



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Australian Red Cross Blood Service T/A Australian Red Cross Blood Service - Queensland
(AG2023/5487)

AUSTRALIAN RED CROSS LIFEblood DONOR CENTRE AND CLINICAL ENTERPRISE AGREEMENT 2023

Health and welfare services

DEPUTY PRESIDENT O'NEILL

MELBOURNE, 5 FEBRUARY 2024

Application for approval of the Australian Red Cross Lifeblood Donor Centre and Clinical Enterprise Agreement 2023

[1] An application has been made for approval of an enterprise agreement known as the *Australian Red Cross Lifeblood Donor Centre and Clinical 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 Australian Red Cross Blood Service T/A Australian Red Cross Blood Service - Queensland. The Agreement is a single enterprise agreement.

[2] The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* (Cth) (Amending Act) made a number of changes to enterprise agreement approval processes in Part 2-4 of the Fair Work Act, that commenced operation on 6 June 2023.

[3] Under transitional arrangements, amendments made by Part 14 of Schedule 1 to the Amending Act in relation to genuine agreement requirements for agreement approval applications apply where the notification time for the agreement was on or after 6 June 2023. The genuine agreement provisions in Part 2-4 of the Fair Work Act, as it was just before 6 June 2023, continue to apply in relation to agreement approval applications where the notification time for the agreement was before 6 June 2023. The notification time for the Agreement was before 6 June 2023. The Agreement was made on or after 6 June 2023.

[4] The Health Services Union (HSU) submitted a form F18, indicating their view that the Agreement does not pass the better off overall test based on the following:

- (a) Clauses 7.3 and 7.4 of the Agreement which relates to ordinary hours of work, may constitute worse eligibility conditions for overtime pay than those of the *Health Professionals and Support Services Award*; and

- (b) Clause 30.6 of the Agreement which relates to Higher Duties contains eligibility conditions that are worse than those of the Award, specifically in support services classifications.

[5] My chambers raised the issue concerning clause 30.6 of the Agreement with the Applicant and submissions were received from the employer in response. The rates under the Agreement are between 12.47% and 54.54% above the minimum rates in the *Health Professionals and Support Services Award 2020*. In addition, the Agreement provides terms and conditions that are more beneficial to employees than under the relevant awards. These include: an extra week of annual leave, and an additional week for working 10 or more Saturdays or Sundays, 15 days of personal leave expanded to include pets, greater paid parental leave and notice of rosters, further additional paid leave such as up to 6 weeks paid gender affirmation leave, paid blood donor leave, volunteer leave, and unlimited paid domestic and family violence leave. There are also higher Sunday shift penalties, additional breaks and an additional public holiday.

[6] Specifically in relation to Higher Duties, the Applicant submitted calculations that show that, other than two roles, the Agreement rate is higher than the higher duties rate in the Award. The two roles are Level 1 Centre Team Assistant and Level 1 Centre Service Officer performing a role at Level 4, which it submits is not possible as they do not have the requisite skills, qualifications or experience required, and therefore the scenario cannot occur.

[7] Given the Applicant's submissions and the significantly higher rates and other beneficial conditions provided under the Agreement, I am satisfied that the Agreement passes the better off overall test, notwithstanding that there are some less favourable conditions including those identified by the HSU.

[8] 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.

[9] The Australian Nursing and Midwifery Federation (ANMF), the HSU and the Australian Salaried Medical Officers Federation (ASMOF), 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.

[10] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 12 February 2024. The nominal expiry date of the Agreement is 30 November 2026.

Variation

[11] A Form F1 was simultaneously lodged with the Agreement application, which sought to vary provisions of the Agreement pursuant to sections 217 and 218A of the Act (the Form).

[12] The Form highlighted errors within the Agreement that had been identified by the Applicant as follows:

- (a) Clause 20.23 – Add 'and' after 'loading' and before 'is';

- (b) Clause 35.8 – Replace reference to clause ‘31’ with correct reference to clause ‘35.2’;
- (c) Delete blank page before Part 5 – Allowances;
- (d) Delete empty signature blocks;
- (e) Amend Appendix 6 – Payments for Historical Periods:
 - i. Amend Table Headings from ‘Donor Centre and Clinical Enterprise Agreement’ to ‘Donor Centre and Clinical Enterprise Agreement’;
 - ii. Replace Table sections referencing ‘Vic Enterprise Agreement 2017 (Donor Centre Roles only)’ and TAS Enterprise General Agreement 2017 (Donor Centre Roles Only)’ as outdated tables were added erroneously for Victorian and Tasmanian employees.
- (f) Update Index and page numbering to reflect the above where necessary.

[13] The Applicant submits that permission was sought from all employee bargaining representatives in relation to the amendments and permission was either received or no comment was made. I provided the employee bargaining representatives with a further opportunity to provide any objections to the amendments sought. No response was received.

[14] I am satisfied that s.218A applies to the variations at paragraph 12 of this Decision.

[15] Section 218A, which came into effect on 7 December 2022 as part of the reforms contained within the *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022*, provides for the variation of enterprise agreements to correct or amend an obvious error, defect or irregularity:

“(1) The FWC may vary an enterprise agreement to correct or amend an obvious error, defect or irregularity (whether in substance or form).

(2) The FWC may vary an enterprise agreement under subsection (1);

(a) on its own initiative; or

(b) on application by any of the following:

- (i) one or more of the employers covered by the agreement;
- (ii) an employee covered by the agreement;
- (iii) an employee organisation covered by the agreement.

(3) If the FWC varies an enterprise agreement under subsection (1), the variation operates from the day specified in the decision to vary the agreement.”

[16] As has been noted in recent decisions of the Commission,¹ s.218A of the Act is akin to the slip rule found in s.602 of the Act, which allows the Commission to correct or amend an obvious error, defect or irregularity (whether in substance or form) in relation to a decision of the Commission. The evident purpose of s.218A is to remove complexity associated with varying enterprise agreements containing obvious errors, defects or irregularities by simplifying the process by which corrections may be made.

[17] Before an amendment under s.218A can be made, there first must be satisfaction of the existence of an obvious error, defect or irregularity (whether in substance or form). Upon the finding of such an error, defect or irregularity, the Commission may, not must, vary the enterprise agreement. The power to vary should only be exercised to the extent necessary to remove the error, defect or irregularity.

[18] The Applicant submits that the amendments at paragraph 12(a)-(d), (f) seek to address typographical and formatting errors. The Applicant further submits that the amendment at paragraph 12(e) seeks to correct outdated tables which were added erroneously for the Victorian and Tasmanian employees. The Applicant submits that affected employees were advised of the error prior to the commencement of the voting period.

[19] I am satisfied that the typographical and formatting errors in the Agreement outlined at paragraphs 12(a)-(d), (f) of this Decision are obvious errors. I am also satisfied that the amendment at paragraph 12(e) is an obvious error and required to accurately reflect what was clearly intended. I am satisfied the amendments should be made, and that it is appropriate to do so by varying the Agreement pursuant to s.218A of the Act. No objection was received from any of the employee bargaining representatives. There are no reasons not to exercise my discretion and good reasons to do so. The errors identified at paragraph 12, will be amended as per the order.

Order

[20] I order, pursuant to s.218A of the Act, that the Agreement be varied as follows:

- (a) Clause 20.23 – Amend the clause by adding ‘*and*’ after ‘*loading*’ and before ‘*is*’;
- (b) Clause 35.8 – Replace reference to clause ‘31’ with correct reference to clause ‘35.2’;
- (c) Delete blank page before Part 5 – Allowances;
- (d) Delete empty signature blocks;
- (e) Amend Appendix 6 – Payments for Historical Periods:
 - i. Amend Table Headings from ‘Donor Centre and Clinical Enterprise Agreement’ to ‘Donor Centre and Clinical Enterprise Agreement’;

¹ See for example [2023] FWCA 844 per Gostencnik DP, and [2023] FWC 115 per Asbury DP (as Vice President Asbury then was).

- ii. Replace Table sections referencing 'Vic Enterprise Agreement 2017 (Donor Centre Roles only)' and TAS Enterprise General Agreement 2017 (Donor

(f) Update Index and page numbering to reflect these amendments;

[21] The variations pursuant to s.218A above will operate from 12 February 2024.

[22] The Applicant has simultaneously submitted a copy of the Agreement with the variations listed at paragraph 12. The Agreement, as varied, will be published with this Decision.



DEPUTY PRESIDENT

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Australian Red Cross Lifeblood Donor Centre and Clinical Enterprise Agreement 2023

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Lifeblood would like to acknowledge the traditional owners and custodians of the lands on which we gather and work and would like to pay our respects to their Elders past, present, and emerging.

PART 1 – TECHNICAL INFORMATION

1. NAME OF AGREEMENT

- 1.1 This Agreement will be known as the Australian Red Cross Lifeblood Donor Centre and Clinical Enterprise Agreement 2023.

2. DEFINITIONS

- 2.1 ‘Agreement’ means the Australian Red Cross Lifeblood Donor Centre and Clinical Enterprise Agreement 2023.
- 2.2 ‘Base Rate’ of pay means the minimum hourly rate an employee is entitled to for their ordinary hours of work excluding superannuation, penalty rates, overtime, loadings, any applicable allowances, incentive-based payments and bonuses or any other separately identifiable amounts.
- 2.3 ‘Carer’s Leave’ is where an Employee is required to provide care or support to a member of the Employee’s immediate family or household or, for Aboriginal and Torres Strait Islander Employees, those related by kinship;
- i. who requires care or support because they are elderly; or
 - ii. because of a personal illness, or personal injury affecting the member; or
 - iii. an unexpected emergency affecting the member; or
 - iv. an emergency affecting an Employee’s pet.
- 2.4 ‘Compassionate Leave’ also known as ‘Bereavement Leave’, is where a member of the Employee’s immediate family, or a member of the Employee’s household, or for Aboriginal and Torres Strait Islander Employees, those related by kinship:
- i. contracts or develops a personal illness that poses a serious threat to their life; or
 - ii. sustains a personal injury that poses a serious threat to their life; or
 - iii. dies (including in the circumstances of still birth or miscarriage to the extent of the NES);

NOTE: For the purposes of this Agreement, “Other Birth Related Leave” (including Miscarriage) is set out under Parental Leave.

2.5 ‘De facto partner’ means:

- i. 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
- ii. includes a former de facto partner of the Employee.

2.6 ‘Employee’ means an Employee as defined in clause 3.

2.7 ‘Full Pay’ means an Employee’s salary on an hourly basis including all incentive based payments and bonuses, if applicable, loadings, monetary allowances, overtime or penalty rates and any other separately identifiable amounts before tax and deductions.

2.8 ‘FWC’ means the Fair Work Commission.

2.9 ‘Immediate Family’ means a current or former spouse or de facto partner, child, parent, grandparent, grandchild or sibling of the Employee or a child, parent, grandparent, grandchild or sibling of a current or former spouse or de facto partner of the Employee.

- i. this definition includes step-relations (for example, step-parents and step-children) as well as adoptive relations.
- ii. for Aboriginal and Torres Strait Islander Employees this definition includes kinship relationships.
- iii. a household member is any person who lives with the employee.

2.10 ‘Individual affected by Domestic and Family Violence’ is any individual who is experiencing violence or who is supporting someone who is experiencing violence.

2.11 ‘In writing’ includes via exchange of email or text or Teams messages.

2.12 ‘Lifblood’ means the Australian Red Cross Lifblood, a division of the Australian Red Cross Society (ABN 50169561394).

2.13 ‘NES’ means the National Employment Standards.

2.14 ‘Preventative medical purposes’ means activities such as medical appointments and/or actions which facilitate the ongoing wellness and wellbeing of the employee.

2.15 ‘Sick Leave’ applies where an Employee:

- i. is not fit for work on the grounds of personal illness or personal injury, affecting the Employee; or

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- ii. wishes to take time to attend a preventative medical appointment e.g. a dental, psychological, or physiotherapy appointment; or
 - iii. requires time off to proactively manage their mental health and wellbeing.

2.16 'The Act' means the *Fair Work Act 2009* (Cth).

3 COVERAGE

- 3.1 This Agreement covers Lifeblood and all Employees who are employed by Lifeblood in a classification set out in Clause 41 and Appendix 2 - Classifications performing work nationally either within Donor Centres; within Bone Marrow and Anti-D teams; or who are performing the role of a Nurse or Medical Officer.
- 3.2 This Agreement will not cover employees covered by the Australian Red Cross Lifeblood National Enterprise Agreement 2021 (and replacement Agreements) or those employees performing roles within the Regional Partnerships Team.
- 3.3 This Agreement does not cover Employees employed in any of the following roles:
 - i. the Chief Executive and Executive Directors/direct reports to the Chief Executive (and equivalent roles);
 - ii. direct reports to Executive Directors (and equivalent roles);
 - iii. direct reports to Directors (and equivalent roles);
 - iv. Area Managers; and
 - v. where the scope of the *Australian Red Cross Lifeblood National Enterprise Agreement 2021* (and its replacement agreements) provide that the relevant agreement applies to and/or covers the role.
- 3.4 This Agreement will wholly replace the following Agreements:
 - i. Australian Red Cross Blood Service Nursing Enterprise Agreement Victoria 2015
 - ii. Australian Red Cross Lifeblood Donor Services And Nursing Enterprise Agreement Victoria And Tasmania 2019
 - iii. Australian Red Cross Lifeblood South Australian Donor Centre And Nurses Enterprise Agreement 2019
 - iv. Australian Red Cross Blood Service Enterprise Agreement New South Wales And Australian Capital Territory 2017
 - v. Australian Red Cross Blood Service Nurses Enterprise Agreement New South Wales And Australian Capital Territory 2018
 - vi. Australian Red Cross Blood Service Enterprise Agreement Northern Territory 2018

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- vii. Australian Red Cross Lifeblood Donor Centre And Nursing Queensland Enterprise Agreement 2020
 - viii. Australian Red Cross Blood Service Medical Officers Enterprise Agreement Western Australia 2016
 - ix. Australian Red Cross Lifeblood Donor Centre and Nurses Enterprise Agreement Western Australia 2021 from 01 July 2024

3.5 No extra claims for additional increases in salaries or to terms and conditions will be made during the life of this Agreement unless by operation of the Act.

4 PERIOD OF OPERATION

- 4.1 This Agreement will commence operation seven (7) days after the FWC approves the Agreement (**Commencement Date**).
- 4.2 The Agreement will be in operation for three (3) years. The nominal expiry date of the Agreement is 30 November 2026 (**Nominal Expiry Date**).
- 4.3 This Agreement will continue to operate until it is terminated or replaced by a new Agreement and to the exclusion of any award or predecessor agreement.
- 4.4 Negotiations for a replacement Agreement will commence a minimum of six months before expiry where reasonably possible.

5 NES

- 5.1 This Agreement will be read and interpreted in conjunction with the NES. Where there is an inconsistency between this Agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency. The NES is available on the Fair Work Commission website (www.fwc.gov.au) and the Lifeblood Intranet site.

PART 2 – TYPES OF EMPLOYMENT

6 EMPLOYMENT CATEGORIES

6.1 Employees may be employed in a permanent, fixed-term or casual capacity. Permanent and fixed-term Employees can be employed on a full-time or part-time basis.

Probationary Period

6.2 An Employee may be employed for a probationary period for up to the first six (6) months of employment.

Full-Time Employees

6.3 A full-time Employee is an Employee who is engaged as such and required to work an average of thirty-eight (38) hours per week in a fortnight or over a four (4) week period.

Part-Time Employees

6.4 A part-time Employee is an Employee who is engaged as such and works less than an average of 38 hours ordinary hours per week in a fortnight or over a four (4) week period as set out above, and who has reasonably predictable hours of work as set out below.

