agree in writing the guaranteed minimum number of hours to be worked and the rostering arrangements which will apply to those hours. The terms of the agreement may be varied by agreement and recorded in writing.
- (iii) Part-time Employees shall be entitled to leave and other benefits on a pro rata basis.
- (iv) Part-time employees will be engaged for a minimum of three (3) hours per shift.
- (v) A Part-time Employee for working ordinary time shall be paid per hour for the

work which he/she performs.

(vi) Part-time Conversion

1. Where an Employee is regularly working more than their guaranteed contracted hours the Employee may request to have their hours reviewed annually.
2. The hours worked in the following circumstances will not be incorporated in any adjustments:
3. If the increase in hours is as a direct result of an Employee being absent on leave, for example, annual leave, long service leave, parental leave, workers compensation; and
4. If the increase in hours is due to a temporary increase in hours only due, for example, to the specific needs of a client.

(vii) If a review establishes that a consistent pattern of greater hours is being worked, the Employer may offer the Employee those additional hours as part of their guaranteed minimum number of hours.

(viii) The Employer may consent to or refuse the request, but shall not unreasonably withhold agreement to such a request and may refuse such a request on reasonable business grounds.

13. CLASSIFICATIONS

- (a) **Enrolled Nurse** means an Employee registered as a Health Practitioner by the Australian Health Practitioner Regulation Agency (AHPRA) as an Enrolled Nurse (Division 2) under the provisions of the Health Practitioner Regulation National Law (Tasmania) Act 2010 and has the notation 'does not hold Board-approved qualification in administration of medicines', are limited in their practice to mothercraft nursing or similar on their registration.
- (b) **Enrolled Nurse (medication endorsed)** means an Employee registered as a Health Practitioner by the Australian Health Practitioner Regulation Agency (AHPRA) as an Enrolled Nurse (Division 2) under the provisions of the Health Practitioner Regulation National Law (Tasmania) Act 2010. It is expected that all ENs who do not have a notation have successfully completed EN medication administration education and have the competence and confidence to administer medications safely, regardless of when the initial education occurred.

- (c) **Registered Nurse** means an Employee registered as a Health Practitioner by the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse (Division 1) under the provisions of the Health Practitioner Regulation National Law (Tasmania) Act 2010.
- (d) **Registered Nurse – Level 1** means a Registered Nurse who is not otherwise classified within a level of Registered Nurse positions.
- (e) **Registered Nurse – Level 2** means a Registered Nurse who is appointed as such, and:
- (i) Has demonstrated competence in basic nursing practice and the ability to provide direct care in more complex nursing care situations; and
 - (ii) Has the ability and skills to provide guidance to Registered Nurses - Level 1; and
 - (iii) Is employed within a clinical unit;
- (f) **Registered Nurse – Level 3** means a Registered Nurse who is appointed as such, and may be referred to as: Clinical Nurse Consultant or Nurse Manager or Staff Development Nurse.
- (i) **Clinical Nurse Consultant**
Coordinates the delivery of care in a clinical unit and may provide direct care to selected patients/clients/resident with complex care requirements and is accountable for standards of nursing care in a clinical unit;
 - (ii) **Nurse Manager**
Is responsible and accountable for the management of resources within a management unit;
 - (iii) **Staff Development Nurse**
Is responsible for the conduct, evaluation and planning of education programmes and/or staff development for a specified group of nurses, or education programmes for patients/clients and others.
- (g) **Registered Nurse – Level 4** means a registered Nurse who holds such qualifications required for working in the employee’s practice setting. An employee at this level may also be known as Assistant Director of Nursing (management or Education)
- (h) **Registered Nurse – Level 5** means a Registered Nurse who is appointed as General Manager, and who is a member of the executive management team, responsible

and accountable for the overall coordination of the Nursing Division.

14. ACCELERATED ADVANCEMENT

(a) Entitlement

Subject to **14(b)** a Registered Nurse - Level 1 shall be entitled to progress one increment on that person's first appointment following registration with the Australian Health Practitioner Regulation Agency, or at any one time during the person's employment history as a Registered Nurse - Level 1, on attainment of the following:

- (i) a UGI degree in nursing; or
- (ii) registration in another branch of nursing or on another nursing register maintained by the Australian Health Practitioner Regulation Agency where the Employee is working in a particular practice setting which required the additional registration; or
- (iii) successful completion of a post-registration course of at least twelve (12) months duration, by an Employee required to perform the duties of a position to which the course is directly relevant.

(b) A Registered Nurse - Level 1 who has been advanced once in accordance with **14(a)** shall not be entitled to further advancement under this Clause.

15. MIXED FUNCTIONS

(a) On occasions when a position classified above that of Registered Nurse Level 2 is vacant for a period in excess of three (3) days, the General Manager will negotiate the requirement for the duties of that position to be performed in either a full or partial manner.

(b) Subject to those negotiations, an Employee identified to perform that Higher Classification will be paid at the 1st increment of the higher Classification for the agreed period of absence.

(c) Where the General Manager has determined that replacement is not required on either a full or part time basis, Level 1 nurses shall not undertake any additional duties.

(d) On occasions where the General Manager and Level 2 and/or Level 3 or Level 4 are absent during the same period, the General Manager position shall be replaced for

the entire period. On such occasions the Employee required to act in the position of General Manager will be paid at the rate of Registered Nurse Level 5 Grade 1 reflected in Schedule 1 – Wage Rates.

16. PAYMENT OF WAGES

(a) Time and interval of payment

- (i) Wages including overtime shall be paid at intervals of not more than two (2) weeks and not later than Thursday.
- (ii) When a public holiday falls on a normal pay day wages shall be paid on the last working day prior to the public holiday.
- (iii) The present pay day and time of payment shall not be varied, except after consultation with the Employee(s) concerned and an agreed phasing-in period.

(b) Method of Payment

- (i) Payment of wages shall be by direct bank deposit or some other method agreed by the Employer, provided that any Employee may nominate which bank or financial institution shall receive the payment of wages.
- (ii) The present method of payment shall not be varied, except after consultation with the Employee(s) concerned and an agreed phasing-in period.

(c) Statement of wages

On or the day immediately after pay day the Employer shall provide to the Employee, particulars in writing (pay slip), setting out full details of the wages the Employee received.

(d) Late payment of wages

- (i) Except in circumstances beyond the control of the Employer and subject to **16(e)** an Employee kept waiting for wages on the normal pay day after the usual time for ceasing work for more than a quarter of an hour shall be paid at overtime rates after that quarter of an hour with a minimum payment for a quarter of an hour and payment shall continue on that day until advised that payment will not be forthcoming on that day.
- (ii) Further, such payment at overtime rates shall continue during all ordinary hours of work on each succeeding day or days, including rostered days off, up to a maximum of 7.6 hours per day, until such time as payment is

effected.

(iii) Provided that, in no circumstances will the aggregate of ordinary time wages, and overtime penalty for waiting time on any day exceed 2.5 times the ordinary rate of salary.

(iv) For the purposes of this clause the ordinary rates shall be exclusive of premiums, pre-payments or penalties.

(e) Agreed alternative arrangements – no penalty to apply

The provisions of **16(d)** shall have no effect in circumstances whereby payment cannot be effected on pay day but the Employer and Employee agree to an alternative arrangement for payment.

(f) Alternative arrangement broken - penalty to apply

Should however, the Employer fail to discharge payment in accordance with the terms of the alternatively agreed arrangement, the Employee shall be deemed to have been kept waiting for payment since pay day and shall thereby be entitled to payment in accordance with **16(d)** until such time as payment is effected.

(g) Allowances not taken into account

(i) Allowances prescribed by this Agreement other than higher duties allowance, certificate and/or diploma allowance shall not be taken into account in the compilation of overtime and penalty rates prescribed herein.

(ii) Notwithstanding the foregoing, the loading payable to casual Employees shall be taken into account before calculating penalty rates payable for weekend and public holiday shifts, but shall not be taken into account when calculating overtime payments.

(h) Payment on termination

(i) Where employment is terminated summarily or on the giving of the prescribed notice all moneys owing shall, where practical, be paid to the Employee on termination.