6.5 On commencement of employment, or on approval of a request for a part-time arrangement from the Employee (including requests for a Flexible Working Arrangement), Lifeblood and a part-time Employee will agree in writing on a guaranteed minimum number of hours to be worked over a fortnight or a four (4) week period and the rostering arrangement that will apply. The terms of the agreement may be varied by mutual agreement at any time between Lifeblood and the Employee and recorded in writing (**Guaranteed Minimum Contracted Hours**).

Note: Guaranteed Minimum Contracted Hours

Lifeblood may **roster** a part-time employee to work their guaranteed minimum contracted hours and any additional hours up until ten (10) hours in a day (exclusive of meal breaks); or up until twelve (12) hours by agreement; or in the case of a fortnightly or four (4) weekly roster, equivalent to the average ordinary hours a full-time employee would work over the roster period without incurring overtime. For clarity, any time worked:

- i. that is **rostered** outside of the part-time employee's guaranteed contracted hours; or
- ii. up to an average of seventy-six (76) hours per fortnight for a full-time employee for the fortnightly rostered period; or
- iii. up to one hundred and fifty-two (152) hours for a full-time employee for the rostered period averaged over four (4) weeks;

will be paid at their ordinary hourly rate.

6.6 A part-time Employee will accrue all leave based on ordinary hours worked.

6.7 A part-time Employee will receive all entitlements and other benefits set out in this Agreement, including, but not limited to salary and allowances, pro-rata on the basis that the ordinary weekly hours for full-time employees are thirty-eight (38), unless otherwise specified.

Casual Employees

6.8 A casual Employee is an Employee who is engaged on a casual basis, and the offer of employment is made and accepted with no firm advance commitment to continuing and indefinite work according to an agreed pattern of work.

- i. a casual employee can be engaged to work an average of thirty-eight (38) hours per week in a fortnight or over a four (4) week period.
- ii. subject to the above, the minimum period of engagement of a casual employee is (four) 4 hours.

6.9 A casual Employee will be paid an hourly rate calculated at the rate of 1/38th of the weekly base rate of pay appropriate to the Employee's classification. In addition, a loading of twenty-five per cent (25%) of that rate will be paid instead of the paid leave entitlements of permanent Employees.

6.10 Overtime and penalties are calculated on an employee's casual hourly rate. The casual hourly rate is the employee's base hourly rate for their classification with the casual loading applied on top.

6.11 Lifeblood will comply with the casual conversion provisions set out in the NES.

Fixed Term Employees

6.12 Lifeblood will employ employees on Fixed Term Contracts in accordance with the Act.

PART 3 – HOURS OF WORK

INTRODUCTION

Loadings, overtime rates and penalties are **not cumulative unless specified otherwise**. Employees will receive one at a time. Where more than one penalty, loading or overtime rate applies for the same period, only the higher will apply unless otherwise specified. Hours of work are set out in Parts 2 (clause 6 above) and 3 of this Agreement.

7 ORDINARY HOURS OF WORK

- 7.1 The ordinary hours of work for a full-time or casual employee are an average of thirty-eight (38) hours per week in a fortnight or four (4) week period.
- 7.2 The ordinary hours for a part-time employee are less than an average of thirty-eight (38) hours per week in a fortnight or a four (4) week period.
- 7.3 Not more than ten (10), or twelve (12) by agreement, ordinary hours of work (exclusive of meal breaks) are to be worked in any one day.

Minimum and maximum shift length

- 7.4 The length of any ordinary hours shift on any one day will be at least four (4) hours and not exceed ten (10) hours, exclusive of meal breaks, unless otherwise agreed in writing. An employee may agree to work up to a maximum of twelve (12) ordinary hours excluding meal breaks.

Span of Ordinary Hours

- 7.5 The ordinary hours of work for a day worker are worked between 6.00 am and 6.00 pm, Monday to Sunday, unless otherwise stated.
- 7.6 Where an Employee's ordinary hours of work fall outside the Span of Ordinary Hours for a day worker, the Employee will be paid shift penalties under clause 10.
- 7.7 The Span of Ordinary Hours may be varied between Lifeblood and the Employee(s):
- i. in accordance with an individual flexibility agreement; or

-
- ii. by up to one (1) hour at either end of the Span of Ordinary Hours by agreement with a majority of Employees in a discrete section of the workplace.

Accrued Days Off

- 7.8 Full time employees who were engaged under an Accrued Day Off (ADO) arrangement over a four (4) week roster cycle prior to the commencement of this Agreement, will, subject to operational requirements, continue to:
- (i) work forty (40) hours per week;
 - (ii) will be paid for thirty-eight (38) hours per week; and
 - (iii) will accrue ADOs at the rate of one (1) per four (4) week roster cycle to a maximum of thirteen (13) days per calendar year.
- 7.9 For those employees who are eligible under clause 7.8, ADO's may be accumulated up to a maximum of three (3) days. Where possible, Lifeblood will meet the requests of employees to take the days off, subject to operational requirements. Days off may be rostered on any day of the working week and at any time of the month.
- 7.10 Where an employee resigns or is provided with notice of termination and has ADOs to their credit, the employee must be provided with the opportunity to utilise the ADOs during the notice period. Where ADOs are unable to be taken during the notice period, accrued ADOs will be paid to the employee in their last pay.

8 ROSTERS

- 8.1 Where an Employee's hours are subject to a roster, the ordinary hours of work for each employee will be displayed on a fortnightly roster. The roster will be placed in a readily accessible position.
- 8.2 Rosters will be provided no less than four (4) weeks before commencement of the roster period.
- 8.3 Seven (7) days' notice will be given of a change in a roster. However, a roster may be altered at any time to enable the functions of the organisation to be carried on where another employee is absent from duty pursuant to clauses 14 – Personal/Carer's Leave and 16 – Compassionate Leave; 17 – Family and Domestic Violence Leave; 25 – Ceremonial Leave; or in an emergency as defined as an urgent pressing necessity – clause 15.

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- 8.4 Any changes required under clause 8.3 to an employee's rostered shift less than twenty-four (24) hours before the commencement of their originally rostered shift shall be by Agreement with the employee.
- 8.5 Unless Lifeblood otherwise agrees, an employee desiring a roster change will give seven (7) days' notice except where the employee is ill or in an emergency.
- 8.6 Where a fortnightly roster applies, each employee shall be free from duty for not less than four (4) days in each pay fortnight, unless otherwise agreed. Two (2) of these days off duty shall be consecutive, unless otherwise agreed or where an employee works overtime.
- 8.7 Where a fortnightly roster applies, Employees shall not be rostered for more than six (6) consecutive days per pay fortnight unless otherwise agreed.
- 8.8 Where there is a proposed change to the regular roster as per clause 49 (1)(b), then consultation will take place in accordance with clause 49 – Consultation.

Change of Roster Allowance (Victoria and Tasmania only)

- 8.9 **VICTORIAN AND TASMANIAN EMPLOYEES ONLY – CHANGE OF ROSTER ALLOWANCE**
- For employees employed in Victoria and Tasmania (excluding Medical Officers) where a roster change occurs within twenty-four (24) hours before the commencement of their originally rostered shift as per clause 8.4 a change of roster allowance shall apply in accordance with Appendix 1 – Allowances.
- 8.10 The above change of roster allowance will not apply where such change is initiated by the employee. When an employee has indicated they are available to work an additional shift and is subsequently asked to work this shift, a change of allowance is not payable.
- 8.11 This clause does not stop employees swapping shifts amongst themselves (subject to operational requirements) in which case no change of roster allowance is payable.

9 WEEKEND WORK

- 9.1 Where an Employee works the following ordinary rostered hours, they will be paid their Base Rate together with the applicable weekend penalty:
- i. a full time or part time Employee who works ordinary hours between midnight Friday and 23.59 pm Saturday will be paid an additional fifty percent (50%) of their base rate of pay for all time worked during that shift.

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- ii. a full time or part time Employee who works ordinary hours between midnight Saturday and 23.59 pm Sunday will be paid an additional seventy five percent (75%) of their base rate of pay for all time worked during that shift.
 - iii. a casual Employee who works ordinary hours between midnight Friday and 23.59 pm Saturday will be paid an additional fifty percent (50%) applied to the casual hourly rate (which is the Base Rate of Pay for a Full-time or Part-time Employee with a loading of twenty-five percent (25%) applied on top) for all hours worked during this period.
 - iv. a casual Employee who works ordinary hours between midnight Saturday and 23.59 pm Sunday will be paid an additional seventy-five percent (75%) applied to the casual hourly rate (which is the Base Rate of Pay for a Full-time or Part-time Employee with a loading of twenty-five percent (25%) applied on top) for all hours worked during this period.

9.2 QUEENSLAND EMPLOYEES ONLY – SUNDAY SHIFT PENALTY

- i. A full time or part time Employee in Queensland employed prior to the commencement of this Agreement in a role covered by this Agreement and who works ordinary hours between midnight Saturday and 23.59 pm Sunday will be paid an additional 100 percent (100%) of their base rate of pay for all time worked during that shift.
- ii. A casual Employee in Queensland employed prior to the commencement of this Agreement in a role covered by this Agreement who works on a Sunday will be paid an additional 100 percent (100%) applied to the casual hourly rate (which is the Base Rate of Pay for a Full-time or Part-time Employee with a loading of twenty-five percent (25%) applied on top) for all hours worked during this period.

Note: for clarity – this does not apply to employee who became employed under this Agreement after its commencement or who moves to a different State or Territory.

10 SHIFT WORK

- 10.1 A shiftworker is an employee **regularly rostered** to work their ordinary hours **outside the span of ordinary hours of a day worker**.

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- 10.2 Employees (dayworkers and shiftworkers) who are 'regularly rostered to work weekends' may be entitled to additional annual leave – see Annual leave clause 20.
- 10.3 Where an employee is a shiftworker as defined in clause 10.1 and works a shift that begins or ends outside of the Span of Ordinary Hours, they will be paid their Base Rate together with the applicable shift penalty.
- 10.4 Employees get paid shiftwork penalty rates when their ordinary hours:
- i. finish after 6.00 pm and before 5.59 am, or
 - ii. commence between 6.00 pm and 5.59 am.

NOTE: Employees will be paid shiftwork penalty rates for all work done during these shifts – so for the entire length of the shift.

- 10.5 Where the ordinary rostered hours of work of a shiftworker finish after 6.00 pm and before 5.59 am or commence between 6.00 pm and 5.59 am, the employee will be paid an additional fifteen percent (15%) of their Base Rate of pay.
- 10.6 A casual employee will be paid shiftwork loadings prescribed in clause 10 — Shiftwork calculated on their casual hourly rate. The casual hourly rate is their base rate of pay with the casual loading applied on top. The penalty is then applied to the casual hourly rate.
- 10.7 The shiftwork penalty rates prescribed in clause 10 will not apply to shiftwork performed by any employee on Saturday, Sunday or Public Holidays where the extra payment prescribed in clause 9 — Weekend Work and clause 18 — Public Holidays, apply.
- 10.8 **VICTORIAN, TASMANIAN, AND WESTERN AUSTRALIAN EMPLOYEES ONLY:**
- Employees in Victoria, Tasmania and Western Australia (excluding Medical Officers) who start work at or from 6.00am up to and including 6.30 am Monday to Sunday, will receive a Morning Shift Allowance as set out in Appendix 2.

11 ON-CALL

- 11.1 All Employees who are required to be on-call will receive the on-call allowance set out in Appendix 2. Any time on-call will not be counted as time worked unless the Employee is called to work, in which case the appropriate overtime rate will apply.
- 11.2 If an Employee is called to attend the workplace while on-call, the employee will be paid for minimum engagement period of three (3) hours. Time spent in travelling to work will be included with the actual time worked.
- 11.3 Where a call to work can be performed remotely, the Employee will be paid a minimum of one (1) hour's pay at the appropriate overtime rate. Multiple calls within one (1) hour will not attract additional penalties.
- 11.4 No employee should be rostered or required to be on-call more frequently than a total of seven (7) days every fourteen (14) days, unless otherwise mutually agreed or a temporary arrangement is necessary to ensure the continuance of Lifeblood services.
- 11.5 Employees who are on-call must be contactable and fit for work whilst on-call. They will not be restricted to their residence but must be able to attend work within a reasonable timeframe.
- 11.6 Reasonable telephone rental and business calls costs will be reimbursed in accordance with any Lifeblood Policy.
- 11.7 Employees who accept work calls outside of work hours without being rostered on-call will not be entitled to payment under this clause.
- 11.8 Employees who are 'regularly rostered' on-call are entitled to receive additional annual leave as set out in clause 20.
- 11.9 On-call is to be distinguished from recall to work overtime. On-call refers to where an employee is instructed to be available on-call outside of ordinary or rostered work hours, which may include being part of an on-call roster. Recall refers to where an employee is recalled to perform work after undertaking their ordinary working hours.

Recall to Work Overtime

- 11.10 Employees recalled to work, to attend the workplace after completing their rostered shift will be paid for a minimum of three (3) hours work at the appropriate overtime rate.

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- 11.11 An Employee who is recalled to work, where it is necessary to attend Lifeblood premises can claim travel time (up to a maximum period of thirty (30) minutes travel time). Time spent travelling to work will be included in the actual (minimum) time worked.
- 11.12 Where recall to work can be performed remotely, the Employee will be paid a minimum of one (1) hour's pay at the appropriate overtime rate. Multiple calls within one (1) hour will not attract additional overtime.

12 OVERTIME

- 12.1 Overtime must not be worked and will not be paid to an Employee unless the additional hour(s) have been approved by the Employee's supervisor at the time prior to the Employee working the overtime.
- 12.2 Overtime is paid in the following circumstances:

Where a full-time employee:

- i. works more than an average of thirty-eight (38) hours per week in a fortnight or in a four (4) week period; or
- ii. works in excess of the ordinary hours on any day or shift prescribed in clause 7 — Ordinary Hours of Work; or
- iii. works in excess of their rostered shift or hours on a particular day or shift prescribed in clause 7 — Ordinary Hours of Work unless otherwise agreed.

Where a part-time employee:

- i. works more than an average of thirty-eight (38) hours per week in a fortnight or in a four (4) week period; or
- ii. works in excess of the ordinary hours on any day or shift prescribed in clause 7 — Ordinary Hours of Work; or
- iii. works in excess of their rostered shift or hours on a particular day or shift prescribed in clause 7 — Ordinary Hours of Work, unless otherwise agreed. For clarity, Part-time Employees may be rostered to work more than their minimum guaranteed contracted hours without incurring overtime, in accordance with clauses 6 – Types of Employment and 7 — Ordinary Hours of Work.

NOTE: For clarity, Part-time employees don't get paid overtime if they work:

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- i. more than their guaranteed minimum contracted part-time hours, but less than the average weekly, fortnightly, or four-weekly ordinary hours for a full-time employee for the rostered period in accordance with clause 7 – Ordinary Hours of Work; or
 - ii. their rostered hours on any day or shift; or
 - iii. a rostered shift less or equal to ten (10) hours in a day or twelve (12) hours where agreed (exclusive of meal breaks); or
 - iv. if they work outside the span of hours, in which case shift penalties apply.

Where a casual employee:

- i. works in excess of an average of thirty-eight (38) hours per week in a fortnight or in a four (4) week period;
- ii. works in excess of the ordinary hours on any day or shift prescribed in clause 7 — Ordinary Hours of Work.

Casuals don't get overtime for working outside the span of ordinary hours. These hours are paid at the employee's ordinary hourly rate of pay, though a shift penalty may apply.

Overtime rates—full-time and part-time employees

12.3 An employee who works overtime shall be paid the following rates for their employment classification:

- i. Monday to Saturday— fifty percent (50%) in addition to their base rate of pay for the first two (2) hours and one hundred percent (100%) in addition to their base rate of pay after two (2) hours;
- ii. Sunday— one hundred percent (100%) in addition to their base rate of pay; and
- iii. Public Holidays— one hundred and fifty percent (150%) in addition to their base rate of pay.

NOTE: Overtime rates for full-time and part-time employees will be in substitution for and not in addition to the penalties and loadings prescribed in clause 9 — Weekend Work and clause 10 – Shiftwork.

Overtime rates—casual employees

12.4 A casual employee who works overtime shall be paid the following rates for their employment classification:

- i. Monday to Saturday— fifty percent (**50 %**) of their casual hourly rate of pay for the first two (2) hours and one hundred and percent (**100%**) of their casual rate of pay after two (2) hours;
- ii. Sunday— one hundred percent (**100%**) of their casual hourly rate of pay; and
- iii. Public Holidays— one hundred and fifty percent (**150%**) of their casual hourly rate of pay.

NOTE: The overtime rates for casual employees have been calculated by applying the casual loading prescribed in Clause 6 to the minimum hourly rate (casual hourly rate of pay) before applying the overtime rates prescribed by Clause 12.

12.5 All the rates set out above are in substitution for and not in addition to any applicable shift allowances unless specified otherwise.

Reasonable Overtime

12.6 As defined in the Act, Lifeblood may require any Employee to work reasonable overtime as defined in the Act.

Time off in Lieu instead of payment for overtime (TOIL)

12.7 Employees can choose to receive TOIL for overtime hours worked rather than being paid at overtime rates.

12.8 The period of time off that an employee is entitled to take is the same as the overtime payment that would have been made. This means an employee who worked two (2) overtime hours at an additional fifty percent (50%) of their base salary is entitled to three (3) hours' time off.

12.9 Time off in lieu must be taken:

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- i. within the period of 6 months after the overtime is worked; and
 - ii. at a time or times within that period of 6 months agreed by the Employee and Lifeblood

12.10 If prior to using the TOIL, the Employee requests at any time to be paid for the hours instead, or the Employee does not take the TOIL within six (6) months, Lifeblood will pay the Employee for overtime in the next available pay period following the request or six (6) month period at the overtime rate applicable to the overtime when worked.

12.11 The TOIL arrangement must be recorded in writing and this record must be kept as an Employee record.

12.12 An agreement must state each of the following:

- i. the number of overtime hours to which it applies and when those hours were worked;
- ii. that Lifeblood and Employee agree that the employee may take time off instead of being paid for the overtime and when that time will be taken;
- iii. that, if the Employee requests at any time, for overtime covered by the agreement but not yet taken as time off to be paid, Lifeblood must pay the Employee at the overtime rate applicable to the overtime when worked.

Ten Hour Break

12.13 Where there is not at least ten (10) hours break between the conclusion of one (1) shift (including overtime and recall shifts) and the commencement of the next shift, the Employee will be released from work until they have had a ten (10) hour break without loss of pay for ordinary working time. This means that if the employee was rostered to start work before the ten (10) hour break was completed the employee will be paid ordinary hours from the time they were due to start their shift but are not required to attend work until they have had ten (10) hours break.

12.14 If the Employee is required to return to work or continue work without the ten (10) hour break, the Employee will be paid one hundred percent (100%) in addition to their base rate of pay until released from work.

13 MEAL AND REST BREAKS

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- 13.1 Employees will be entitled to one paid ten (10) minute rest break in each four (4) hours worked at a time to be agreed between Lifeblood and Employee. Unpaid meal breaks do not count towards time worked unless specified otherwise.
- 13.2 **NORTHERN TERRITORY EMPLOYEES ONLY**
Employees employed in the Northern Territory will be entitled to one paid fifteen (15) minute rest break in each four (4) hours worked at a time to be agreed between Lifeblood and the Employee as per clauses 13.7,13.8, 13.9, and the table in the note below. Unpaid meal breaks do not count towards time worked unless specified otherwise.
- 13.3 Employees will also be entitled to an unpaid meal break after five (5) hours of work, unless otherwise agreed. This unpaid meal break will be at least thirty (30) minutes, but not exceeding sixty (60) minutes. The length of the unpaid meal break must be agreed prior with their manager.
- 13.4 Breaks can be consolidated or split where mutually agreed.
- 13.5 Lifeblood will determine when the breaks are to be taken where agreement cannot be reached.
- 13.6 An Employee who works not more than six (6) hours on one shift may elect to forgo the unpaid meal break, with the consent of Lifeblood.
- 13.7 Where an Employee works more than five (5) and up to and including eight (8) hours continuously, they will be entitled to two ten minute (2 x 10 minute) paid rest breaks and one unpaid meal break, whereby the unpaid meal break does not count towards time worked.
- 13.8 When an employee works more than eight (8) and up to and including ten (10) hours continuously, the employee will be entitled to three ten minute (3 x10 minute) paid rest breaks and one unpaid meal break, whereby the unpaid meal break does not count towards time worked.
- 13.9 Where an employee works more than 10 (ten) and up to and including twelve (12) hours continuously (other than a split shift) the employee will be entitled to three ten-minute (3 x10 minute) paid rest breaks and two unpaid meal breaks, whereby the latter unpaid break is optional and is a maximum of thirty (30) minutes. Unpaid meal breaks do not count towards time worked.

- 13.10 An Employee will be entitled to one twenty (20) minute paid rest break in every four (4) hours of Overtime worked at a time to be agreed between Lifeblood and the Employee. This break counts as time worked.
- 13.11 Where an Employee is required to be on duty during a rostered meal break, the employee will be paid an additional fifty percent (50%) of their base rate of pay for all time worked until the meal break is taken.
- 13.12 Where an Employee is required by Lifeblood to remain available during a meal break, but is free from duty, the employee will be paid at ordinary rates for a thirty (30) minute meal break. This period will not count as time worked when calculating ordinary hours for the purposes of overtime or penalties. If the Employee is recalled to perform duty during this period the employee will be paid an additional fifty percent (50%) of their base rate of pay for all time worked until the balance of the meal break is taken.

NOTE: To clarify, break entitlements are determined based on the ordinary hours actually worked (not rostered hours) as per the table below. No employee will be required to work more than five (5) continuous hours without either a paid or unpaid break.

Hours Worked	Breaks (based on 30 minutes unpaid break and 10 minutes paid breaks unless otherwise agreed)
Up to and including 5 hours	one (1) break ■ 1 x 10 minutes paid
Up to and including 6 hours (only where agreed)	Two (2) breaks ■ 2 x 10 minutes paid
More than 5 up to and including 8 hours	maximum of three (3) breaks: ■ 1 x 30 minutes unpaid and ■ 2 x 10 minutes paid
More than 8 up to and including 10 hours	maximum of four (4) breaks: ■ 1 x 30 minutes unpaid and ■ 3 x 10 minutes paid
More than 10 hours	maximum of four (4) breaks: ■ 2 x 30 minutes unpaid (second break of 30 minutes optional) ■ 3 x 10 minutes paid

Meal Allowance

- 13.13 Employees will be paid a meal allowance as specified in Appendix 1 where two (2) or more hours overtime is worked on a shift.

PART 4 – LEAVE

WARNING: We have been required to include some terminology in this part because of its specific meaning under the Act and associated legislation. We acknowledge that some of the language used may be distressing, in which case we encourage you to reach out to your People & Culture Business Partner and/or our EAP provider for support.

NOTE: Leave only applies to permanent or fixed term Employees unless it is specifically stated that it applies to casual Employees. Part time Employees accrue leave pro-rata on ordinary hours worked, unless otherwise stated.

14 PERSONAL LEAVE

14.1 Personal leave is where an employee is not fit for work due to a personal illness or injury affecting the employee. For the purposes of taking Personal/ Carer's leave, Personal leave includes Sick Leave and Carer's Leave and Urgent Pressing Necessity Leave but can also be taken for preventative medical purposes.

Personal Leave Entitlement

14.2 Personal Leave accrues progressively during a year of service from the employee's first day of permanent employment and is based on the Employee's ordinary hours of work. An employee's Personal Leave balance carries over to the next year.

14.3 Full time Employees accrue fifteen (15) days (at 7.6 hours per day) of paid Personal Leave each year.

14.4 Employees who prior to the commencement of this Agreement accrue in excess of fifteen (15) days personal leave per year will continue to accrue additional personal leave at their current accrual rate as long as they remain employed under this Agreement.

14.5 Personal leave may be taken in hourly increments.

14.6 A casual Employee is entitled to unpaid Carer's Leave in accordance with the Act.

Evidence

- 14.7 Employees must provide satisfactory evidence of the need to take Personal Leave where requested by Lifeblood if they are absent:
- i. Three or more days in a row; or
 - ii. Where the employee is repeatedly absent from the workplace.
- 14.8 Satisfactory evidence includes medical certificates, statutory declarations and other reasonable evidence that demonstrates the need for the Employee to take the Personal Leave, such as evidence of a medical appointment.

Notice

- 14.9 If an Employee requires Sick or Carer's Leave, the Employee must notify their manager as soon as reasonably practicable:
- i. that they cannot attend work; and
 - ii. how long they will not be able to attend work.
- 14.10 Other than in exceptional circumstances, notice of a requirement for Sick or Carer's Leave must be given prior to the commencement of work.
- 14.11 If an Employee would like to access Personal Leave for preventative medical purposes, the Employee must notify their manager with not less than one (1) weeks' notice. Approval of requests are at the discretion of Lifeblood and in line with operational requirements.

Carer's Leave or Sick Leave while on Annual Leave

- 14.12 If an Employee can provide evidence as outlined above that they met the definition of Carer's Leave or Sick Leave while on a period of Annual Leave, Lifeblood will (providing there was a sufficient Personal Leave balance at the time) credit the Annual Leave balance and reduce the Personal Leave balance accordingly.
- 14.13 If an Employee can provide evidence as outlined above that they met the definition of Carer's Leave or Sick Leave while on a period of Long Service Leave, Lifeblood will (providing there was a sufficient Personal Leave balance at the time) credit the Long Service Leave balance and reduce the Personal Leave balance accordingly.

15 URGENT AND PRESSING NECESSITY LEAVE

- 15.1 An Employee who is required to leave work or to not attend work for an emergency event such as fire, bushfire, flood, storm, storm damage or other such emergency will be entitled to Personal Leave.

16 COMPASSIONATE LEAVE

- 16.1 An Employee may access up to five (5) days paid Compassionate Leave for each occasion as prescribed under the NES.
- 16.2 Lifeblood recognises that Employees who identify as Aboriginal and/or Torres Strait Islander may require additional time for Sorry Business. This is able to be discussed with and considered by their Manager or Supervisor.
- 16.3 Annual Leave, Long Service Leave and Unpaid Compassionate Leave may be accessed with Lifeblood's approval where the paid Compassionate Leave entitlement has been exhausted.

Evidence

- 16.4 Where requested by Lifeblood, an Employee must provide satisfactory evidence to support the need to take Compassionate Leave.

17 FAMILY & DOMESTIC VIOLENCE LEAVE

- 17.1 Any Employee, including a casual Employee, who is affected by Family and Domestic Violence is entitled to ten (10) days up to an unlimited number of paid Family and Domestic Violence Leave days in a twelve (12) month period from the Employee's initial start date and from the anniversary of that start date for subsequent years in accordance with any relevant Lifeblood policy and the NES.
- 17.2 This Leave is available on commencement of employment with Lifeblood.

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- 17.3 This Leave can be taken in hourly increments.
- 17.4 Payroll will keep a record of the Leave but no record shall be recorded on the Employees payslip.
- 17.5 This leave will be paid at the Employees full pay rate for the hours they would have worked or would normally have been rostered if they weren't on leave. For clarity, Casual employees are paid their full pay rate for the hours they were rostered to work.

18 PUBLIC HOLIDAYS

- 18.1 The following are recognised as Public Holidays for the purposes of this agreement:
- 1 January (New Year's Day),
 - 26 January (Australia Day),
 - Good Friday,
 - Easter Monday,
 - 25 April (Anzac Day),
 - King's Birthday,
 - 25 December (Christmas Day),
 - 26 December (Boxing Day) and
 - any other day, or part day, declared or prescribed by or under a law of the relevant State or Territory to be observed generally within the state, or a region of the state, as a public holiday, **other** than a day or part-day, or a kind of day or part-day, that is excluded by the *Fair Work Regulations 2009* (Cth) from counting as a public holiday.
- 18.2 Where a permanent or fixed term Employee ordinarily works on the day (or part-day) of the week the Public Holiday (as defined in clause 18.1) is to fall on, but does not work on that day or part-day because it is a Public Holiday, the employee will be entitled to payment at their Base Rate of Pay, based on the average number of hours worked on this day (or part-day) over the previous twelve (12) months as defined in 18.3.
- 18.3 Whether an employee '**ordinarily works a day (or part day) of the week**' in clause 18.2 is determined **by the employee having worked at least fifty percent (50%) or more of that day**

or part-day over the twelve (12) months immediately preceding the public holiday. If the employee has not worked (or taken paid leave) at least fifty percent (50%) of that day of the week – e.g. fifty percent (50%) of Mondays of the preceding twelve (12) months – in the preceding twelve (12) months, the employee is not entitled to payment or other entitlement for the public holiday.

NOTE: For clarity, if the employee does not **ordinarily have hours of work** on the public holiday as defined in clauses 18.2 and 18.3, the employee is *not* entitled to payment under this section. For example, the employee is **not** entitled to payment if:

- i. the public holiday falls on a day (or part day) that the centre/workplace is normally closed; **or**
- ii. if the employee never works the day (or part day) that public holiday falls on **or** has not worked fifty percent (50%) of the specific day (or part day) of the week that the Public Holiday happens to fall on over the preceding twelve (12) months; **or**
- iii. if the employee is a casual employee who is not rostered on for the public holiday; **or**
- iv. if the employee is a part-time employee with fixed hours whose part-time hours do not include the day (or part day) of the week on which the public holiday occurs.

Public Holidays whilst on Leave

18.4 If a Public Holiday falls during a period of paid Annual, Personal or Long Service Leave, the employee will be paid for the Public Holiday without deduction to the paid leave entitlement. This includes any hours that fall on a part-day public holiday which the Employee would ordinarily have been rostered had they not been on paid leave.

Substitute Days

18.5 A substitute public holiday is an ordinary day that is treated like a public holiday instead of the actual public holiday. Lifeblood and the Employee may agree to substitute another day for a day that would otherwise be a public holiday under clause 18.1. An employee would be paid for the substitute day as if it were the public holiday, and the employee will be paid their ordinary rate of pay for time worked on the designated public holiday specified in clause 18.1.

18.6 Lifeblood recognises that the public holidays as outlined in clause 18.1 may not be observed culturally by all Employees or be suitable for all Employee family commitments. As such, where an employee would usually be entitled to a day (or part day) off work in line with clause 18 the Employee may request to work the public holiday and substitute that day for another day. An

employee would be paid for the substitute day as if it were the public holiday and the employee will be paid their ordinary rate of pay for time worked on the public holiday designated under clause 18.1.

- 18.7 An Employee shall provide not less than two (2) weeks' notice in writing of a request for a Substitute Day (either two (2) weeks prior to the public holiday or the day which is to be substitute, whichever is the sooner).
- 18.8 Approval for requests for a Substitute Day are at the discretion of Lifeblood and in line with operational requirements.
- 18.9 Requests for Substitute Days will be considered on a case-by-case basis and will not be unreasonably refused.
- 18.10 An employee cannot receive both the benefit of working the Public Holiday under clause 18.1, as well as the day it was substituted for.