(ii) If payment on termination is not practical the Employer shall, on the next working day of the pay office, pay outstanding funds by electronic funds transfer into the Employee's usual payroll bank account.

17. LONG SERVICE LEAVE

Long Service Leave will be in accordance with the *Long Service Leave Act 1976* (as amended).

18. HOURS OF WORK

(a) Ordinary hours of work

The ordinary hours of work for Employees shall be a maximum of thirty-eight (38) hours per week.

(b) Spread of hours – Day Workers

- (i) The ordinary hours as defined in **18(a)** are to be worked in five (5) days Monday to Friday inclusive in continuous periods of no more than eight (8) hours per day respectively (with work performed beyond eight (8) hours per day will be defined as overtime), except for a meal break of not more than one (1) hours duration, between 7.00 a.m. and 6.00 p.m. on such days.
- (ii) Provided always that the spread of hours or daily hours prescribed may be altered as to all or a section of the Employees by mutual agreement between the Employer, the majority of Employees involved in the area concerned provided the span must be no greater than 12 hours. By mutual agreement ten (10) hour shifts may be worked. Such shifts will be paid at ordinary time.

(c) Spread of hours – Shift Workers

- (i) **Afternoon shift** means a shift where ordinary hours are terminating after 6.00 p.m. but before midnight.
- (ii) The ordinary hours as defined in **18(a)** are to be worked in five (5) days Monday to Friday inclusive in continuous periods of no more than eight (8) hours per day respectively (with work performed beyond eight (8) hours per day will be defined as overtime), except for a meal break of not more than one (1) hour's duration.
- (iii) Provided always that the spread of hours or daily hours prescribed may be altered as to all or a section of the Employees by mutual agreement between the Employer, the majority of Employees involved in the area concerned. By mutual agreement ten (10) hour shifts may be worked. Such shifts will be paid at ordinary time.

- (d) Afternoon shift allowances
 - (i) Shift workers shall be paid the following loading on their ordinary rate for such shifts:
 - 1. Afternoon shift – 12.5%;
- (e) The Business Hours of the Employer to provide Theatre services to Surgeons and subsequent Recovery services will generally occur Monday to Friday 7.00am to 11.00pm.
- (f) Rostering will continue as per current practices in relation to generally a Day and Afternoon shift format.
- (g) Shifts will have a start time and finishing time identified on all rosters. The finishing time may be earlier or later subject to the surgical requirements and mutual agreement between the Employee and Employer.
- (h) All shifts will be rostered as necessary with a minimum of three (3) hours and a maximum of eight (8) hours. In the event Employees are requested to work beyond eight (8) hours to complete Surgical, Theatre or Recovery requirements, overtime will be provided as per the Agreement. Alternatively the TOIL provisions contained in this Agreement may be accessed by mutual agreement.
 - (i) A roster will be displayed two (2) weeks in advance based on Employees regular or preferred pattern, although it is acknowledged that the proposed preferred pattern requests may not be able to be met due to the booked surgical lists.
 - (ii) Provided that an Employee's place on such roster shall not be changed except on one (1) weeks' notice of such change, or payment of the penalty set out in Clause 20, provided further that by mutual agreement between the Employer and the Employee the one week's notice may be reduced.
 - (iii) If a Surgical List is either varied or cancelled seven (7) days or more before it is due to commence, no recompense for that shift being cancelled will occur.
 - (iv) In the event less than seven (7) days' notice is available to be provided for the cancellation of a Rostered Shift, alternative duties will be provided to the Employee which may include Nursing Administration duties not necessarily directly in the Theatre or Recovery areas, however the duties shall be within the position description and scope of practice, unless it is mutually agreed that the shift will be cancelled without compensation.

- (v) The parties acknowledge that as much notice as possible will be provided if a shift is to be cancelled or varied. The above provisions are to be used as preferred guidelines in these circumstances.
 - (vi) So far as employees present themselves for work in accordance therewith, shifts shall be worked according to the roster.
- (i) Calculation of penalties etc.
- The applicable hourly rate will be used in the calculation of overtime rates and afternoon shift allowances.
- (j) Minimum days off
- Provide for a minimum of two (2) consecutive days off each week except where, by mutual agreement between the Employer and the Employee(s) concerned, alternative arrangements are made.
- (k) Twenty-eight day accounting period
- Clearly stipulate a 28 day accounting period which shall include an accrued day off in addition to eight rostered days off:
- (i) Provided always that staff engaged to provide relief on accrued days off pursuant to **22(k)** while engaged in such capacity shall be regarded as shift workers for all purposes of the Agreement (except additional annual leave);
 - (ii) Rosters covering such relief employees shall not be required to rotate.

19. BREAKS

- (a) Meal breaks
- (i) An Employee who works in excess of four hours will be entitled to an unpaid meal break of not less than thirty (30) minutes.
 - (ii) 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.
 - (iii) Where an Employee is interrupted during their meal break by a call to duty, such meal break shall be counted as time worked and the Employee shall be allowed a meal break as soon as practicable. The Employee shall receive overtime pay for the interrupted meal break.
 - (iv) The meal break shall be taken between the beginning of the fourth hour and

the end of the sixth hour;

- (v) Provided that a day shift worker shall have his/her meal break not later than between the hours of 12.00 midday to 2.00pm;
- (vi) Provided **19 (a)(iv)** can be altered by mutual agreement.

(b) Meal breaks when required to work overtime

An Employee working overtime of at least one and half hours will take a paid rest break of twenty (20) minutes.

(c) Tea Breaks

- (i) Every Employee will be entitled to a paid ten (10) minute tea break in each four (4) hours worked at a time to be agreed between the Employee and Employer.
- (ii) Where an Employee is entitled to two (2) ten (10) minute breaks, the Employee must request and the Employer must approve the change if, such breaks may alternatively be taken as one (1) twenty (20) minute tea break.
- (iii) Tea breaks will count as time worked.

20. OVERTIME

(a) Requirement to work reasonable overtime

Subject to **20(b)** an Employer may require an Employee to work reasonable overtime at overtime rates.

(b) An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable having regard to:

- (i) any risk to Employee health and safety;
- (ii) the Employee's personal circumstances including any family responsibilities;
- (iii) the needs of the workplace or enterprise;
- (iv) the notice (if any) given by the Employer of the overtime and by the Employee of his or her intention to refuse it; and
- (v) any other relevant matter.

(c) No overtime shall be worked without the prior approval of the Employer.

(d) Payment for working overtime

For all time worked in excess of the ordinary hours of work the following payments shall be made:

- (i) Monday to Friday inclusive - time and a half for the first two (2) hours and double time thereafter;
- (ii) Saturday - time and a half for the first two (2) hours and double time thereafter;
- (iii) Sunday – double time; and
- (iv) Public holidays – double time and a half.

For clarity, overtime for casual Employees will be paid where a casual works in excess of 10 hours on any one shift or day or 76 hours in a fortnight as follows (with the penalty rates being inclusive of the casual loading):

- (v) Monday to Saturday inclusive – 187.5% for the first two (2) hours and 250% thereafter;
- (vi) Sunday – 250%; and
- (vii) Public holidays – 312.5%.

(e) Time off in lieu of overtime and additional hours worked

- (i) An Employee and the Employer may agree to the Employee taking time off instead of being paid for a particular amount of overtime that has been worked by the Employee.
- (ii) The period of time off that an Employee is entitled to take is equivalent to the overtime payment that would have been made.

EXAMPLE: An employee who worked 2 overtime hours at 150% will accrue 3 hours' time off under a TOIL agreement.

- (iii) Time off must be taken within the period of six (6) months after the overtime is worked and at a time or times within that period of six (6) months agreed by the Employee and Employer.
- (iv) If the Employee requests at any time, to be paid for overtime covered by an Agreement under this Clause, but not taken as time off, the Employer must pay the Employee for the overtime, in the next pay period following the request, at the overtime rate applicable to the overtime when worked.
- (v) If time off for overtime that has been worked is not taken within the period of six (6) months, the Employer must pay the Employee for the overtime, in

the next pay period following those six (6) months, at the overtime rate applicable to the overtime when worked.

- (vi) The Employer will not exert undue influence or undue pressure on an Employee in relation to a decision by the Employee to make, or not make, an agreement to take time off instead of payment for overtime.
- (vii) An Employee is not permitted to accrue in excess of the equivalent of two (2) weeks based on their ordinary hours of work – for example for a Full Time Employee this would be seventy-six (76) hours.

(f) Make up time

An Employee may elect, with the consent of their Employer, to work **make-up time**, under which the Employee takes off ordinary hours and works those hours at a later time, during the spread of ordinary hours provided in the Agreement.

(g) Overtime meals

- (i) Where an Employee is required to work overtime of at least one (1.0) hour the Employee will be provided with a meal.
- (ii) Where a meal is not provided the employee will be paid an overtime meal allowance in accordance with Schedule 1. s

(h) On Call and Call Back

(i) On Call Allowance

An on call allowance is paid to an Employee who is required by the Employer to be on call at their private residence, or at any other mutually agreed place. The Employee is entitled to receive the an allowance for each 24 hour period or part thereof, in accordance with Schedule 1.

(ii) Call Back

An Employee recalled to work overtime after leaving his/her Employer's premises (whether notified before or after leaving such premises) shall be paid at the appropriate overtime rate applicable to his/her salary:

1. For the first recall a minimum payment of four (4) hours work; and
2. For each subsequent recall a minimum payment of three (3) hours worked.

Provided that:

3. Time reasonably spent in getting to and from work shall be regarded as

time worked for a period of up to thirty (30) minutes to and thirty (30) minutes from the workplace; and

4. An Employee who is recalled to work within two (2) hours of his or her normal starting time shall be paid at overtime rates with a minimum payment of three (3) hours at double time and then would be paid at ordinary rates for that shift.

(i) **8 Hour Break**

- (i) An Employee shall be entitled to an eight (8) hour break immediately following the cessation of call back duty without loss of pay, prior to be required to commencing their normal rostered shift.
- (ii) If the Employee, on the instructions of the Employer resumes or continues work without having had such eight (8) consecutive hours off duty, the Employee shall be paid at double time until released from duty for such period, and shall then be entitled to be absent until he/she has eight (8) consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.
- (iii) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged so that Employees have at least eight (8) consecutive hours off duty between the work of successive days.

21. ANNUAL LEAVE

(a) **Period of leave**

- (i) For each year of service with the Employer, a full time Employee is entitled to 190 hours (five (5) weeks) annual week per annum. An Employee's entitlement to paid annual leave accrues progressively during a year of service according to the Employee's ordinary hours of work, and accumulates from year to year.
- (ii) Part-time Employees accrue pro-rata of the 190 hours annual leave entitlements of full-time Employees based on the ordinary hours worked (including any paid leave) by a part-time Employee relative to full-time Employees. The entitlement shall accrue at the rate of 0.096154 hours for each hour
- (iii) Any annual leave request made by an employee will be responded to by the employer within 14 days of the request being made.

(b) Shiftworker

A shiftworker, for the purposes of the additional week's annual leave provided by the NES, is an employee who:

- (i) is regularly rostered over 7 days of the week; and
- (ii) regularly works on weekends.

(c) Employee not taken to be on paid annual leave at certain times as follows:

- (i) Subject to this Clause the annual leave prescribed by this Clause shall be exclusive of any of the holidays prescribed by **Clause 27 - Public Holidays**, and if any such holiday falls within an Employee's period of annual leave and is observed on a day which in the case of that Employee would have been an ordinary working day there shall be added to that period of annual leave time equivalent to the ordinary time which the Employee would have worked if such day had not been a holiday.
- (ii) If the period during which an Employee takes paid annual leave includes a period of any other leave (other than unpaid parental leave or community service leave), the Employee is taken not to be on paid annual leave for the period of that other leave of absence.

(d) If such times as Hobart Day Surgery closes for a close down period, annual leave and/or TOIL (as agreed) is to be taken in the first instance. Requests to take Leave Without Pay when other leave balances are available to the Employee will be considered on a case by case basis.

(e) Annual leave required by the Employer

- (i) The Employer may direct an Employee to take annual leave in reasonable circumstances. Those reasonable circumstances could include a Christmas shutdown, or any shutdown of a section of the business, or where the Employee has accumulated an excessive value of annual leave. Excessive annual leave is defined as leave accrued beyond eight (8) weeks.
- (ii) The direction by the Employer under this Clause:
 1. Is of no effect if it would result at any time in the employee's remaining accrued entitlement to paid annual leave being less than six (6) weeks when any other paid annual leave arrangements are taken into account; and

2. Must not require the employee to take any period of paid annual leave of less than one (1) week; and
 3. Must not require the employee to take a period of paid annual leave beginning less than eight (8) weeks, or more than twelve (12) months, after the direction is given; and
 4. Must not be inconsistent with any leave arrangement agreed by the employer and employee
- (f) Payment in lieu prohibited
- (i) Except as provided in **1212(c)** payment shall not be made or accepted in lieu of annual leave.
- (g) Payment for period of leave
- (i) An eligible Employee may elect prior to commencing a period of leave in excess of five (5) days, to be paid that period of leave prior to commencing leave. The election must be made to the Employer and at least fourteen (14) days prior to the commencement of such leave.
 - (ii) Payment in accordance with this provision shall be calculated in respect of the ordinary time which the Employee would have worked had the Employee not been on leave during the period and made for the entire leave period, unless otherwise specified by the Employee.
 - (iii) Payment shall be made not later than twelve (12) noon on the last day of work prior to going on leave.
- (h) Annual Leave Loading
- (i) During a period of annual leave an Employee shall be paid a loading by way of additional salary calculated on the value of annual leave to be paid. Employees shall be paid at 17.5% of the value of annual leave.
 - (ii) Annual leave loading is also payable on termination of employment on the value of accrued annual leave.
- (i) Calculation of continuous service
- (i) For the purpose of this Clause, service shall be deemed to be continuous notwithstanding any absence from work on account of personal sickness or accident or any period of unpaid leave.
 - (ii) **Continuous service** is as defined in Section 22 of the *Fair Work Act 2009*.

That is, where the Employee is employed by the Employer, but does not include any period (an excluded period) that does not count as service which includes:

1. Any period of unauthorised absence;
 2. Any period of unpaid leave or unpaid unauthorised absence other than community service leave, a period of stand down under an Enterprise Agreement or under the Employee's Contract of Employment, or a period of leave or absence of a kind prescribed by the regulations;
 3. Any other period of a kind prescribed by the regulations.
- (iii) An excluded period does not break continuous service but does not count towards the length of the Employee's continuous service.
- (j) Broken leave
- (i) Leave allowed under the provisions of this Clause shall be given and taken in one (1) consecutive period, or if the Employer and the Employee so agree, in any combination of periods.
 - (ii) An Employee and Employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five (5) consecutive days have been taken.
- (k) Time of taking leave
- (i) Annual leave shall be taken at a time mutually agreed by the parties within a period not exceeding six (6) months from the date when the right to annual leave accrued.
 - (ii) By mutual agreement by the Employer and the Employee the period of six (6) months may be amended.

22. PERSONAL/CARER'S LEAVE

- (a) Except for unpaid carer's leave, the provisions of this Clause apply to Employees, other than casual Employees, who are entitled to paid personal leave for absences from work due to-
- (i) personal illness or injury (sick leave); or
 - (ii) caring or supporting a member of the Employee's immediate family, or a member of the Employee's household, who requires care or support because

of:

1. a personal illness or injury affecting the member; or
2. An unexpected emergency affecting the member.

Amount of personal / carer's leave

- (b) A full-time Employee is entitled to 114 hours referenced to a thirty eight (38) hour week of personal leave, per annum.
- (c) Notwithstanding **22(b)** above, a full-time or part-time Employee who does not receive a loading for annual leave, personal leave and public holidays and who was employed by the Employer prior to the commencement of the Hobart Day Surgery Pty Ltd Nurses Enterprise Agreement 2011 will continue to accrue 174.8 hours of personal leave per annum.
- (d) The rates of accrual for part-time Employees who do not receive a loading for annual leave, personal leave and public holidays shall accrue on a pro rata basis.
- (e) Personal leave accrues as it is worked and untaken personal leave accumulates from year to year without limitation.
- (f) Immediate family or household is as defined in the definitions section of this Agreement.
- (g) The entitlement to carer's leave is subject to the person in respect of whom the leave is taken being either:
 - (i) A member of the Employee's immediate family; or
 - (ii) A member of the Employee's household.