Working on a Public Holiday

- 18.11 Lifeblood can reasonably request an Employee to work on a public holiday under clause 18.1 whereby Lifeblood will consider section 114 (4) of the Act or its replacement or equivalent.

Payment for working on a Public Holiday

- 18.12 A permanent or fixed term Employee who is required to work ordinary hours on a public holiday will be paid at the rate of one hundred and fifty percent (150%), in addition to their Base Rate of pay.
- 18.13 A casual Employee who is required to work ordinary hours on a public holiday will be paid at the rate of one hundred and seventy five percent (175%) in addition to their Base Rate, inclusive of casual loading.

Additional Public Holiday – New South Wales only

18.14 NEW SOUTH WALES EMPLOYEES ONLY

An employee employed in New South Wales prior to the commencement of this Agreement will be entitled to one (1) Public Holiday in addition to those listed in clause 18.1 each calendar year for as long as they remain employed under this Agreement.

18.15 This additional Public Holiday shall be taken at a time requested by the employee and approved by Lifeblood in accordance with clauses 18.7, 18.8, and 18.9 in the same manner as substitute days. The additional Public Holiday must be taken in the same calendar year and does not accrue from year to year.

Note: for clarity – this does not apply to employee who became employed under this Agreement after its commencement or who move to a different State or Territory.

19 PARENTAL LEAVE

19.1 Eligible Employees can access various entitlements under the NES including unpaid parental leave, unpaid special maternity leave, a right to transfer to a safe job in appropriate cases, take ‘no safe job’ paid leave, consultation requirements, a right to return to the Employee’s role pre parental leave, keeping in touch days and unpaid preadoption leave.

Paid Parental Leave

19.2 Any permanent or fixed term Employee, will be eligible for up to 14 weeks’ Paid Parental Leave, paid at their Base rate of pay, following the birth or adoption placement of each child of the Employee.

19.3 For the avoidance of doubt, the Paid Parental Leave entitlement in this Agreement operates concurrently with the unpaid parental leave entitlement in the NES.

19.4 Paid Parental Leave can be taken at half pay or double pay with the period of paid parental leave extended or reduced accordingly.

19.5 Either parent can take Paid Parental Leave at any time during the first 12 months after the birth or adoption placement of a child

19.6 Paid Parental Leave does not need to be taken in one consecutive block and may be taken in blocks of a minimum of four (4) weeks, as long as each of those blocks commences within 12 months of the birth or placement.

19.7 An eligible Employee may take paid parental leave up to a maximum of 14 weeks.

19.8 An Employee accessing Paid Parental Leave will continue to receive superannuation payments for the period of paid leave taken.

19.9 Satisfactory evidence may be required for paid parental leave.

Other Birth Related Leave

19.10 In the event that an Employee suffers a miscarriage as defined by the NES after fourteen (14) weeks gestation, they are entitled to up to four (4) weeks paid Birth Related Leave.

19.11 In the event that an Employee experiences a still birth as defined by the NES, they are entitled to up to fourteen (14) weeks paid Birth Related Leave.

19.12 In the event an Employee experiences infant death during a period of Paid Parental Leave, they will be eligible for Birth Related Leave in the amount of the outstanding Paid Parental Leave they would otherwise have received or up to six (6) weeks, whichever is greater.

19.13 Either parent may access Birth Related Leave as outlined in clauses 19.10 -19.12 above

19.14 In the event that an Employee acts as a surrogate or surrenders a baby for adoption at birth they are entitled to up to six (6) weeks paid Birth Related Leave in order to recover from the birth.

19.15 Annual Leave, Sick Leave, Long Service Leave and Compassionate Leave may be accessed with Lifeblood's approval where the paid Birth Related Leave entitlement has been exhausted.

20 ANNUAL LEAVE

20.1 Annual Leave accrues progressively during a year of service from the employee's first day of permanent employment and is based on the Employee's ordinary hours of work. An employee's Annual Leave balance carries over to the next year. The balance is paid out on termination of employment.

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- 20.2 Full time and Part-time Employees covered by this Agreement other than Medical Officers will accrue up to five (5) weeks (190 hours) paid Annual Leave each year. All other employees covered by this Agreement will accrue four (4) weeks (152 hours).

Notice and Approval

- 20.3 Employees are expected to request to take Annual Leave at least four (4) weeks prior to the proposed annual leave.
- 20.4 Approval for requests for Annual Leave are at the discretion of Lifeblood and in line with operational requirements.
- 20.5 Lifeblood will not unreasonably refuse a request by an Employee to take Annual Leave.

Annual Leave Loading

- 20.6 All Employees are entitled to receive a seventeen and a half percent (17.5%) leave loading on their Annual Leave of their ordinary pay on a maximum of one hundred and ninety (190) hours or five (5) weeks' annual leave per year. This is calculated on their Base Rate and will be paid to Employees at the time the Annual Leave is taken.

Requirement to take Annual Leave during Shutdown

- 20.7 At Lifeblood's discretion, an Employee may be redeployed, or if they cannot reasonably be redeployed, required to take paid Annual Leave during a shutdown period where reasonably directed in writing.
- 20.8 Lifeblood will provide a minimum of twenty-eight (28 days) notice of an Annual Shut-down period unless otherwise agreed.

Direction to take Excessive Annual Leave

- 20.9 Where an Employee has accrued an excessive amount of Annual Leave (ten (10) or more weeks (or 12 weeks' paid annual leave for a shiftworker), Lifeblood will seek to reach agreement with the employee for a period of Annual Leave to be taken. In the event that agreement cannot be reached, the employee may be directed to take a period of paid Annual Leave, at Lifeblood's discretion.

20.10 After the amount of leave the employee is required to take and any other agreed periods of annual leave have been deducted from the employee's leave balance, the employee's remaining accrued entitlement to paid annual leave must not be less than six (6) weeks.

20.11 For the subclauses above, the Employee will be given at least four (4) weeks' notice of the date the Employee needs to take Annual Leave.

Cashing out and purchasing Annual Leave

20.12 Annual Leave entitlements may be cashed out by mutual agreement in writing between the Employee and Lifeblood, provided that the Employee retains an entitlement to at least four (4) weeks Annual Leave after the cash out. Each cashing out must be by separate written agreement between the Employee and Lifeblood and the Employee will be paid the full amount they would have been paid had they taken the Annual Leave. Leave doesn't accumulate for a period of annual leave that has been cashed out.

20.13 Annual leave may be purchased in accordance with the Lifeblood Leave Policy and Purchased Leave Information Sheet as varied from time to time.

Interaction of Annual Leave with other Leave

20.14 An Employee's Annual Leave balance will not be deducted for:

- i. any day or part day public holiday(s); or
- ii. for any other periods of leave provided for in the NES; that fall during that period of Annual Leave.

Additional Annual Leave for Shift Workers

20.15 For the purposes of an additional one (1) week's Annual Leave provided by the NES, a shift worker as defined in clause 10 – Shift Work is an Employee who:

- i. is regularly rostered over seven (7) days of the week; or
- ii. regularly works Weekends.

20.16 For the purposes of sub-clause 10.2, an employee is ‘regularly rostered’ or regularly works weekends’ who works a minimum of ten (10) weekend days (on either Saturday or Sunday) over a twelve (12)-month consecutive period from the Employee’s initial start date and from the anniversary of that start date for subsequent years.

20.17 To avoid any doubt, this means that an employee who is a day worker or shiftworker as defined in clause 10 – Shift Work; **and** who meets the requirement to be ‘regularly rostered’ for the purposes of clauses 20.15 and 20.16 above; is entitled to one (1) week of additional annual leave, so six (6) weeks of paid annual leave for each year of service.

20.18 Any additional leave accrued under this clause does not attract any penalties or annual leave loading and will be paid on guaranteed contracted hours.

20.19 Additional leave will be credited to eligible employee’s leave balances no later than the first full pay period on or after the employee’s anniversary date the following year.

Additional Annual Leave for On-Call

20.20 An employee who is regularly rostered on-call over a twelve (12) month period, shall be entitled to accrue additional annual leave on a pro rata basis in accordance with the table below:

No. of days on-call	No. of additional hours
Less than 20	0
20 but less than 30	7.6
30 but less than 40	15.2
40 but less than 50	22.8
50 but less than 60	30.4
60 or more	38

For the purposes of subclause above, the twelve (12) month period shall be taken from the first full pay period on or after the anniversary of the employee’s starting date.

20.21 Additional leave will be credited to eligible employee’s leave balances no later than the first full pay period on or after the employee’s anniversary date the following year.

20.22 Employees who accrue five (5) weeks annual leave per year will be entitled to an additional week of annual leave because they **either** meet the requirements to be ‘regularly rostered’ or ‘regularly work Weekends’ as set out in clauses 20.15 and 20.16; **or** they meet the requirements to be ‘regularly rostered’ on-call as set -out in clause 20.20, but not both.

20.23 Any additional leave accrued under this clause does not attract any penalties or annual leave loading and is paid on guaranteed contracted hours.

21 STUDY AND PROFESSIONAL DEVELOPMENT LEAVE

21.1 Employees who undertake further study or professional development that is relevant and of benefit to their role at Lifeblood, are entitled to apply for paid Study Leave as per Lifeblood’s Study Assistance and Membership Reimbursement Policy as varied from time to time. This Policy is separate to, and does not form part of, this Agreement.

21.2 Employees must apply at least six (6) weeks prior to commencing the study/course. Lifeblood will consider each application on a case-by-case basis.

21.3 In addition, Employees have six (6) days professional development leave per year for attendance at seminars, training and development, conferences and short courses relevant to their role. Employees can attend the training during paid ordinary hours of work provided Lifeblood has agreed in advance.

21.4 For the avoidance of doubt, if an Employee is required to attend Lifeblood initiated and approved training or training required for accreditation purposes for the performance of their role, they are entitled to attend that training during ordinary hours of work (which is paid at their base of rate pay).

22 UNION ENGAGEMENT LEAVE

22.1 An Employee who is a member of a registered Industrial Union of Employees is entitled to five (5) days paid leave Union Engagement Leave per year to participate in reasonable and constructive industrial relations education and/or union related meetings and activities, such as

employee representative training, to acquire knowledge and competencies in industrial relations.

- 22.2 An Employee shall provide not less than one (1) weeks' notice of a request to access Union Engagement Leave.
- 22.3 Approval for requests for Union Engagement Leave are at the discretion of Lifeblood and in line with operational requirements.
- 22.4 Requests for Union Engagement Leave will be considered on a case-by-case basis and will not be unreasonably refused.

23 LONG SERVICE LEAVE

- 23.1 Long Service Leave Entitlements under existing and expired Agreements as set out in Appendix 3 – Long Service Leave will continue to apply but will be read and interpreted in conjunction with the applicable Pre-Modern Award and/or relevant State Long Service Leave Act as amended or replaced from time to time.
- 23.2 Where there is an inconsistency between this Agreement and the relevant State Long Service Leave Act and/or applicable Pre-Modern Award, and the State Long Service Act or Pre-Modern Award provides a greater benefit, the relevant State Long Service Act or Pre-Modern Award provision will apply to the extent of the inconsistency.

OTHER LEAVE

24 JURY SERVICE

- 24.1 Employees who are required to attend jury service during their ordinary working hours, will be paid the difference between:
- i. The amount paid for their attendance at jury service; and
 - ii. Their Full Rate of Pay.

24.2 Employees are required to notify their manager as soon as possible of the requirement to attend jury service.

24.3 Employees must provide evidence of attendance including evidence of the amount paid to the Employee.

25 CEREMONIAL LEAVE

25.1 An Employee who is required by Aboriginal or Torres Strait Islander tradition to be absent from work for traditional ceremonial purposes, including but not limited to Sad News, Sorry Business, will be entitled to up to ten (10) working days' paid leave in any one year, with the approval of Lifeblood.

Notice

25.2 If an Employee requires Ceremonial Leave, the Employee must notify their manager as soon as reasonably practicable:

- i. that they cannot attend work; and
- ii. how long they will not be able to attend work.

25.3 Other than in exceptional circumstances, notice of a requirement for Ceremonial Leave must be given prior to the commencement of work.

25.4 Compassionate Leave, Annual Leave, Long Service Leave and Unpaid Compassionate Leave may be accessed with Lifeblood's approval where the paid Ceremonial Leave entitlement has been exhausted.

26 COMMUNITY SERVICE LEAVE

26.1 Support will be given to employees who are required or elect to participate in serving the community. Examples may include:

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- i. members of the Australian Defence Force Reserves who are required to participate in military training or redeployment;
 - ii. volunteering activities including volunteers of state or national emergency services;
 - iii. employees dealing with an emergency or natural disaster as part of the response by a recognised emergency response body; and
 - iv. participation in Australian Red Cross relief programs.

26.2 Payment during the period of approved absence will be at ordinary pay, but where an employee receives payment for the community service from a third party, they will forfeit to Lifeblood any amount received for attendance in any of the activities.

26.3 Community Service Leave can be taken in hourly increments.

26.4 Approval for requests for Community Service Leave for non-compulsory community service are at the discretion of Lifeblood and in line with operational requirements.

26.5 Requests for Community Service Leave for non-compulsory community service will be considered on a case-by-case basis and will not be unreasonably refused.

Evidence

26.6 Employees must provide satisfactory evidence of the need to take Community Leave where they are requested by Lifeblood.

Notice

26.7 Employees must notify their manager as soon as reasonably practicable of requests to access Community Service Leave.

27 GENDER AFFIRMATION LEAVE

- 27.1 In the event an Employee is required to attend to essential and necessary gender affirmation procedures, including but not limited to appointments associated with medical procedures, psychological support, legal status and documentation amendment, Employees will be entitled to up to 6 weeks paid gender affirmation leave and up to 46 weeks unpaid gender affirmation leave.
- 27.2 Employees will provide at least 4 weeks' notice of any Gender Affirmation Leave required.
- 27.3 Employees will provide at least four weeks' notice of return from Gender Affirmation Leave for Lifeblood to positively support their return to work if a period of leave of 6 weeks or more has been taken, unless otherwise agreed.
- 27.4 Employees may take Gender Affirmation Leave consecutively, in single or part days, as agreed with Lifeblood.

28 DONATION LEAVE

- 28.1 An Employee will have the opportunity to donate blood plasma and platelets during their rostered hours without loss of pay. Donations will occur at a time mutually agreed between the Employee and Lifeblood, having regard to operational requirements of the workplace.
- 28.2 Subject to Lifeblood's agreement, Employees may also be eligible for paid leave for the donation of other biological products including milk, microbiome and bone marrow.

29 VOLUNTEER LEAVE

- 29.1 An employee may apply for one (1) day paid Volunteer Leave per year (non-cumulative) to participate in a voluntary activity in line with the provisions of any relevant Lifeblood policy. Volunteer Leave is distinct from community service leave including volunteer emergency management service. Payment for any period of approved absence will be at the employee's base rate of pay.

PART 5 – ALLOWANCES

Allowances are set out in Appendix 1.

30 HIGHER DUTIES

Eligibility for Higher Duties

- 30.1 An employee may agree, at any time during the term of this Agreement, to perform duties in excess of their current role in an existing role with additional responsibility and greater accountability (Higher Duties). Subject to this clause, an employee who agrees to perform Higher Duties for three (3) consecutively rostered shifts or more shall receive a Higher Duties payment consistent with this clause.
- 30.2 An employee will be eligible for a Higher Duties payment provided that they act in a different role to their contracted role with additional responsibilities (defined as such in the position description). This may include roles within the same level, except for roles in Level 1.
- 30.3 Higher Duties will not apply where the employee receives an In-Charge allowance as set out in Clause 31.