Sick leave

- (h) An Employee who is absent from work because of personal illness or injury is entitled to paid sick leave at the Employee's base rate of pay for the Employee's ordinary hours of work in the period.
- (i) Employees must, as soon as practicable (which may be after the leave has started) give his or her Employer notice of the taking of personal leave by the employee and as far as reasonable advise the Employer of the period, or expected period, of the leave. An Employee who has given his or her Employer notice of the taking of the leave must, if required by the Employer, give the Employer evidence that would satisfy a reasonable person that the leave is taken for the purpose outlined in Clause 22(a).

- (j) The following conditions apply to evidentiary requirements:
- (i) The evidentiary documentation must cover the full period of paid leave applied for and will be provided as soon as reasonable practicable (which may be after the leave has started).
 - (ii) The evidence to be provided will depend on each particular circumstances however the following will apply as a general principle:

Days of personal leave per financial year	Evidence to be provided
<p>0 – 4 Individual days Can be taken anytime including either side of days off or an ADO.</p> <p>2 Consecutive days</p>	<p>No evidence required</p> <p>Statutory declaration</p>
<p>*Day 5 Day 6</p>	<p>Statutory declaration Statutory declaration</p>
<p>7+</p>	<p>Medical certificate provided by a registered health professional such as a doctor, dentist, pharmacist, physiotherapist, psychologist or podiatrist</p> <p>provided that:</p> <ul style="list-style-type: none"> • the medical certificate is related to their area of expertise; and • it is reasonable in the circumstances.

To be clear, if day 5 and 6 were to be taken consecutively then one Statutory Declaration would suffice, however if day 5 and 6 were on separate occasions, then individual Statutory Declarations would be required.

- (k) If an Employee is certified as unfit for duty because of personal illness by a medical practitioner approved by the Employer during a period of annual leave, the period of annual leave will be extended by the number of days that the Employee has been so certified as unfit for duty.

Carer's leave

- (l) Employees must, as soon as practicable (which may be after the leave has started) give his or her Employer notice of the taking of carer's leave by the employee and as far as reasonable advise the Employer of the period, or expected period, of the leave.
- (m) If required by the Employer, Employees are to provide a medical certificate or some other form of proof that would satisfy a reasonable person that the leave is taken for the purposes of carer's leave.

Unpaid Carer's Leave

- (n) An Employee, including a casual employee, is entitled to unpaid carer's leave in accordance with the NES.

23. COMPASSIONATE LEAVE

- (a) All eligible full-time and part-time Employees are entitled to compassionate leave.
- (b) An employee is entitled to 3 days of compassionate leave for each occasion (a permissible occasion) when:
 - (i) a member of the employee's immediate family, or a member of the employee's household:
 1. contracts or develops a personal illness that poses a serious threat to his or her life; or
 2. sustains a personal injury that poses a serious threat to his or her life; or
 3. dies.
 - (ii) A child is stillborn, where the child would have been a member of the employee's immediate family, or a member of the employee's household if the child had been born alive; or
 - (iii) The employee, or the employee's spouse or de facto partner, has a miscarriage.
- (c) "Compassionate leave" is provided:
 - (i) to enable the Employee to spend time with the member of the Employee's immediate family or household who has contracted or developed a personal

illness, or sustained a personal injury, which poses a serious threat to his or her life, referred to in subclause (b); or

- (ii) after the death of the member of the employee's immediate family or household referred to in subclause (b), or the stillbirth of a child referred to at sub-clause (b)(iii) above.
 - (iii) after the employee, or the employee's spouse or de facto partner has a miscarriage.
- (d) The Employer may approve paid compassionate leave for other persons not mentioned above, where it can be established that a significant relationship exists.
 - (e) The Employer shall have the discretion to grant paid leave in addition to that described in Sub-clause (b) above.
 - (f) Casual Employee will be entitled to take the same leave periods as detailed in this clause as unpaid leave.
 - (g) An Employee may take unpaid compassionate leave by agreement with the Employer.
 - (h) Proof of the death or serious illness, in the form of a medical certificate, death notice or other written evidence, must be provided by the Employee to the Employer if requested to do so.

24. PARENTAL LEAVE

- (a) Parental Leave (birth related leave and adoption related leave) will be in accordance with the provisions contained in the National Employment Standards (NES) (Division 5 – Parental Leave and Related Entitlements).
- (b) In addition to the Parental Leave provisions contained in the NES and Paid Parental Leave paid by the Australian Government, the following shall apply.
- (c) Where a permanent Employee is eligible to access unpaid parental leave under the NES, the employee shall be entitled to take one of the following types of paid parental leave:
 - (d) Paid Parental Leave – where the employee will be the primary carer of the child at the birth or adoption of the child – 12 weeks paid leave at ordinary pay from the date the parental leave commences. Parental leave may commence up to six weeks prior to the expected date of birth.
 - (e) Paid Partner Leave – where the employee is the partner and non-primary carer of

the child at birth or adoption, is entitled to 3 weeks of Paid Partner leave.

- (f) Maternity leave may commence up to nine weeks prior to the expected date of birth. It is not compulsory for an Employee to take this period off work. However, if an Employee decides to work during this period, it is subject to the Employee being able to satisfactorily perform the full range of normal duties. A request for evidence to support the health and well-being of the parent and the expected child may be requested by the Employer if the Employee would like to continue to work beyond the six (6) weeks pre-birth.
- (g) Such leave may be paid:
 - (i) On a normal fortnightly basis; or
 - (ii) At the rate of half pay over a period of twenty-four (24) weeks on a regular fortnightly basis.
 - (iii) Annual and/or long service leave credits can be combined with periods of parental leave on half pay to enable an Employee to remain on full pay for that period.
- (h) An Employee must give their Employer written notice of the taking of parental leave. The notice must be given to the Employer at least ten (10) weeks before starting the leave, or if that is not practicable - as soon as practicable. The notice must specify the intended start and end dates of the leave.
- (i) Any person who occupies the position of an Employee on parental leave must be informed that the Employee has the right to return to their former position. Additionally, since an Employee also has the right to vary the period of her maternity leave or adoption leave, offers of temporary employment should be in writing, stating clearly the temporary nature of the contract of employment. The duration of employment should also be set down clearly, to a fixed date or until the Employee elects to return to duty, whichever occurs first.
- (j) Unpaid Leave
 - (i) Unpaid Maternity leave – An Employee is entitled to a further period of unpaid maternity leave of not more than twelve (12) months after the actual date of birth of the child.
 - (ii) Unpaid Partner Leave – An Employee is entitled to a further period of unpaid paternity leave of not more than three (3) weeks, to be taken in conjunction with a period of paid paternity leave, unless otherwise agreed by the Employer and Employee.

- (iii) Unpaid Adoption Leave – An Employee is entitled to unpaid adoption leave as follows:
 - 1. Where the child is under the age of twelve (12) months – a period of not more than twelve (12) months from the date of taking custody;
 - 2. Where the child is over the age of twelve (12) months – a period of up to twelve (12) months, such period to be agreed upon by both the Employee and the Employer.
- (k) An Employee who has once met the conditions for paid paternal leave and/or paid adoption leave will be required to again work the forty (40) weeks' continuous service in order to qualify for a further period of paternal leave or adoption leave; unless:
 - (i) 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
 - (ii) The Employee has completed a period of leave without pay of more than forty (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' Rehabilitation Compensation Act*.
- (l) An Employee who intends to proceed on maternity or paternity leave should formally notify the Employer of such intention as early as possible, so that arrangements associated with the 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.
- (m) In the case of notification of intention to take adoption leave, 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 their employer as early as practicable of the intention to take adoption leave. This will allow arrangements associated with the adoption leave to be made.
- (n) After commencing maternity leave or adoption leave, an Employee may vary the period of maternity leave or adoption leave, once, without the consent of the Employer and otherwise, with the consent of the Employer. A minimum of four (4) weeks' notice must be given, although an Employer may accept less notice if convenient.

- (o) When an Employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual and long service leave and any period of maternity leave or adoption leave on half pay is taken into account to the extent of one-half thereof when determining the accrual of annual and long service leave.
- (p) Except in the case of Employees who have completed ten (10) years' service the period of parental leave without pay does not count as service for long service leave purposes. Where the Employee has completed ten (10) years' service the period of parental leave without pay shall count as service for long service leave purposes provided such leave does not exceed six (6) months.
- (q) Parental leave without pay does not count as service for incremental purposes. Periods of parental leave on full pay and at half pay are to be regarded as service for incremental progression on a pro-rata basis.
- (r) Where public holidays occur during a period of paid parental leave, payment is at the rate of parental leave received, that is the public holidays occurring in a period of full pay parental leave are paid at the full rate and those occurring during a period of half pay leave are paid at the half rate.
- (s) 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, annual and/or long service leave) or to take sick leave without pay.
- (t) Where an Employee is entitled to paid maternity leave, but because of illness, is on sick, recreation, long service leave, or sick leave without pay prior to the birth, such leave ceases nine (9) weeks prior to the expected date of the birth. The Employee then commences maternity leave with the normal provisions applying.
- (u) 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 satisfactorily perform. 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.
- (v) In the event of a miscarriage, and in addition to the compassionate leave provisions, any absence from work is to be covered by the current sick leave provisions.
- (w) In the case of stillbirth, and in addition to the compassionate leave provisions, an Employee may elect to take sick leave, subject to the 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.

- (x) 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. Should an Employee return to duty during the period of paid maternity leave, such paid leave ceases from the date duties are resumed.
- (y) An Employee returning from parental leave has the right to resume their 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.
- (z) Employees may make application to their Employer 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:
 - (i) the period is to be limited to twenty-four (24) months.;
 - (ii) the Employee is to make an application for leave without pay to reduce her full-time weekly hours of work. This application should be made as early as possible to enable the employer to make suitable staffing arrangements. At least four (4) weeks' notice must be given;
 - (iii) the quantum of leave without pay to be granted to individual Employees is to be at the absolute discretion and convenience of the Employer;
 - (iv) salary and conditions of employment are to be adjusted on a basis proportionate to the Employee's full-time hours of work, that is for long service leave the period of service is to be converted to the full-time equivalent and credited accordingly.
 - (v) Full-time Employees who return to work under this arrangement remain full-time Employees.
- (aa) 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.
- (bb) All requirements under the NES for return to work and flexible working requests are applicable to Employees.

25. COMMUNITY SERVICE LEAVE

Community Services leave including Jury Duty will be provided to Employees as per the NES. Where there is an inconsistency between this Clause and the NES, the NES provision will apply to the extent of the inconsistency.

- (a) An Employee who is a registered volunteer in a specified emergency service organisation and attends an emergency response situation, or is involved in a voluntary emergency management activity during normal working hours may be entitled to unpaid leave on application.
- (b) Community Service Leave arrangements apply in respect to Employees who are registered volunteers with the following emergency service organisations:
 - (i) Tasmania Fire Service;
 - (ii) Tasmanian Ambulance Service; and
 - (iii) State Emergency Service.
 - (iv) Other emergency service consistent with the NES definition.
- (c) The leave applies where a registered volunteer is requested to respond to an emergency situation involving volunteer assistance during normal working hours. Regular rostered activities/events or training are not included.
- (d) The Employer will grant approval or an Employee to be absent from duty so the Employee can assist with an emergency situation, providing the following conditions are met:
 - (i) the Employee has informed the management and their direct supervisor as soon as practicable regarding the requirement for the absence and its likely length;
 - (ii) the Employee is able without undue disruption to the operational requirements of the organisation to be released to assist in responding to the emergency; and
 - (iii) if required by the Employer, the Employee can obtain from the relevant emergency organisation proof of the request for and duration of the attendance in response to the emergency situation.
- (e) The Employer will not unreasonably refuse a request of absence to attend an emergency situation.
- (f) When an Employee has attended and rendered assistance as a volunteer in

response to an emergency situation, the following leave and related arrangements will apply:

- (i) the attendance will not affect entitlements for leave accruals and related benefits;
- (ii) an injury sustained by the Employee whilst attending an emergency situation will not form the basis of a claim against the Employer; and the return to normal work duties by the Employee should be as soon as practicable following the completion of functions associated with the emergency situation including, where relevant, debriefing or counselling. Furthermore, the timing of the return to work should be managed consistent with appropriate health and safety considerations such as the fatigue status of the Employee.

(g) Jury Service

- (i) Subject to the following, absence from normal duties as a result of approved Jury Service Leave will not affect the fortnightly salary of the Employee;
- (ii) Any Employee who receives payment in compensation for lost wages as a result of providing Jury Service must produce to the Employer documentation showing the amount the Employee has received for compensation of loss of wages.
- (iii) On production of the required documentation, the Employee will receive their fortnightly gross wage minus the amount received in (i) above. All superannuation normally paid by the Employer in a normal pay period, including salary sacrifice and the Superannuation Guarantee Contribution will remain the same as if the employee had been at work. Payment for Jury Service will be provided by the employer for a maximum of ten (10) ordinary days the Employee would have worked had they not attended Jury Service.

26. DOMESTIC/FAMILY VIOLENCE LEAVE

- (a) The Employer recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work and is committed to providing support to staff who experience family violence.
- (b) For the purpose of this clause, family and domestic violence is violent, threatening or other abusive behaviour by a close relative of an employee, a member of an employee's household, or a current or former intimate partner of an employee, that:

- (i) seeks to coerce or control the Employee; and
 - (ii) causes the Employee harm or to be fearful.
- (c) No adverse action will be taken against an Employee if their attendance or performance at work suffers as a result of experiencing family violence.

General Measures

- (d) Proof of family violence may be required and can be in the form of an agreed document issued by the Police Service, a Court, a Doctor, district nurse, maternal and child health care nurse, a Family Violence Support Service or Lawyer.
- (e) All personal information concerning family violence will be kept confidential in line with relevant legislation.
- (f) The Employer will cooperate with all legal orders protecting a staff member experiencing domestic violence.

Leave

- (g) An Employee is entitled to 10 days' paid leave to deal with family and domestic violence, as follows:
 - (i) for Full and Part-time Employees, the leave is paid at the Employee's full rate of pay, calculated on what the Employee would have received had they worked the period rather than taken the leave;
 - (ii) for a Casual Employee, the leave is paid at the Employee's full rate of pay, calculated on what the Employee would have received had they worked the hours in the period for which they had been rostered. For clarity, a Casual Employee:
 1. is taken to have been rostered to work hours in a period if the Employee has accepted an offer by the Employer of work for those hours;
 2. may take a period of family and domestic violence leave in accordance with clause (c) that does not include hours for which the Employee is rostered to work, however such leave will be unpaid.
 - (iii) the leave is available in full at the start of each 12 month period of the Employee's employment; and
 - (iv) the leave does not accumulate from year to year;

- (h) This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.
- (i) Taking leave to deal with family and domestic violence
 - (i) An Employee may take leave to deal with family and domestic violence if:
 1. the Employee is experiencing family and domestic violence; and
 2. the Employee needs to do something to deal with the impact of the family and domestic violence; and
 3. it is impractical for the Employee to do that thing outside their work hours.
 - (ii) The reasons for which an Employee may take leave include arranging for the safety of the employee or a close relative (including relocation), attending court hearings, accessing police services, attending counselling and attending appointments with medical, financial or legal professionals.
- (j) An Employee who supports a person experiencing family violence may take carer's leave or other forms of paid leave they have available to accompany them to court, to hospital, or to mind children. Unpaid leave may also be made available.

Individual Support

- (k) In order to provide support to an Employee experiencing family violence and to provide a safe work environment to all Employees, the Employer will consider any reasonable request from an Employee experiencing family violence for:
 - (i) changes to their span of hours or pattern or hours and/or shift patterns;
 - (ii) job redesign or changes to duties;
 - (iii) a change to their telephone number or email address to avoid harassing contact;
 - (iv) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.
- (l) Employees will have access to the Employer's Employee Assistance Program.
- (m) An Employee that discloses to their manager that they are experiencing family violence will be given information regarding support services.