Note: For clarity, where an employee is performing Higher Duties for a consecutive period of more than three (3) days, they will be paid the Higher Duties from the first day for the entire period they are performing Higher Duties. In this instance, the In-Charge Allowance will not apply for the first three days.

Payment for Higher Duties

- 30.4 Payment for higher duties will be an additional five percent (5%) if the role they are acting in is within the same level other than within Level 1. Employees will receive an additional twenty percent (20%) if they move one Level and an additional forty-five percent (45%) for moving two Levels on top of the employee's ordinary base rate of pay plus penalty rates where applicable.
- 30.5 Notwithstanding the above, an Enrolled Nurse acting in Higher Duties as a Session Leader within a Donor Centre will receive an additional thirty-five percent (35%) instead of twenty percent (20%) of their base rate of pay plus penalty rates where applicable.

NOTE: For clarity, where a Level 1 employee is required to perform in a role that is also classified as Level 1 there is no additional payment. Where a Level 1 employee is required to perform Higher Duties in a role that is classified as Level 2, they will receive an additional

twenty percent (20 %) on their Base Rate of Pay for all time worked in the Level 2 role. If a Level 1 employee performs Higher Duties in a Level 3 role they will receive an additional forty-five percent (45%) on top of the employee's ordinary base rate of pay plus penalty rates where applicable.

- 30.6 Higher Duties is only applicable where an employee is required to perform an existing role with additional responsibility and greater accountability within this Enterprise Agreement for a period of three (3) consecutively rostered shifts or more – this clause does not apply to roles that exist outside of the Enterprise Agreement.

31 IN-CHARGE ALLOWANCE

- 31.1 An employee who is appointed in charge of a session or shift (or part of the session or the shift) for a minimum of one (1) hour or more, where there is no session or shift leader on site (other than the Donor Centre Manager), or the session leader or shift leader is otherwise unavailable or uncontactable, shall be paid for up to three (3) consecutive shifts for the time spent in charge on an hourly basis. This allowance will be paid in accordance with Appendix 1 – Allowances.

32 MOBILE DONOR UNITS AND POP-UPS

- 32.1 Work performed on Mobile Donor Units and Pop-ups will be in accordance with the National Mobile Operations Policy as varied from time to time. The Lifeblood National Mobile Operations Policy is separate from this Agreement and does not form a part of this Agreement.
- 32.2 For employees engaged on to work on a Mobile Donor Unit or a Pop-up for up to one (1) day, a daily allowance will apply as per Appendix 1 – Allowances.
- 32.3 For employees engaged to work on the Mobile Donor Unit or in a Pop-up for consecutive days where they are required to stay overnight, an overnight allowance will apply instead of the daily allowance. This Allowance is listed in Appendix 1 – Allowances. This overnight allowance will replace the Lifeblood National Travel Policy to the extent of any meal allowances.
- 32.4 The Lifeblood National Travel Policy will continue to apply except in the specific circumstances as provided in this clause.

Note: For clarity, the clauses in this Agreement about Mobile Donor Units and Pop-ups and the National Mobile Operations Policy will apply instead of the Lifeblood National Travel Policy if there is any inconsistency, unless otherwise stated.

32.5 If an employee is required to travel **more** than fifty kilometres (50 km) in their own vehicle to attend work on a Pop-up or Mobile Donor Unit, the employee will be paid a km rate in the amount of \$1.00. This amount will increase annually in accordance with the relevant annual wage increase.

32.6 In addition, an employee who is required to travel **more** than fifty kilometres (50 km) to attend work on either a Mobile Donor Unit or Pop-up, will be paid travel time at their ordinary hourly rate.

Note: For clarity, employees who travel less than fifty kilometres (50 km) from their home to attend work on a Mobile Donor Unit or Pop-up, and/or who travel less than fifty kilometres (50 km) to their usual workplace or a Lifeblood site to transfer in a Lifeblood vehicle to a Mobile Donor Unit or a Pop-up, will not be paid either a kilometre rate or travel time.

33 SKILLS COACHES AND ASSESSORS (SCA) ALLOWANCE

33.1 An SCA Allowance will be payable to Donor Centre Employees for the period that they are undertaking approved SCA activities or the ad hoc the duties of a Skills Coach Assessor in Centre, in accordance with Appendix 1 – Allowances.

33.2 This Allowance will not apply to Registered Nurses, Session Leaders, Regional SCAs and SCA Coordinators.

34 SENIOR, QUALIFICATIONS AND VENESECTION ALLOWANCES

34.1 Employees who received these allowances in the State of Victoria the day prior to the Agreement becoming effective will continue to receive a dollar amount as set out in Appendix 1 – Allowances. This will apply as long as the employee continues to be employed in the same role under this Agreement.

34.2 Part-time employees will receive this amount pro-rata.

34.3 These allowances are payable on Annual Leave but not on any other type of Leave.

PART 6 - MISCELLANEOUS

35 TERMINATION OF EMPLOYMENT

Notice of Termination by Lifeblood

- 35.1 If Lifeblood terminates the Employee's employment during the probationary period, one (1) weeks' notice will be provided.
- 35.2 If Lifeblood terminates an Employee's employment, the Employee is entitled to four (4) weeks' notice or pay in lieu of notice (or part thereof).
- 35.3 If the Employee is over 45 years old and has completed at least two (2) years' service when they receive notice, the Employee will be given an additional one (1) week's notice.
- 35.4 If the Employee has resigned, the Employee is required to provide the same period of notice as set out above, however there is no requirement to give an additional weeks' notice based on their age.
- 35.5 Notice of termination does not apply to casual Employees, where a fixed term contract is ending, or in cases of summary dismissal.
- 35.6 Pay in lieu of notice will be paid at the amount the Employee would have been paid if they had worked their notice period.

Inadequate notice

- 35.7 If an Employee who is at least 18 years old does not give the period of notice required under clause 35.4, then Lifeblood may deduct from wages due to the Employee under this award an amount that is no more than one week's wages for the employee.
- 35.8 If Lifeblood has agreed to a shorter period of notice than that required under clause 35.2 then no deduction can be made under clause 35.7.
- 35.9 Any deduction made under clause 35.7 must not be unreasonable in the circumstances.

36 REDUNDANCY

- 36.1 Where Lifeblood has made a definite decision that it no longer requires the job an Employee has been doing to be done by anyone and this is not due to the ordinary and customary turnover of labour, Lifeblood will as soon as practicable hold discussions with the Employee(s) directly affected about the redundancy of the role(s).
- 36.2 Where a redundancy occurs, Lifeblood will make reasonable efforts to identify suitable redeployment opportunities within Lifeblood.
- 36.3 To terminate the employment of an Employee whose role is redundant and who cannot be redeployed, Lifeblood will provide the Employee with notice, or payment in lieu of notice, in accordance with this Agreement.
- 36.4 Employee who has been provided with notice of termination for reasons of redundancy will be able to take a reasonable period of time off without the loss of pay to obtain other employment. The time off will be agreed between Lifeblood and the Employee and taken at times which are convenient to the Employee after consultation with Lifeblood.
- 36.5 In addition to the period of notice, an Employee whose employment is terminated for reasons of redundancy will be entitled to severance pay at the rate of four (4) weeks for the first completed year of service, three (3) weeks for each subsequent completed year of service, capped at thirty-nine (39) weeks. Severance is not payable where Lifeblood offers the Employee suitable alternative employment.
- 36.6 Severance Pay is paid at the Base Rate of Pay.
- 36.7 Lifeblood will support the employee in obtaining financial advice relating to the redundancy of the employee with an organisation nominated by the employee and agreed by Lifeblood. Financial support will not exceed \$500. Lifeblood will not be responsible for the accuracy or outcomes of any given advice.

37 TRANSFER OF BUSINESS

- 37.1 The Employee will not be entitled to redundancy pay, where the employee has been redeployed, or there is a transfer of business under the Act and the Employee is offered employment as set out below:

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- 37.2 The Employee's terms and conditions with the new company will be substantially similar and no less favourable, considered on an overall basis, than the terms and conditions applicable to the Employee at the time of ending employment with Lifeblood; and
- 37.3 The Employee's service with Lifeblood will count as service with the new company; and
- 37.4 The Employee will retain their entitlements to all accrued benefits under the Act.

38 WORK RELATED TRAVEL

- 38.1 Where an Employee is required to travel for work (other than travel to and from work at the start and end of a shift) they will be reimbursed in accordance with Lifeblood's National Travel Policy (as varied from time to time). The Lifeblood National Travel Policy is separate from this Agreement and does not form a part of this Agreement.
- 38.2 Where provisions for travel are contained in clause 32 – Mobile Donor Units and Pop-ups, and the corresponding National Mobile Operations Policy, clause 32 and the National Mobile Operations Policy will apply to the exclusion of the Lifeblood National Travel Policy in the case of any inconsistency.

39 UNIFORMS

- 39.1 Where a uniform is required to be worn by an employee, a uniform allocation shall be provided at the commencement of employment as per Lifeblood's Uniform Allocation's Policy as varied from time to time. The Lifeblood Uniform Policy is separate from this Agreement and does not form a part of this Agreement.
- 39.2 Where an article of uniform provided to an employee becomes damaged or unwearable it shall be replaced upon return of the previous article.
- 39.3 An employee on leaving Lifeblood shall return any uniform or part thereof provided by Lifeblood which is still in use immediately prior to the employee leaving.

PART 7 – PAYMENT OF WAGES AND RELATED INFORMATION

40 SALARY

- 40.1 An employee will be paid at least the minimum full time equivalent base Salary for their role as specified below.
- 40.2 When determining a new employee’s base salary, Lifeblood will consider local market conditions and the candidate’s skills, experience, and salary if they have been working in an equivalent nursing role prior to joining Lifeblood. To be equivalent, the role must be relevant to the role offered by Lifeblood and the salary offered will not exceed the maximum of the Salary Band. An employee’s Base Rate of Pay at the start of their employment will be reflected in their employment contract.
- 40.3 An employee that is appointed to a role within the same or a higher classification level will retain at least their current rate of pay provided it is above the minimum salary of the band for that classification level. This may include circumstances where, for example, a DSNA becomes qualified and registered as an Enrolled Nurse and is successful in applying for an Enrolled Nurse role and equally where an Enrolled Nurse or DSNA may become registered and qualified as a Registered Nurse and are successful in obtaining a role as an Registered Nurse at Lifeblood.
- 40.4 There is no movement within the Salary Band other than movement to another role.
- 40.5 The classification levels and corresponding salary bands for Employees are set out below and in **Appendix 2 - Classifications** (for Year 1):

Year 1 – Effective from the first full pay period on or after the commencement date of this Agreement.

Classification and indicative roles	Minimum Base Salary	Maximum Base Salary
Level 1a CTA	\$57,517	\$77,817
Level 1b DSNA, CSO	\$62,000	
Level 2a EN	\$68,514	\$92,695
Level 2b Regional SCA	\$72,000	
Level 2c	\$78,000	

Anti-D/Bone Marrow Coordinator		
Level 3a RN, IDC Donor Coordinator	\$78,294	\$105,927
Level 3b Milk Donor Coordinator, Clinical Educator, Regional SCA Coordinator	\$82,000	
Level 3c Session/Operations Leader	\$88,000	
Level 4a Clinical Nurse Advisor Blood Matters Transfusion Nurse, Medical Service Nurses, Audit Coordinator, Blood Matters Project Nurse, Lead Nurse, Milk Manager, Patient Blood Management Education Coordinator (Blood Matters)	\$91,300	\$147,000
Level 4b Clinical Nurse Consultant Microbiome Coordinator, Senior Education Coordinator	\$98,262	
Level 4c Clinical Nurse Manager Education Team Lead (Donate Life) Clinical Education Manager, Clinical Training Manager	\$105,224	
Level 4d Centre Operations/Donor Centre Manager	\$107,000	

Year 2 – Effective from the first full pay period on or after 01 November 2024 - 3%

Classification and indicative roles	Minimum Base Salary	Maximum Base Salary
Level 1a CTA	\$59,243	\$80,152
Level 1b DSNA, CSO	\$63,860	
Level 2a EN	\$70,569	\$95,475.85
Level 2b Regional SCA	\$74,160	
Level 2c Anti-D/Bone Marrow Coordinator	\$80,340	
Level 3a RN, IDC Donor Coordinator	\$80,643	\$109,105
Level 3b Milk Donor Coordinator, Clinical Educator, Regional SCA Coordinator	\$84,460	

Level 3c Session/Operations Leader	\$90,640	
Level 4a Clinical Nurse Advisor Blood Matters Transfusion Nurse, Medical Service Nurses, Audit Coordinator, Blood Matters Project Nurse, Lead Nurse, Milk Manager, Patient Blood Management Education Coordinator (Blood Matters)	\$94,039	\$151,410
Level 4b Clinical Nurse Consultant Microbiome Coordinator, Senior Education Coordinator	\$101,210	
Level 4c Clinical Nurse Manager Education Team Lead (Donate Life) Clinical Education Manager, Clinical Training Manager	\$108,381	
Level 4d Centre Operations/Donor Centre Manager	\$110,210	

Year 3 – Effective from the first full pay period on or after 01 November 2025- 2.5%

Classification and indicative roles	Minimum Base Salary	Maximum Base Salary
Level 1a CTA	\$60,724	\$82,155
Level 1b DSNA, CSO	\$65,457	
Level 2a EN	\$72,334	\$97,863
Level 2b Regional SCA	\$78,238.80	
Level 2c Anti-D/Bone Marrow Coordinator	\$82,349	
Level 3a RN, IDC Donor Coordinator	\$82,659	\$111,832
Level 3b Milk Donor Coordinator, Clinical Educator, Regional SCA Coordinator	\$86,572	
Level 3c Session/Operations Leader	\$92,906	
Level 4a Clinical Nurse Advisor Blood Matters Transfusion Nurses, Medical Service Nurses, Audit Coordinator, Blood Matters Project	\$96,390	\$155,195

Nurse, Lead Nurse, Milk Manager, Patient Blood Management Education Coordinator (Blood Matters)		
Level 4b Clinical Nurse Consultant Microbiome Coordinator, Senior Education Coordinator	\$103,740	
Level 4c Clinical Nurse Manager Education Team Lead (Donate Life) Clinical Education Manager, Clinical Training Manager	\$111,090	
Level 4d Centre Operations/Donor Centre Manager	\$112,965	

40.6 For the avoidance of doubt, an employee may be paid more than the maximum amount specified for their classification in the respective tables above, and the operation of this Agreement will not reduce the rate of pay for ordinary hours received by an employee immediately before the commencement of the Agreement and each year thereafter.

40.7 Nothing in this clause will prevent Lifeblood from reducing the rate of pay for ordinary hours received by an employee where they agree to be redeployed to another position as part of an operational restructure.

Compensation for the Removal of Increments – existing employees only

40.8 An employee employed as at 08 December 2023 in a role covered by this Agreement who has not yet reached the top increment under their former enterprise agreement (ie the relevant agreement in clause 3.4 above that is replaced by this Agreement) (**Increment Compensated Employee**) will be entitled to a one-off wage increase to compensate for the removal of increments.

40.9 This one-off wage increase will be paid to Increment Compensated Employees in respect of the period commencing 08 December 2023, at the end of the first full pay period following the majority vote by Employees in favour of this Agreement on 08 December 2023, in accordance with the adjusted amounts set out in the “New Salary” column of the Increment Compensation and Salary Increase Tables set out in Appendix 5 – Increment Compensation and Salary Increases. For the avoidance of doubt, these payments do not apply to employees employed with Lifeblood after 08 December 2023 or previously employed in a role not covered by this Agreement. For those employees, the salary bands by classification level identified in clause 40.5 will apply.