27. NATURAL DISASTER LEAVE

- (a) Where a permanent and rostered Employee is unable to attend a rostered shift because of a natural disaster, i.e. bushfire or flood, they will be entitled to receive up to two (2) days ordinary pay for the shifts they would otherwise have worked. This entitlement is not cumulative from year to year.
- (b) The Employer may require the Employee to provide evidence to support their claim.
- (c) The Employer has the discretion to extend this leave based on a case-by-case basis.
- (d) The Employer will not unreasonably refuse the approval of two (2) days paid natural disaster leave.

28. UNFORESEEN LEAVE

- (a) A permanent Employee is entitled to receive up to two (2) days leave per year if there is a reasonable and justified reason that the Employee is unable to attend work due to an unforeseen emergency, a pandemic, or any other unforeseen circumstance that impacts the Employees.
- (b) This leave is not cumulative from year to year.
- (c) The Employer may require the Employee to provide evidence to support their claim.
- (d) The Employer has the discretion to extend this leave based on a case-by-case basis.
- (e) The Employer will not unreasonably refuse the approval of two (2) days unforeseen leave.

29. PUBLIC HOLIDAYS

- (a) Public holidays are provided for in the NES. This clause contains additional provisions.

Payment for work done on public holidays

- (b) All work done by an Employee during their ordinary shifts on a public holiday, including a substituted day, will be paid at 250% of their ordinary rate of pay (for casual employees this is in lieu of the casual loading).
- (c) Payments and entitlement under this clause are instead of any additional rate for shift or weekend work which would otherwise be payable had the shift not been a public holiday.

- (d) For the purposes of this Agreement, the following shall be deemed to be public holidays: Christmas Day, Boxing Day, New Year's Day, Australia Day, Cup Day (half day), Hobart Regatta Day (South of Oatlands), Eight Hours Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Show Day and the first Monday in November in those districts where Hobart Regatta Day is not observed, or such other day as may be observed in the locality in lieu of or made additional to any of the aforementioned holidays pursuant to the Tasmanian *Statutory Holidays Act 2000* as amended.
- (e) Any other day, or part-day, declared or prescribed by or under a law of a State or Territory to be observed generally within the State or Territory, or a region of the State or Territory, as a public holiday.
- (f) If, under (or in accordance with a procedure under) a law of a State or Territory, a day or part-day is substituted for a day or part-day that would otherwise be a public holiday because of subclause 29(c), then the substituted day or part-day is the public holiday.

Public holidays occurring on rostered days off

- (g) All full-time Employees will receive a day's ordinary pay for public holidays (ie no loss of pay) that fall on days they are normally rostered to work, except where the public holidays fall on Saturday or Sunday with respect to Monday to Friday Employees.

Part time employees

- (h) The below sub-clauses apply to part time employees.
- (i) A part-time Employee will only be entitled to payment for those public holidays that fall on days they are normally rostered to work. A part-time Employee who is rostered off on a public holiday they would ordinarily work will be paid their ordinary pay for that day.
- (j) To determine if an Employee would ordinarily work on that day they must have worked on 50% or more of the occasions on that particular day of the week in the six (6) months (i.e. 26 weeks) immediately preceding the public holiday.

For example, Christmas Day falls on a Tuesday in a particular year. The Employee has worked on 17 Tuesdays in the six (6) months (i.e. 26 weeks) immediately preceding Christmas Day. The Employee is not working on Christmas Day. Therefore, the Employee is entitled to receive a paid public holiday for Christmas Day as they have worked on more than 50% of the Tuesdays (i.e. seventeen (17) is more than fifty percent (50%) of twenty six (26) in the six (6) months immediately preceding Christmas Day.

- (k) In the event that an Employee has taken annual leave or long service leave during the six (6) months immediately preceding a public holiday, then the number of working weeks will be used to determine whether the employee has worked fifty percent (50%) or more of the occasions on that particular day of the week on which a public holiday falls.

- (l) Where an Employee has less than six (6) months continuous service with the Employer immediately preceding a particular public holiday, then to be entitled to the public holiday that occurs on a particular day of the week, an Employee must have worked fifty percent (50%) or more of the occasions on that particular day of the week throughout the whole period of employment.

For example if an Employee's length of service is only sixteen (16) weeks when a public holiday falls on a Wednesday, then for the Employee to be entitled to payment for the public holiday that they do not work the Employee must have worked on eight (8) (i.e. eight (8) being fifty percent (50%) of sixteen (16) weeks) or more Wednesdays during the whole period of employment.

- (m) Where a public holiday falls on a particular day of the week on which an Employee has not worked on fifty percent (50%) of the relevant occasions, then the Employee is not entitled to receive payment for not working on the public holiday.

- (n) Payment for public holiday not worked
 - (i) An Employee will receive payment for the public holiday not worked based on the average rate of pay and/or number of ordinary hours that the Employee received working on this particular day over the preceding six (6) months.

 - (ii) For example, a public holiday falls on a Tuesday. An Employee is entitled to payment for not working on the public holiday because they have worked on fifteen (15) Tuesdays in the six (6) months immediately preceding the public holiday (i.e. the employee has worked on more than fifty percent (50%) of the Tuesdays in the six (6) months immediately preceding the public holiday).

 - (iii) The Employee's number of hours of work on the fifteen (15) Tuesdays on which the Employee has been working in the last six (6) months has varied from week to week. The total number of ordinary hours worked by the Employee over the fifteen (15) Tuesdays was ninety (90) hours. Therefore

the Employee is entitled to be paid for six (6) hours (i.e. ninety (90) divided by fifteen (15) equals six (6)) on the public holiday in question.

- (iv) To be clear: if you leave early, cut your shift short, or take unpaid leave that will reduce the calculated average number of ordinary hours worked for public holidays not worked calculation under this provision.

30. TRAVELLING

An Employee who is required to travel for work purposes will have reasonable expenses paid for by the Employer. This travel does not include training for which an alternative arrangement has been made.

31. CLOTHING

Uniforms to be provided.

Sufficient, suitable and serviceable uniforms shall be provided free of cost to all Employees who are required by the Employer to wear uniforms.

32. TERMINATION OF EMPLOYMENT

Notice of Termination by the Employer

- (a) In order to terminate the employment of the Employee, where employed on a full-time or part-time basis, the Employer shall give to the Employee the period of notice specified in the table below:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

- (b) In addition to this notice, where the Employee is over forty five (45) years of age at the time of the giving of the notice with not less than two (2) years continuous service, they will be entitled to an additional week's notice.
- (c) The Employer reserves the right to elect to pay the Employee in lieu of notice.

- (d) In calculating any payment in lieu of notice, the wages the Employee would have received in respect of the ordinary time they would have worked during the period of notice had their employment not been terminated will be used.
- (e) The period of notice in this Clause shall not apply in the case of dismissal for serious misconduct, or in the case of casual Employees or Employees engaged for a specific period of time or for a specific task or tasks.

Notice of Termination by the Employee

- (f) The notice of termination required to be given by the Employee is the same as that required of the Employer, save and except that there is no requirement on the Employee to give additional notice based on the age of the Employee concerned.
- (g) If an employee who is at least 18 years old does not give the period of notice required under this subclause, then the employer may, with the employee's authorisation, deduct from wages, due to the employee under this award an amount that is no more than one week's wages for the employee.

Instant Dismissal

- (h) The Employer shall have the right to dismiss the Employee without notice for serious misconduct as defined by the *Fair Work Act 2009*.

33. CONTINUING EDUCATION ALLOWANCE

- (a) A Registered Nurse or Enrolled Nurse who holds a continuing education qualification in a clinical field, in addition to the qualification leading to registration or enrolment, shall be paid an allowance subject to the conditions set out in this clause.
- (b) The qualification must be accepted by the Employer to be directly relevant to the competency and skills used by the Employee in the duties of the position.
- (c) A Registered Nurse or Enrolled Nurse holding more than one relevant qualification is only entitled to the payment of one allowance, being the allowance of the highest monetary value.
- (d) The Employee claiming entitlement to a continuing education allowance must provide evidence to the Employer that they hold that qualification.
- (e) A Registered Nurse who holds a relevant and recognised postgraduate certificate in a clinical field (not including a hospital certificate) that is accepted by the Employer to be directly relevant to the competency and skills used by the Registered Nurse in carrying out the duties of the position shall be paid the applicable percentage in

sub-clause (n) for all ordinary hours of work.

- (f) A Registered Nurse who holds a relevant and recognised postgraduate diploma or degree in a clinical field (other than a nursing undergraduate degree) that is accepted by the Employer to be directly relevant to the competency and skills used by the Registered Nurse in carrying out the duties of the position shall be paid the applicable percentage in sub-clause (n) for all ordinary hours of work.
- (g) A Registered Nurse who holds a relevant and recognised master's degree or doctorate in a clinical field that is accepted by the Employer to be directly relevant to the competency and skills used by the Registered Nurse in carrying out the duties of the position shall be paid the applicable percentage in sub-clause (n) for all ordinary hours of work.
- (h) The allowances set out in this subclause are not included in the Employee's ordinary rate of pay and will not constitute part of the all-purpose rate.
- (i) Only one qualification allowance at any time applies for each Employee. It must be demonstrated that the qualification must be relevant to current area of practice and is being utilised.
- (j) The post graduate allowance shall be paid on overtime worked in a relevant area of practice.
- (k) Approval of the qualification will be considered upon application to the Employer.
- (l) The qualification allowances will be as follows (applied to the Relevant Agreement rate):

Qualification	Allowance
Post grad Certificate	4.00%
Post grad Diploma	6.50%
Post grad Degree	6.50%
Post grad Masters/Doctorate	7.50%

34. PROFESSIONAL DEVELOPMENT

- (a) The Employer recognises that training/education is essential for the maintenance and development of nursing practices. The objectives of staff development will be to enhance the skills of the nurse so they may perform at optimum levels and meet

best practice objectives. The Employer will continue to provide and support training/education opportunities equitably to ensure its nurses are able to deliver appropriate services to the Surgeons and Patients and to perform other related duties in accordance with relevant standards.

- (b) The responsibility for staff development is shared between Employees and the Employer. Nurses are expected to participate in professional skill development to ensure that they perform at a standard consistent with nursing competencies relevant to their classification and registration.
- (c) On the basis of the assessed needs of the practice, the Employer will continue its current practice of supporting the Professional Development of its Nurses by providing up to three (3) days paid per year to allow employees to attend training which includes all mandatory training.
- (d) Such training is to firstly be approved by the Employer, in writing, following an application, in writing, being made by the employee. Such proposals will be assessed on a case by case basis by the Employer.
- (e) The provision of mandatory training and skill updates as per State and Federal Legislation is the responsibility of the Employer. Attendance at such mandatory training and skills update sessions is the responsibility of the Nurse for a minimum of eight (8) hours per year regardless of employment status.
- (f) Mandatory training will be paid at the appropriate rate as per the Agreement rate for those on duty and at the ordinary rate of pay for those attending in their own time.

35. SUPERANNUATION

- (a) Superannuation legislation
 - (i) Superannuation legislation, including the Superannuation Guarantee (Administration) Act 1992 (Cth), the Superannuation Guarantee Charge Act 1992 (Cth), the Superannuation Industry (Supervision) Act 1993 (Cth) and the Superannuation (Resolution of Complaints) Act 1993 (Cth), as varied from time to time, deals with the superannuation rights and obligations of Employers and Employees.
 - (ii) The rights and obligations in this clause supplement those in superannuation legislation.

(b) Employer contributions

The Employer must pay applicable employer contributions to the relevant superannuation fund on a monthly basis, or as required by superannuation laws.

(c) Voluntary Employee contributions

- (i) Subject to the governing rules of the relevant superannuation fund, an Employee may, in writing, authorise their Employer to pay on behalf of the Employee a specified amount from the post-taxation wages of the Employee into the same superannuation fund as the Employer makes the superannuation contributions provided for in subclause 33(b).
- (ii) An Employee may adjust the amount the Employee has authorised their Employer to pay from the wages of the Employee from the first of the month following the giving of one months' written notice to their Employer.
- (iii) The Employer must pay to the relevant superannuation fund the amount authorised under paragraphs (i) or (ii) of this subclause on a monthly basis.

(d) Superannuation fund

The Employer is required to make the superannuation contributions provided for in subclause (b) to a superannuation fund that is chosen by the Employee. If an Employee does not choose a superannuation fund, the Employer will make superannuation contributions into the My Super product provided by the Health Employees Superannuation Trust of Australia (HESTA) fund, Tasplan or any other fund as required by superannuation laws, for example in relation to stapled funds

36. SALARY SACRIFICE

- (a) The Employer shall provide salary sacrifice for superannuation only as a means by which remuneration is payable under this Agreement.
- (b) Salary sacrifice is an arrangement for the payment of wages or salary and any other component of remuneration payable under this Agreement whereby the total remuneration is broken into a cash and a non-cash component.
- (c) The total remuneration shall not be less than the cumulative entitlements provided for in this Agreement. Employer payments in the form of superannuation contributions will be the only form of salary sacrifice available. Other forms of salary sacrifice will not be introduced without prior consultation with the Employee/s. The amount an Employee can salary sacrifice for superannuation will be limited to the

aged based limit under Section 82AAC(2) of the Income Tax Assessment Act 1936.

- (d) Salary sacrifice is to be entered into on a voluntary basis. Employees should be aware that Employer contributed Occupational Superannuation entitlements may be adversely affected by salary sacrifice arrangements.
- (e) It is the intention of the Employer, as far as possible, to maintain a worthwhile salary sacrificing program for eligible staff. Where legislative (eg Fringe Benefits Tax Act 1986 and/or Income Tax Assessment Act) or other changes have the effect of reducing or withdrawing the personal benefits identified/resulting from the Agreement, the Employer will not be liable to make up the salary benefits lost by a staff member as an Employer.
- (f) Access to financial counselling and advice in relation to this clause shall be the responsibility of the Employee.

37. REDUNDANCY PROVISIONS

(a) Commitment to Consult

- (i) The parties to this Agreement recognise that redundancy, when it occurs, is both sensitive and traumatic and needs to be handled in a delicate manner.
- (ii) Where the Employer believes that it may be necessary to make one or more positions within the enterprise redundant, the Employer agrees to immediately notify the Employee/s and to commence a process of ongoing consultation.

(b) Notice of Redundancy

- (i) The Employer undertakes to provide the maximum possible notice of the need to make a position(s) redundant. In all cases however, the minimum period of notice for Employees subject to termination will be two (2) weeks.
- (ii) The required period of notice in the event that a position is made redundant is in accordance with the table below;

Employee's Period of continuous service	Notice Period
Not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

The period of notice will be increased by one (1) week if the Employee is over forty-

five years of age at the time of termination.

(c) Voluntary Redundancy

- (i) In the event that it is necessary for the Employer to make a position(s) redundant, the Employer will, in the first instance, seek expressions of interest from all staff, in volunteering for a redundancy package.
- (ii) Provided that the Employer will only be required to seek such expressions of interest from staff employed at the same worksite and in the same classification as the position being made redundant.
- (iii) In assessing applications for voluntary redundancy, the parties acknowledge that the Employer will take into account the skill and operational requirements of the enterprise.

(d) Redundancy Payment

In addition to the Period of Notice as prescribed in subclause (b) of this clause, an Employee whose employment is terminated by reason of redundancy is entitled to the following amounts of Redundancy / Severance pay in respect of continuous service.