40.10 The Annual Wage Increase for 2023 in clause 42 is included within the one-off wage increase referred to as the “New Salary” in the tables in Appendix 5.

Payments for Historical Periods

40.11 Historical increases for Employees employed as at 08 December 2023 are set out in Appendix 6 – Payments for Historical Periods. These historical increases will be paid as follows:

- i. in respect of the periods prior to 1 July 2023 identified in Appendix 6, as a lump sum calculated on the basis of the Employee’s total earnings during the relevant period, by the end of the first full pay period following the majority vote by Employees in favour of this Agreement on 08 December 2023;

Note: For the purposes of clause 40.11 (i) ‘total earnings’ comprises of Shift penalties, Overtime, Higher Duties, Missed break penalties, Casual Loading, Shift allowances, Meal Allowances, Leave loading, all paid leave types including Paid Parental Leave, Personal Leave, Annual Leave, Special Leave and Study Leave.

- ii. in respect of the period commencing 1 July 2023 to 08 December 2023, as a lump sum by the end of the first full pay period following the approval of this Agreement by the Fair Work Commission;
- iii. in respect of the period commencing 08 December 2023, the relevant salary increases will be paid as part of the usual payment of wages, commencing from the first full pay period following the majority vote by Employees in favour of this Agreement on 08 December 2023.

40.12 This clause does not apply to Employees employed after 08 December 2023.

41 CLASSIFICATIONS

41.1 All employees covered by this Agreement must be classified according to the structure and definitions set out below in clauses 41.3 and 41.4 and in Appendix 2 – Classifications.

41.2 Lifeblood will advise employees in writing of their classification upon commencement of employment and of any subsequent changes to their classification.

41.3 Classifications for employees other than Medical Officers are as follows:

Level	Descriptor	Indicative Roles
Level 1	<p>An employee at this level:</p> <ul style="list-style-type: none"> • applies broad theoretical job knowledge typically obtained through tertiary education or relevant work experience; • possesses administrative skills and problem-solving abilities; • possesses good communication and interpersonal skills; • generally, works under close supervision; • problems dealt with are not typically difficult or complex; and • the Employee may be required to explain facts, policies and practices related to job area 	<ul style="list-style-type: none"> • Centre Team Assistant • Customer Service Officer • DS Nursing Assistant
Level 2	<p>An employee at this level:</p> <ul style="list-style-type: none"> • applies practical knowledge of job area typically obtained through tertiary education and/or relevant work experience; • is responsible for work performed with a substantial level of accountability and responsibility; • possesses developed administrative skills and problem-solving abilities; • possesses developed communication and interpersonal skills; • may be required to work independently with general supervision; • may deal with difficult problems, but problems are not typically complex; and • may influence others within the job area through explanation of facts, policies and practices 	<ul style="list-style-type: none"> • Enrolled Nurse • Bone Marrow Donor Coordinator • Regional SCA • Anti-D Coordinator
Level 3	<p>An employee at this level:</p> <ul style="list-style-type: none"> • applies advanced practical knowledge of job area typically obtained through advanced education and work experience; 	<ul style="list-style-type: none"> • Clinical Educator • Clinical Initiatives Coordinator • Registered Nurse • Regional SCA Coordinator

	<ul style="list-style-type: none"> possesses well developed critical thinking and problem solving abilities to consider implications beyond the immediate problem possesses well developed communication and interpersonal skills; may be responsible for: <ul style="list-style-type: none"> (i) managing projects or processes, working independently with limited supervision; (ii) coaching and reviewing the work of lower level professionals; (iii) dealing with difficult and sometimes complex problems (iv) provision of specialised advisory, diagnostic or operational services 	<ul style="list-style-type: none"> Session Leader Operations Leader Registered Nurse Bone Marrow Clinical Nurse Specialist
Level 4	<p>An employee at this level:</p> <ul style="list-style-type: none"> is a recognised subject matter expert in a job area typically obtained through advanced education or work experience; or may supervise senior technical /qualified employees; possess well developed administrative and problem-solving skills possesses well developed communication and interpersonal skills; is typically responsible for: <ul style="list-style-type: none"> (i) managing large projects or processes, with limited oversight from a manager (ii) coaching and reviewing and delegating work to lower level professionals; and (iii) dealing with difficult and sometimes complex problems (iv) provision of advice or facilitative services upon which others take action 	<ul style="list-style-type: none"> Centre Operations Manager Clinical Nurse Advisor Clinical Nurse Consultant Blood Matters Transfusion Nurse Donor Care Clinical Education Manager Donor Centre Manager National Donor Care Advisor Medical Services Nurse Clinical Nurse Manager (Donate Life) Senior Educator Coordinator (Donate Life)

41.4 Classifications for Medical Officers are as follows:

Level 1	<p>A Medical Officer at this level</p> <ul style="list-style-type: none"> has obtained the equivalent of an MBBS (Bachelor of Medicine, Bachelor of Surgery) degree and has limited (less than 5 years) post graduate work experience. Is competent to perform a range of standard duties of a Lifeblood Medical Officer after a probationary period of six months. 	<ul style="list-style-type: none"> Medical Officer Level 1
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	NOTE: this does not include physician or pathologist specialist trainees	
Level 2	<p>A Medical Officer at this level</p> <ul style="list-style-type: none"> has obtained the equivalent of an MBBS (Bachelor of Medicine, Bachelor of Surgery) degree and further college fellowship (e.g. FRAGP) or at least 5 years relevant work experience as a medical practitioner applies practical knowledge gained through relevant work experience as a Medical Practitioner is working towards competency to perform all core duties as a Lifeblood Medical Officer 	<ul style="list-style-type: none"> Medical Officer Level 2
Level 3	<p>A Medical Officer at this level:</p> <ul style="list-style-type: none"> demonstrates advanced work experience as a Medical Practitioner at Lifeblood this will be achieved after two years' experience as a Lifeblood medical Officer for any medical officer role including Medical Services, DPU and TPE, unless performance concerns have been identified. is competent to perform all core duties and activities of their role with minimal guidance from Senior Medical Officer's <p>NOTE: a further college fellowship is not required where the individual has already obtained extensive Lifeblood experience</p>	<ul style="list-style-type: none"> Medical Officer Level 3
Level 4	<p>A Medical Officer at this level:</p> <ul style="list-style-type: none"> Regularly contributes to policy setting, strategy development, culture through medical staff clinical leadership or influencing sector clinical practice and is recognised as a subject matter expert with in-depth knowledge of Lifeblood operations and relevant clinical literature / practice. would typically be responsible for: <ul style="list-style-type: none"> (i) regularly leading significant national projects and/or additional functional accountabilities; or (ii) providing leadership to Medical Officer or Clinical teams, or (iii) regularly provides specialised expertise to Lifeblood Leaders or other Divisions within Lifeblood, or (iv) regularly collaborates with external Stakeholders, or (V) develops educational materials for key stakeholders <p>NOTE: a further college fellowship is not required where the individual has already obtained extensive Lifeblood experience</p> <p>This level is obtained by appointment</p>	<p>Including but not limited to:</p> <ul style="list-style-type: none"> Lead Medical Officer DPU Senior Medical Staff TPE Senior Medical Staff

42 ANNUAL WAGE INCREASES

- 42.1 Salaries for classification levels in clause 41.3 (excluding Medical Officers) will be increased annually:
- a. 3.8% on or after the first full pay period from:
 - i. NSW, NT and ACT – 04 December 2023
 - ii. SA – 27 November 2023
 - iii. VIC and TAS – 22 January 2024
 - iv. QLD – 29 January 2024
 - b. 2% on or after the first full pay period from:
 - i. WA – 27 November 2023
 - c. 3.0% the first full pay period on or after 01 November 2024
 - d. 2.5% the first full pay period on or after 01 November 2025

Note: In respect of the annual wage increases in clause 42.1 a. and b., employees employed as at 08 December 2023 will receive the wage increases together with compensation for the removal of increments (if applicable) for Year 1 of this Agreement as set out in Appendix 5 – Increment Compensation and Salary Increase Table. For clarity, no further wage increases will apply in Year 1.

43 CONSULTATION OF PAYMENT MODEL

- 43.1 By no later than October 2025, Lifeblood will provide a payment model to Employees and Unions for consultation. This payment model will enable employees to progress through the bands and/or beyond existing compensated salary rates as set out in Appendices 2 – Classifications and 5 – Increment Compensation and Salary Increase Tables respectively. The model is to be implemented in the first year of the enterprise agreement that is negotiated to replace this agreement. Consultation will occur in accordance with clause 49.1- 49.9 of this Agreement and would be intended to conclude by no later than 01 November 2026.

44 PAYMENT OF SALARY

- 44.1 Employees will be paid fortnightly in arrears by electronic transfer into their nominated bank account.

45 SALARY PACKAGING

- 45.1 Employees shall be entitled to salary packaging in accordance with the relevant Lifeblood Policy and Government Legislation as amended from time to time. Any Lifeblood Salary Packaging Policy does not form part of this Agreement.

46 OVERPAYMENT

- 46.1 In the event of an overpayment occurring, Lifeblood will promptly advise the employee/s that an overpayment has occurred.
- 46.2 Lifeblood will provide employees with documentary evidence detailing the nature of the overpayment including pay period(s), and gross and net amounts.
- 46.3 Employees are encouraged to regularly review their payslips and immediately bring to the attention of Payroll any overpayments and/or other anomalies.
- 46.4 An overpayment will need to be repaid as soon as practicable. Arrangements for the recovery of any overpayments will be agreed between Lifeblood and the employee. Lifeblood will take into consideration the circumstances of the overpayment, including the amount owed and an employee's individual financial circumstances.
- 46.5 Any overpayment not repaid prior to termination of employment, will be deducted from the employee's final termination pay.

47 SUPERANNUATION

- 47.1 Employees will be paid superannuation in accordance with the *Superannuation Guarantee (Administration) Act 1992* (as amended from time to time) at the statutory contribution rate.
- 47.2 Employees will nominate their superannuation fund. If the Employee does not nominate their superannuation fund, Lifeblood will make superannuation guarantee contributions to the Employee's stapled fund or in the absence of a stapled fund, to the Trustee for Health Employees Superannuation Trust Australia (HESTA).

PART 8 – OTHER TECHNICAL MATTERS

48 FLEXIBILITY (INDIVIDUAL FLEXIBILITY AGREEMENT)

48.1 Lifeblood and an Employee covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:

- (a) the agreement deals with one (1) or more of the following matters:
 - i. arrangements about when work is performed, including hours of work;
 - ii. overtime rates;
 - iii. penalty rates;
 - iv. allowances;
 - v. leave loading; and
- (b) the arrangement meets the genuine needs of Lifeblood and Employee in relation to one (1) or more of the matters mentioned in sub-clause 41.1(a); and
- (c) the arrangement is genuinely agreed to by Lifeblood and Employee.

48.2 Lifeblood must ensure that the terms of the individual flexibility arrangement:

- (a) are about permitted matters under section 172 of the Act; and
- (b) are not unlawful terms under section 194 of the Act; and
- (c) result in the Employee being better off overall than the Employee would be if no arrangement was made.

48.3 Lifeblood must ensure that the individual flexibility arrangement:

- (a) is in writing; and

-
- (b) includes the name of Lifeblood and Employee; and
 - (c) is signed by Lifeblood and Employee and if the Employee is under eighteen (18) years of age, signed by a parent or guardian of the Employee; and
 - (d) includes details of:
 - i. the terms of the agreement that will be varied by the arrangement; and
 - ii. how the arrangement will vary the effect of the terms; and
 - iii. 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
 - (e) states the day on which the arrangement commences.

48.4 Lifeblood must give the Employee a copy of the individual flexibility arrangement within fourteen (14) days after it is agreed to.

48.5 Lifeblood or Employee may terminate the individual flexibility arrangement:

- (a) by giving no more than twenty-eight (28) days written notice to the other party to the arrangement; or
- (b) if Lifeblood and Employee agree in writing, at any time.

49 CONSULTATION

49.1 This term applies if Lifeblood:

- (a) has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the employees; or

-
- (b) proposes to introduce a change to the regular roster or ordinary hours of work of Employees.

Major change

49.2 For a major change referred to in paragraph (1)(a):

- (a) Lifeblood must notify the relevant Employees and the relevant Union of the decision to introduce the major change; and

- (b) subclauses (3) to (9) apply.

49.3 The relevant Employees may appoint a representative for the purposes of the procedures in this term.

49.4 If:

- (a) a relevant Employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and

- (b) the Employee or employees advise Lifeblood of the identity of the representative;

- (c) Lifeblood must recognise the representative.

49.5 As soon as practicable after making its decision, Lifeblood must:

- (a) discuss with the relevant Employees and the relevant Union:

- i. the introduction of the change; and

- ii. the effect the change is likely to have on the Employees; and

- iii. measures Lifeblood is taking to avert or mitigate the adverse effect of the change on the Employees; and

- (b) for the purposes of the discussion—provide, in writing, to the relevant Employees and the relevant Union:

-
- i. all relevant information about the change including the nature of the change proposed; and
 - ii. information about the expected effects of the change on the Employees; and
 - iii. any other matters likely to affect the Employees.

49.6 However, Lifeblood is not required to disclose confidential or commercially sensitive information to the relevant Employees or the relevant Union.

49.7 Lifeblood must give prompt and genuine consideration to matters raised about the major change by the relevant Employees.

49.8 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 (2)(a) and subclauses (3) and (5) are taken not to apply.

49.9 In this term, a major change is likely to have a significant effect on employees if it results in:

- (a) the termination of the employment of Employees; or
- (b) major change to the composition, operation or size of Lifeblood's workforce or to the skills required of Employees; or
- (c) the elimination or diminution of job opportunities (including opportunities for promotion or tenure); or
- (d) the alteration of hours of work; or
- (e) the need to retrain Employees; or
- (f) the need to relocate Employees to another workplace; or
- (g) the restructuring of jobs.

Change to regular roster or ordinary hours of work

49.10 For a change referred to in paragraph (1)(b):

- (a) Lifeblood must notify the relevant Employees of the proposed change; and
- (b) subclauses (11) to (15) apply.

49.11 The relevant Employees may appoint a representative for the purposes of the procedures in this term.

49.12 If:

- (a) a relevant Employee appoints, or relevant employees appoint, a representative for the purposes of consultation; and
- (b) the Employee or Employees advise Lifeblood of the identity of the representative;

Lifeblood must recognise the representative.

49.13 As soon as practicable after proposing to introduce the change, Lifeblood must:

- (a) discuss with the relevant Employees and the relevant Union the introduction of the change; and
- (b) for the purposes of the discussion—provide to the relevant Employees:
 - i. all relevant information about the change, including the nature of the change; and
 - ii. information about what Lifeblood believes will be the effects of the change on the Employees; and
 - iii. information about any other matters that the employer reasonably believes are likely to affect the Employees; and
- (c) 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).

-
- 49.14 However, Lifeblood is not required to disclose confidential or commercially sensitive information to the relevant Employees.
- 49.15 Lifeblood must give prompt and genuine consideration to matters raised about the change by the relevant Employees.
- 49.16 In this term:
relevant Employees means the Employees who may be affected by a change referred to in this clause. Relevant Union means the Union the relevant Employees are a member of.