Employee's Period of Continuous Service	Severance Pay
At least 1 year but less than 2 years	4 weeks
At least 2 years but less than 3 years	6 weeks
At least 3 years but less than 4 years	7 weeks
At least 4 years but less than 5 years	8 weeks
At least 5 years but less than 6 years	10 weeks
At least 6 years but less than 7 years	11 weeks
At least 7 years but less than 8 years	13 weeks
At least 8 years but less than 9 years	14 weeks
At least 9 years but less than 10 years	16 weeks
At least 10 years	12 weeks

(e) Financial Counseling

- (i) The Employer undertakes to provide access in paid time for each employee who is offered redundancy to consult with a financial adviser, for a maximum of two (2) days.
- (ii) The Employer will provide to each Employee a fully detailed statement at the time when the offer of redundancy is made.

(f) Week's Pay

A week's pay shall mean what the Employee would have earned had the employment continued including:

- (i) The weekly base rate for the classification; and
- (ii) Any applicable penalties; and
- (iii) Any applicable pre-payment; and
- (iv) Any all purpose work related allowances.

38. DISCIPLINARY PROCEDURE

- (a) Where disciplinary action may be necessary for performance or behaviour issues, the management representative shall notify the Employee of the issues in writing and the Employee will be given an opportunity to respond to these issues. In the event that the Employee's response is unsatisfactory, a warning in writing may be issued. This warning will be recorded on the employee's personnel file.
- (b) If performance or behaviour issues continue, the Employee will again be notified in writing of the matter and a response requested from the Employee. If appropriate, a second warning in writing will be given to the Employee and recorded on the Employee's personnel file.
- (c) In the event of performance or behaviour issues continuing, the Employee will again be notified in writing of the matter and a response requested from the employee. If appropriate, a final warning will be issued to the Employee and recorded on the Employee's personnel file.
- (d) In the event of the matter recurring, then the Employee may be terminated after the matters have been investigated and reasons sought from the Employee.
- (e) The disciplinary procedure process is not limited to the same performance/behaviour issue.
- (f) Summary dismissal of an Employee may still occur for acts of 'serious misconduct' (as defined in the *Fair Work Act 2009*).
- (g) During all steps in the Disciplinary Procedure, the Employee has the right to representation of his or her choice.

39. NO EXTRA CLAIMS

The parties undertake that during the life of this Agreement there shall be no further wage increases or claims sought or granted except as provided under the terms of this Agreement.

40. UNION DELEGATE RIGHTS

- (a) The Agreement incorporates clause 28A of the Nurses Award 2020. The below applies to the extent that it provides for a more generous entitlement to the 'workplace delegate' (as defined by the FW Act).
- (b) Union delegates or elected workplace representatives, with approval of the Union and the Employer, shall be granted up to two (2) days paid leave with pay each calendar year to attend union training
- (c) This leave is non-cumulative and an application to the Employer must be made, and approved, prior to the leave being taken. The application must include the nature, content and duration of the course to be attended, and be provided as soon as practicable of the proposed training.
- (d) The granting of leave pursuant to this Clause will be subject to the Employer being able to make adequate staffing arrangements amongst current Employees during the period of such leave. The Employer will not use this Sub-clause to avoid an obligation under this Clause
- (e) All expenses (such as travel, accommodation and meals) associated with or incurred by the Employee attending a training course as provided in this clause will be the responsibility of the Employee or the Unio
- (f) Paid leave is limited to one (1) union delegate at a time, although other union delegates can access paid leave such as annual leave or unpaid leave for this period by mutual agreement.

41. NOTICEBOARDS

The Employer shall permit Employees and Employees' representative (Unions) to post formal notices on a designated notice board within the establishment. Without diminishing the rights of Unions and Employees to communicate with staff on workplace issues, the notices must maintain the standards appropriate to the workplace.

42. SUPERSESSSION AND SEVERANCE PROVISIONS

- (a) Any industrial instrument which, but for, this Agreement coming into force would have applied to Employees classified in accordance with this Agreement is replaced entirely by this Agreement.
- (b) It is the intention of those covered by the Agreement that the agreement contains only permitted matters under the *Fair Work Act 2009*. It is also the intention of those covered by the Agreement that the Agreement contains no matters that are unlawful.
- (c) Any term of this Agreement that is, in whole, or in part, not a permitted matter is, to the extent it is not a permitted matter, severed from this agreement and of no legal effect.
- (d) Any term of this Agreement that is, in whole, or in part, an unlawful term is, to the extent it is an unlawful term, severed from this agreement and of no legal effect.
- (e) To the extent it is possible, all terms in this Agreement should be interpreted in a manner that would make them permitted matters.

43. CEREMONIAL LEAVE

An Employee who is required by Aboriginal or Torres Strait Islander tradition to be absent from work for ceremonial purposes will be entitled to up to ten (10) working days unpaid leave in any one (1) year, with the approval of the Employer.


This Agreement is made at _____ on the _____ day of _____ 2024

Signed for and on behalf of the Employer

Name Jasna Beerden

Position Chief People and Culture Officer

Address Level 8, 601 Pacific Highway ST LEONARDS NSW 2065

Signature 

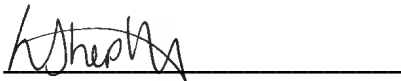
Date 16 October 2024

Signed for and on behalf of the Australian Nursing and Midwifery Federation, Tasmanian Branch

Name Emily Shepherd

Position Branch Secretary

Address 182 Macquarie Street Hobart TAS 7000

Signature 

Date 21 October 2024

Signed for and on behalf of the Health Services Union, Tasmania Branch

Name Robert Moore

Position State Secretary

Address 11 Clare Street, New Town TAS 7008

Signature 

Date 18/10/2024

Signed for and on behalf of the Employee representatives

Name _____

Address_____

Signature _____

Date _____

44. SCHEDULE 1- WAGE RATES AND ALLOWANCES

An Employee appointed or promoted to a position within a classification or level prescribed by this Agreement shall be paid the salary rate determined for the relevant classification or level as hereinafter set forth.

		4.25%	3.50%	3.75%	3.75%
Classification	CURRENT	1-May-23	1-Jul-24	1-Jul-25	1-Jul-26
Enrolled Nurses					
EN PP1	31.0262	32.3448	33.4769	34.7323	36.0347
EN PP2	31.8793	33.2342	34.3974	35.6873	37.0256
EN PP3	32.756	34.1481	35.3433	36.6687	38.0437
EN PP4	33.6569	35.0873	36.3154	37.6772	39.0901
EN PP5	34.5825	36.0523	37.3141	38.7134	40.1651
EN Medication Endorsed					
EN PP1	34.9857	36.4726	37.7491	39.1647	40.6334
EN PP2	36.404	37.9512	39.2795	40.7525	42.2807
EN PP3	37.8815	39.4915	40.8737	42.4065	43.9967
Registered Nurses					
RN Level 1					
RN PP1	35.127	36.6199	37.9016	39.3229	40.7975
RN PP2	36.7806	38.3438	39.6858	41.1740	42.7180
RN PP3	38.4167	40.0494	41.4511	43.0055	44.6182
RN PP4	40.1575	41.8642	43.3294	44.9543	46.6400
RN PP5	41.8459	43.6244	45.1512	46.8444	48.6010
RN PP6	43.5519	45.4029	46.9920	48.7542	50.5825
RN PP7	45.2577	47.1812	48.8325	50.6637	52.5636
RN PP8 and thereafter	46.946	48.9412	50.6541	52.5536	54.5244
RN Level 2					
RN PP1	48.5301	50.5926	52.3634	54.3270	56.3643
RN PP2	49.6441	51.7540	53.5654	55.5741	57.6581
RN PP3	50.7757	52.9337	54.7863	56.8408	58.9723
RN PP4	51.9069	54.1129	56.0069	58.1072	60.2862
RN Level 3					
RN PP1	54.3867	56.6981	58.6826	60.8832	63.1663
RN PP2	55.6634	58.0291	60.0601	62.3124	64.6491
RN PP3	56.9721	59.3934	61.4722	63.7774	66.1691
RN Level 4 Grade 1					
	59.2891	61.8089	63.9722	66.3712	68.8601

RN Level 5 Grade 1	62.0882	64.7269	66.9924	69.5046	72.1110
Allowances					
Overtime meals	14.380	14.9912	15.5158	16.0976	16.7013
On call - per hour					
M-F	4.240	4.4202	4.5749	4.7465	4.9245
Sat, Sun, phol	5.500	5.7338	5.9344	6.1569	6.3878