50 DISPUTE RESOLUTION

- 50.1 If a dispute relates to:
- (a) a matter arising under the Agreement; or
 - (b) the National Employment Standards;
 - (c) Grievances in relation to the outcome of Disciplinary Action (excluding any termination of employment) whereby however Arbitration is only accessible by mutual consent.

this term sets out procedures to settle the dispute.

- 50.2 An Employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
- 50.3 In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the Employee or Employees and relevant supervisors and/or management.
- 50.4 If discussions at the workplace level do not resolve the dispute, a party to the dispute may refer the matter to Fair Work Commission.
- 50.5 The Fair Work Commission may deal with the dispute in 2 stages:

-
- (a) the Fair Work Commission will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; and
 - (b) if the Fair Work Commission is unable to resolve the dispute at the first stage, the Fair Work Commission may then:
 - i. arbitrate the dispute; and
 - ii. make a determination that is binding on the parties.

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

50.6 A decision that 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.

50.7 While the parties are trying to resolve the dispute using the procedures in this term:

- (a) an Employee must continue to perform his or her work as he or she would normally unless he or she has a reasonable concern about an imminent risk to his or her health or safety; and
- (b) an Employee must comply with a direction given by Lifeblood to perform other available work at the same workplace, or at another workplace, unless:
 - i. the work is not safe; or
 - ii. applicable occupational health and safety legislation would not permit the work to be performed; or
 - iii. the work is not appropriate for the Employee to perform; or
 - iv. there are other reasonable grounds for the employee to refuse to comply with the direction.

50.8 The parties to the dispute agree to be bound by a decision made by Fair Work Commission in accordance with this term.

51 ACCIDENT PAY (VICTORIA ONLY EXCLUDING MEDICAL OFFICERS)

51.1 Subject to the provisions of clauses 51.4, 51.5 and 51.6, where an Employee is absent from duty as a result of sustaining an injury in respect of which the Employee is entitled to weekly compensation payments under the *Workplace Injury Rehabilitation and Compensation Act 2013* (Victoria), or if applicable in the particular situation the *Accident Compensation Act 1985* (Victoria), the Employee is eligible to receive accident make-up pay equal to their Ordinary Time Earnings less the amount of weekly compensation they receive.

51.2 Ordinary Time Earnings means the total thirty-eight (38) hour weekly rate which would have been payable if the Employee had been performing their normal duties excluding any shift allowances, overtime payments or other allowances/penalties.

51.3 Accident make-up pay shall only be payable to an eligible Employee whilst that Employee remains in the employment of Lifeblood under this Agreement within the State of Victoria.

51.4 An Employee shall not be entitled to accident make-up pay in respect of any period of annual leave, or long service leave or other paid leave or for any paid public holiday in accordance with the provisions of this Agreement.

51.5 Accident make-up pay ceases when:


- i. The employee is paid a disability benefit under the State Superannuation Act 1988 or under a similar provision in any other Act; or
- ii. The Employee has been absent for a continuous period of 39 weeks, or an aggregate period of 130 working days, including any public holiday the employee, but for that public holiday, would be required to work.

51.6 Subject to this clause, accident pay shall not apply in respect of any injury during the first five normal working days of incapacity.

SIGNATORIES TO THE AGREEMENT

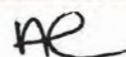
Authority to sign **Employer Representative**, for and on behalf of the **Australian Red Cross Lifeblood**

Name: BRETT KING
Position: DIRECTOR - NATIONAL COLLECTIONS OPERATIONS
Address: 290 WELLINGTON STREET
PERTH WA 6000

Signature of Authorised Representative: 
Date: 15/12/2023


Authority to sign **Employee Bargaining Representative**, for and on behalf of the **Employees covered by the Agreement**

Name: Alisha Evans
Position: centre team assistant
Address: 1/367 collins street
Melbourne VIC 3000

Signature of Bargaining Representative: 
Date: 15.12.2023

Authority to sign **Bargaining Representative**, for and on behalf of the **Australian Nursing and Midwifery Federation**

Name: Lori-Anne Sharp
Position: Federal Assistant Secretary
Address: Level 1, 365 Queen Street
Melbourne VIC 3000

Signature of Bargaining Representative: 
Date: 19/12/2023

APPENDIX 1 – ALLOWANCES

Any increases in allowances in the table below will apply and be payable from the first full pay period on or after (FFPPOA) the prescribed date.

Allowance Type	2023	November 2024	November 2025
Daily/per occasion		3.0%	2.5%
Daily On Call (excludes Medical Officers) per 24-hour period or part thereof	\$50.00	\$51.50	\$52.79
On Call (Donate Life Only) per 24-hour period or part thereof	\$77.60	\$79.93	\$81.93
Meal Allowance (dollar amount) (Overtime)	\$15.50	\$15.97	\$16.37
In Charge Allowance (hourly rate)	\$5.00	\$5.15	\$5.28
Daily Allowance for working on DMU/Pop-up	\$ 15.00	\$15.45	\$15.84
Overnight Allowance per 24 hours	\$110.00	\$113.63	\$116.47
Kilometre rate	\$1.00	\$1.03	\$1.06
SCA Allowance (Daily)	\$ 22.00	\$22.66	\$23.23
Morning Shift Allowance (Vic/Tas/WA only)	\$ 31.22	\$ 32.16	\$32.96

Allowance Type	2023	2024	2025

On Call (Medical Officers only)* per 24-hour period or part thereof	\$120.00	\$120.00	\$120.00
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*This allowance is not subject to annual increases

**Allowance Type Frequency	Description	Dollar Amount
Qualifications Per week	Hospital/Graduate	\$ 40.46
	Post Graduate Diploma or Bachelor Degree	\$65.75
	Masters Degree	\$75.87
	PhD or Doctorate	\$85.98
Seniors Per week		\$93.37
Venesection Per week		\$12.00
Change of Roster Allowance (VIC TAS Only)		\$32.42

**These allowances are not subject to annual increases

APPENDIX 2 – CLASSIFICATIONS

Level	Descriptor	Indicative roles performed at this level are:	Minimum Base Salary (Year 1)	Maximum Base Salary (Year 1)
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Level 1	<p>An employee at this level:</p> <ul style="list-style-type: none"> • applies broad theoretical job knowledge typically obtained through tertiary education or relevant work experience; • possesses administrative skills and problem-solving abilities; • possesses good communication and interpersonal skills; • generally, works under close supervision; • problems dealt with are not typically difficult or complex; and • the Employee may be required to explain facts, policies and practices related to job area 	<ul style="list-style-type: none"> • Centre Team Assistant 	\$57,517	\$77,817
		<ul style="list-style-type: none"> • Customer Service Officer • DS Nursing Assistant 	\$62,000	\$77,817
Level 2	<p>An employee at this level:</p> <ul style="list-style-type: none"> • applies practical knowledge of job area typically obtained through tertiary education and/or relevant work experience; • is responsible for work performed with a substantial level of accountability and responsibility; • possesses developed administrative skills and problem-solving abilities; • possesses developed communication and interpersonal skills; • may be required to work independently with general supervision; 	<ul style="list-style-type: none"> • Enrolled Nurse 	\$68,514	\$92,695
		<ul style="list-style-type: none"> • Regional SCA 	\$72,000	\$92,695

	<ul style="list-style-type: none"> • may deal with difficult problems, but problems are not typically complex; and • may influence others within the job area through explanation of facts, policies and practices 	<ul style="list-style-type: none"> • Anti-D Coordinator • Bone Marrow Donor Coordinator 	\$78,000	\$92,695
Level 3	<p>An employee at this level:</p> <ul style="list-style-type: none"> • applies advanced practical knowledge of job area typically obtained through advanced education and work experience; • possesses well developed critical thinking and problem solving abilities to consider implications beyond the immediate problem • possesses well developed communication and interpersonal skills; • may be responsible for: <ul style="list-style-type: none"> (i) managing projects or processes, working independently with limited supervision; (ii) coaching and reviewing the work of lower level professionals; (iii) dealing with difficult and sometimes complex problems • (iv) provision of specialised advisory, diagnostic or operational services 	<ul style="list-style-type: none"> • Registered Nurse • Registered Nurse Bone Marrow • Clinical Nurse Specialist • IDC Donor Coordinator 	\$ 78,294	\$105,927
		<ul style="list-style-type: none"> • Milk Donor Coordinator • Clinical Educator • Regional SCA Coordinator 	\$82,000	\$105,927
		<ul style="list-style-type: none"> • Session Leader • Operations Leader 	\$88,000	\$105,927

Level 4	<p>An employee at this level:</p> <ul style="list-style-type: none"> • is a recognised subject matter expert in a job area typically obtained through advanced education or work experience; or • may supervise senior technical /qualified employees; • possess well developed administrative and problem-solving skills • possesses well developed communication and interpersonal skills; • is typically responsible for: <ul style="list-style-type: none"> (i) managing large projects or processes, with limited oversight from a manager (ii) coaching and reviewing and delegating work to lower level professionals; and (iii) dealing with difficult and sometimes complex problems (iv) provision of advice or facilitative services upon which others take action 	<ul style="list-style-type: none"> • Clinical Nurse Advisor • National Donor Care Advisor • Medical Services Nurse • Blood Matters Transfusion Nurse • Audit Coordinator • Blood Matters Project Nurse • Lead Nurse • Milk Manager • Patient Blood Management Education Coordinator (Blood Matters) 	\$91,300	\$147,000
		<ul style="list-style-type: none"> • Senior Education Coordinator (Donate Life) • Clinical Nurse Consultant • Microbiome Donor Coordinator 	\$98,262	\$147,000
		<ul style="list-style-type: none"> • Clinical Nurse Manager (Donate Life) • Donor Care Clinical Education Manager • Education Team Lead (Donate Life) • Clinical Training Manager 	\$105,224	\$147,000
		<ul style="list-style-type: none"> • Donor Centre Manager • Centre Operations Manager 	\$107,000	\$147,000

APPENDIX 3 – LONG SERVICE LEAVE

Reference Table

#	Current (expired) EA	Underlying Legislation/Award
1	Australian Red Cross Lifeblood Donor Services and Nursing Agreement Victoria and Tasmania 2019	<ul style="list-style-type: none"> • VIC – Nurses (Victorian Health Services) Award 2000 • TAS – LSL Act 1976
2	Australian Red Cross Blood Service Nursing Enterprise Agreement Victoria 2015 (Donate Life)	<ul style="list-style-type: none"> • Nurses (Victorian Health Services) Award 2000
3	Australian Red Cross Blood Service Enterprise Agreement New South Wales and Australian Capital Territory 2017	<ul style="list-style-type: none"> • NSW – LSL Act 1955 • ACT – LSL Act 1976
4	Australian Red Cross Blood Service Nurses Enterprise Agreement NSW and ACT 2018	<ul style="list-style-type: none"> • NSW – LSL Act 1955 • ACT – LSL Act 1976
5	Australian Red Cross Blood Service Enterprise Agreement NT 2018	<ul style="list-style-type: none"> • LSL Act 1981
6	Australian Red Cross Lifeblood SA Donor Centre and Nurses Enterprise Agreement 2019	<ul style="list-style-type: none"> • LSL Act 1987
7	Australian Red Cross Lifeblood Donor Centre and Nursing Enterprise Agreement QLD 2020	<ul style="list-style-type: none"> • Industrial Relations Act 2016
8	Australian Red Cross Lifeblood Donor Centre and Nurses Enterprise Agreement WA 2021	<ul style="list-style-type: none"> • LSL Act 1958
9	Australian Red Cross Blood Service Victorian Medical Officers and Specialists Enterprise Agreement 2015	<ul style="list-style-type: none"> • LSL Act 2018
10	Australian Red Cross Blood Service Medical Officers Enterprise Agreement Western Australia 2016	<ul style="list-style-type: none"> • LSL Act 1958
11	Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017	<ul style="list-style-type: none"> • Health and Allied Services - Private Sector - Victoria Consolidated Award 1998
12	Australian Red Cross Blood Service General Enterprise Agreement Tasmania 2017	<ul style="list-style-type: none"> • TAS – LSL Act 1976
13	Australian Red Cross Lifeblood Enterprise Agreement New South Wales, Australian Capital Territory and Northern Territory 2020	<ul style="list-style-type: none"> • NSW – LSL Act 1955 • ACT – LSL Act 1976 • NT – LSL Act 1981
14	Australian Red Cross Lifeblood Enterprise Agreement South Australia 2020	<ul style="list-style-type: none"> • LSL Act 1987
15	Australian Red Cross Lifeblood Enterprise Agreement Queensland 2020	<ul style="list-style-type: none"> • Industrial Relations Act 2016
16	Australian Red Cross Lifeblood Western Australian Manufacturing and General Enterprise Agreement 2021	<ul style="list-style-type: none"> • LSL Act 1958

For employees previously covered by:	Provision
Lifeblood Donor Services and Nursing Agreement VIC and TAS 2019	<p>For employees in Victoria and Tasmania</p> <p>For employees in Victoria</p> <p>Long service leave</p>

<p>Underpinning award – AP790805CRV - Nurses (Victorian Health Services) Award 2000 (for VIC)</p>	<p>22.1. An employee, shall be entitled to long service leave, in accordance with section 113(1) of the Act and the more beneficial entitlements contained in this clause. In addition, the entitlements described in this clause are equally provided to casual Registered Nurses.</p> <p>22.2. The amount of such entitlement shall be:</p> <p>(a) On the completion of fifteen (15) years of continuous service by the employee, six (6) months long service leave and thereafter an additional two (2) months long service leave on the completion of each additional five (5) years' service.</p> <p>(b) In addition, in the case of an employee who has completed more than fifteen (15) years' service and whose employment terminates otherwise than by the death of the employee, an amount of long service leave equal to one thirtieth (1/30) of the period of service since the last accrual of entitlement to long service leave under clause 22.2(a).</p> <p>(c) In the case of an employee who has completed at least seven (7) years' service, but less than fifteen (15) years' service and whose employment terminates for any cause, such amount of long service leave as equals one thirtieth of the period of service.</p> <p>Payment for period of leave</p> <p>22.3. Payment to an employee in respect of long service leave shall be made by agreement between the employee and Lifeblood.</p> <p>22.4. Where an increase occurs in the ordinary time rate of pay during any period of long service leave taken by the employee, the employee shall be entitled to receive payment of the amount of any increase in pay as it occurs as set out at clause 40 (Salary).</p> <p>22.5. Lifeblood may approve an application by an employee to take double the period of long service leave at half pay.</p> <p>Taking of Leave</p> <p>22.6. When an employee becomes entitled to long service leave such leave shall be granted by Lifeblood within six (6) months from the date of the entitlement, but the taking of such leave may be postponed to such date as is mutually agreed.</p> <p>22.7. Employees may access long service leave, pro rata after seven (7) years' continuous service whilst still employed.</p> <p>Service entitling to leave</p> <p>22.8. For the purposes of this clause service shall be deemed to be continuous notwithstanding:</p> <p>(a) the taking of any annual leave, long service leave, or other paid leave approved in writing by Lifeblood and not covered by clause 22.8(b) or 22.8(d).</p> <p>(b) any absence from work of not more than fourteen days in any year on account of illness or injury or if applicable such longer period as provided in clause 14.3 (Personal Leave);</p>
<p>LSL Act 1976 (for TAS)</p>	

	<p>(c) any interruption or ending of the employment by Lifeblood if such interruption or ending is made with the intention of avoiding obligations in respect of long service leave or annual leave;</p> <p>(d) any absence on account of injury arising out of or in the course of the employment of the employee for a period during which payment is made under clause 50 – Accident Pay</p> <p>(e) any unpaid leave of absence of the employee where the absence is authorised in advance in writing by Lifeblood to be counted as service;</p> <p>(f) any absence from work of an employee on parental leave for a period not exceeding twenty-four (24) months;</p> <p>(g) any interruption arising directly or indirectly from an industrial dispute;</p> <p>(h) Termination as described in clause 35 (Termination) of an employee if the employee is re-employed within a period not exceeding two months from the date of such termination;</p> <p>(i) in the case of any unpaid absence of not more than twenty-four (24) months for the sole purpose of undertaking a course of study related to nursing where the written approval of Lifeblood is given;</p> <p>(j) any other absence of an employee by leave of Lifeblood.</p> <p>22.9. In calculating the period of continuous service of any employee, any interruption or absence of a kind mentioned in clauses 22.8(a) to 22.8(f) shall be counted as part of the period of service, but any interruption or absence of a kind mentioned in clauses 22.8(h) to 22.8(j) shall not be counted as part of the period of service unless it is so authorised in writing by Lifeblood.</p> <p>Long service leave for employees in Tasmania</p> <p>23.1. Unless otherwise provided for in this clause, long service leave entitlements shall be in accordance with the <i>Long Service Leave Act 1976</i> (Tasmania) as amended from time to time or its replacement.</p> <p>23.2. Employees employed under the terms of this Agreement shall be entitled to thirteen (13) weeks paid leave after completing ten (10) years of continuous employment. After each additional ten (10) years continuous service, an employee's entitlement shall be eight and two thirds weeks paid leave.</p> <p>23.3. Where an employee is by virtue of the <i>Long Service Leave Act 1976</i> (Tasmania) as amended from time to time or its replacement entitled to a period of long service leave, Lifeblood should whenever it is practically possible, at the request of the employee, allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay or half the quantum of leave at double pay (as the case may be) provided that such arrangement will not result in an additional cost to Lifeblood.</p> <p>23.6. Lifeblood may, subject to it being mutually agreed, allow an employee to access a pro-rata entitlement after the completion of seven (7) years continuous service whilst still employed.</p>
Blood Service Nursing Enterprise	Employees (Donate Life) based in Victoria

<p>Agreement VIC 2015 (Donate Life)</p>	<p>21.1 An employee shall be entitled to long service leave, in accordance with section 113(1) of the Act. as amended from time to time or its replacement</p>
<p>Underpinning award – <u>AP790805CRV - Nurses (Victorian Health Services) Award 2000</u></p>	<p>21.2 The amount of such entitlement shall be:</p> <p>(a) On the completion of fifteen (15) years of continuous service by the employee, six (6) months long service leave and thereafter an additional two (2) months long service leave on the completion of each additional five (5) years' service.</p> <p>(b) In addition, in the case of an employee who has completed more than fifteen (15) years' service and whose employment terminates otherwise than by the death of the employee, an amount of long service leave equal to one thirtieth (1/30) of the period of service since the last accrual of entitlement to long service leave under 21.2(a).</p> <p>(c) In the case of an employee who has completed at least seven (7) years' service, but less than fifteen (15) years' service and whose employment terminates for any cause, such amount of long service leave as equals one thirtieth of the period of service.</p> <p>Payment for period of leave</p> <p>21.3 Payment to an employee in respect of long service leave shall be made by agreement between the employee and Lifeblood.</p> <p>21.4 Where an increase occurs in the ordinary time rate of pay during any period of long service leave taken by the employee, the employee shall be entitled to receive payment of the amount of any increase in pay at the completion of such leave.</p> <p>21.5 Lifeblood may approve an application by an employee to take double the period of long service leave at half pay.</p> <p>Taking of Leave</p> <p>21.6 When an employee becomes entitled to long service leave such leave shall be granted by Lifeblood within six (6) months from the date of the entitlement, but the taking of such leave may be postponed to such date as is mutually agreed</p> <p>21.7 Employees may access long service leave, pro rata after seven (7) years' continuous service whilst still employed.</p> <p>Accident Pay</p> <p>33.3 An employee shall not be entitled to accident make-up pay in respect of any period of annual leave, or long service leave or other paid leave or for any paid public holiday in accordance with the provisions of this Agreement</p>
<p>Blood Service Nurses Enterprise Agreement NSW and ACT 2017</p> <p>Underpinning legislation – LSL Act 1955 (for NSW) LSL Act 1976 (for ACT)</p>	<p>Employees in New South Wales and Australian Capital Territory (2017)</p> <p>For employees based in New South Wales</p> <p>26.1 Each employee is entitled to two (2) months long service leave after completing ten (10) years continuous service with Lifeblood. For the purposes of this clause one (1) month shall equal 30.5 days.</p> <p>26.2 Employees can access pro rata long service leave after seven years continuous service whilst still employed.</p>

26.3 For each ten (10) year period after first becoming entitled to long service leave an entitlement of a further five (5) months long service leave will be granted.

26.4 Where an employee is entitled to a period of long service leave, the employer may consider whenever it is practically possible, at the request of the employee and taking into account operational requirements, to allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay, or any other arrangement mutually agreed, provided that such arrangement will not result in an additional cost to the employer.

26.5 When an employee becomes entitled for long service leave, such leave shall be granted by the employer within six months of the date of the entitlement. When an employee becomes entitled for long service leave and no agreement is reached, the employer may request the employee to take such leave in accordance with the Act, within twelve (12) months of the entitlement and the employee shall, upon such request, proceed on long service leave, within the appointed time.

Part Time Employees

Where an employee has part-time or casual service within their continuous service with Lifeblood, their entitlement will be calculated in line with the *Long Service Leave Act 1955* (NSW) as amended or replaced from time to time.

Termination of employment

26.8 Where an employee is terminated by the employer for reasons other than serious or wilful misconduct or terminated by the employee on account of personal illness, incapacity or any other pressing domestic necessity or by reason of the employee's death and has completed more than five years but less than seven years continuous service, the employee shall be entitled to be paid an amount proportionate to the long service leave entitlement as determined above.

Death of an Employee

26.9 Any Long Service Leave that has accrued upon termination of an employee's services as a result of their death shall be paid to the employee's Estate upon the request of the employee's personal representative. This will be paid at the ordinary rate of pay less any amount already paid to the employee in respect of that leave.

Public Holidays

26.10 Public Holidays that fall while an employee is on a period of long service leave will be paid and not debited from the employee's long service leave entitlement.

26.11 All other conditions shall be in accordance with Long Service Leave Act 1955, or its replacement as amended from time to time.

For employees based in the Australian Capital Territory

26.12 An employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service. Thirteen (13) weeks shall equal sixty-five (65) days.

26.13 Employees may access long service leave pro rata after seven (7) years' continuous service whilst still employed.

	<p>26.14 For each year after first becoming entitled to long service leave in accordance with subclause 26.12, an employee is entitled to a further 1.3 weeks every year thereafter.</p> <p>26.16 In the event agreement cannot be reached, the employer may provide four (4) months' notice in which the leave is to be taken by the employee.</p> <p>Part time Employees</p> <p>Where an employee has part-time or casual service within their continuous service with Lifeblood, their entitlement will be calculated in line with the <i>Long Service Leave Act 1976</i> (ACT), as amended or replaced from time to time.</p> <p>Termination of Employment</p> <p>26.18 Where an employee is terminated by Lifeblood for reasons other than serious misconduct or terminated by the employee on the account of personal illness, incapacity or any other pressing domestic necessity or by reason of the employee's death and has completed at least five (5) years continuous service, the employee (or the employee's estate in the case of the employee's death) shall be entitled to be paid an amount proportionate to the long service leave entitlement as determined above.</p> <p>26.19 All other conditions shall be in accordance with Long Service Leave Act 1976, as amended or replaced from time to time.</p>
<p>Blood Service Nurses Enterprise Agreement NSW and ACT 2018</p> <p>Underpinning legislation – LSL Act 1955 (for NSW) LSL Act 1976 (for ACT)</p>	<p>Employees in New South Wales and Australian Capital Territory (2018)</p> <p>Long service leave – New South Wales</p> <p>21.1 An employee is entitled to two months' long service leave after completing ten (10) years continuous service with Lifeblood. For the purposes of this clause, one month shall equal 30.5 days.</p> <p>21.2 For each ten year period after first becoming entitled to long service leave, an entitlement of a further five months' long service leave will be granted.</p> <p>Long service leave – Australian Capital Territory</p> <p>21.3 An employee is entitled to thirteen (13) weeks' long service leave after completing ten (10) years continuous service with Lifeblood. For the purposes of this clause, thirteen weeks shall equal sixty-five (65) days.</p> <p>21.4 For each year after first becoming entitled to long service leave, an employee is entitled to a further 1.3 weeks every year thereafter.</p> <p>Long service leave - All employees in New South Wales and Australian Capital Territory</p> <p>21.5 Employees may access pro-rata long service leave pro-rata after seven (7) years' continuous service whilst still employed.</p> <p>21.6 Where an employee becomes entitled to a period of long service leave, the leave is to be granted and taken:</p> <p>(a) Subject to agreement between Lifeblood and the employee, as soon as is reasonably practicable after it becomes due; and</p>

	<p>(b) as mutually agreed between the employee and Lifeblood.</p> <p>(c) and taking into account operational requirements, to allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay,</p> <p>21.7 When an employee becomes entitled for long service leave, such leave may be granted by Lifeblood within six months of the date of the entitlement. When an employee becomes entitled for long service leave, Lifeblood may request the employee to take such leave as thought appropriate, within 12 months of the entitlement and the employee shall, upon such request, proceed on Long Service Leave, within the appointed time.</p> <p>21.8 Long Service Leave shall at the rate of pay as defined in the Long Service Leave Act 1955 (NSW) or the Long Service Leave Act 1976 (ACT) or its replacement as amended from time.</p> <p>21.9 Payment for long service leave shall be made in the normal pay period unless otherwise agreed.</p> <p>21.10 All other conditions shall be in accordance with the <i>Long Service Leave Act 1955 (NSW)</i> and <i>Long Service Leave Act 1976 (ACT)</i> or their replacements as amended from time to time.</p> <p>Part Time Employees</p> <p>Where an employee has part-time or casual service within their continuous service with Lifeblood, their entitlement will be calculated in line with the <i>Long Service Leave Act 1955 (NSW)</i> or <i>Long Service Leave Act 1976 (ACT)</i> respectively as amended or replaced from time to time.</p> <p>Termination of employment</p> <p>21.13 Where an employee is terminated by the employer for reasons other than serious or wilful misconduct or terminated by the employee on account of personal illness, incapacity or any other pressing domestic necessity or by reason of the employee's death and has completed more than five years continuous service, the employee shall be entitled to be paid an amount proportionate to the long service leave entitlement as determined above.</p> <p>Public Holidays</p> <p>21.14 Public Holidays that fall while an employee is on a period of long service leave will be paid and not debited from the employee's long service leave entitlement.</p>
<p>Blood Service Enterprise Agreement NT 2018</p> <p>Underpinning legislation – LSL Act 1981 (NT)</p>	<p>Employees in Northern Territory</p> <p>Long Service Leave Entitlement</p> <p>27.1 Employees shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service.</p> <p>27.2 For each subsequent period of five (5) years continuous service, an employee is entitled to take long service leave equal to 1.3 weeks for each completed year.</p>

	<p>27.3 Employees may access long service leave, pro rata after seven (7) years continuous service, whilst still employed.</p> <p>27.4 Notwithstanding subclause 27.3 above, pro rata long service leave shall be payable on resignation/termination after seven (7) years of continuous service, other than where, an employee has been terminated by Lifeblood for serious misconduct.</p> <p>27.5 Where an employee is entitled to a period of long service leave, Lifeblood may whenever it is practically possible, at the request of the employee, allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay, or any other arrangement, as mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood and is in accordance with the <i>Long Service Leave Act 1981</i> (NT).</p> <p>Varying Hours</p> <p>27.6 Where an employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, each period of work shall be calculated in accordance with the <i>Long Service Leave Act 1981</i> (NT)</p> <p>27.7 All other conditions shall be in accordance with the <i>Long Service Leave Act 1981</i> (NT), or its replacement as amended from time to time.</p> <p>Workers Compensation</p> <p>37.4 Annual leave and long service leave can be taken whilst on workers compensation however consideration will be given by Lifeblood in deciding whether or not to approve the leave as to what impact the leave will have on the employees return to work program.</p>
<p>Lifeblood SA Donor Centre and Nurses Enterprise Agreement 2019</p> <p>Underpinning legislation – LSL Act 1987 (SA)</p>	<p>Employees in South Australia</p> <p>Long service leave</p> <p>27.1 An employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service.</p> <p>27.2 For each completed year of continuous service after ten (10) years continuous service, an entitlement of a further six and a half (6.5) working day’s long service leave will be granted.</p> <p>27.3 For all employees whose employment commenced on or before 22 March 2012, for each additional completed year of continuous service after fifteen (15) years, an entitlement of eleven (11) work days will be granted. This is in replacement of and not in addition to the further six and a half (6.5) work days provided for in subclause 23.2 above.</p> <p>27.4 Employees may access long service leave pro rata after seven (7) years’ continuous service whilst still employed.</p> <p>27.5 Long service leave shall be paid at the ordinary rate of pay applicable at the time leave is taken.</p>

	<p>27.6 Where an employee is entitled to a period of long service leave, Lifeblood may, whenever it is practically possible, at the request of the employee, allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay or half of the quantum of leave at double pay (as the case may be), or any other arrangement, mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood.</p> <p>Part time employees</p> <p>27.7 Where an employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, the entitlement to Long Service Leave shall be calculated in accordance with the <i>Long Service Leave Act 1987 (SA)</i>.</p> <p>Termination of employment</p> <p>27.8 Where an employee who has not less than seven (7) years continuous service, lawfully terminates their employment, or whose employment is terminated for reasons other than serious and wilful misconduct, the employee is entitled to payment in lieu of long service leave. Where the effective continuous service indicates a fraction of a year the number of whole months is to be taken into account in calculating the amount payable.</p> <p>Public holidays</p> <p>27.9 A period of long service leave is not extended by any public holidays which occur during the period.</p> <p>Cashing out long service leave</p> <p>27.10 Long service leave entitlements may, by mutual agreement between the employee and Lifeblood, be cashed out.</p> <p>27.11 All other conditions shall be in accordance with the <i>Long Service Leave Act 1987 (SA)</i>, or its replacement as amended from time to time.</p>
<p>Lifeblood Donor Centre and Nursing Enterprise Agreement QLD 2020</p> <p>Underpinning legislation – IR Act 2016</p>	<p>For employees in Queensland</p> <p>Long service leave</p> <p>25.1. An employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service and each ten (10) years of continuous service thereafter.</p> <p>25.2. Employees are entitled to pro rata long service leave after seven (7) years continuous service whilst still employed.</p> <p>25.3. Where an employee becomes entitled to a period of long service leave, the leave is to be granted and taken:</p> <ul style="list-style-type: none"> i. Subject to agreement between Lifeblood and the employee, as soon as is reasonably practicable after it becomes due, and ii. In one continuous period, unless otherwise mutually agreed between the employee and Lifeblood.

	<p>25.4. Long service leave shall be paid at the ordinary rate of salary applicable at the time leave is taken.</p> <p>25.5. Payment for long service leave shall be made in the normal pay period or if requested in writing by the employee, before the period of leave commences, or by any other method as agreed between Lifeblood and employee.</p> <p>25.6. Where the employee is entitled to a period of long service leave, Lifeblood may consider whenever it is practically possible, at the request of the employee and taking into account individual circumstances, to allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay or any other arrangement mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood and is in accordance with the <i>Industrial Relations Act 2016</i> (Qld) or its replacement as amended from time to time.</p> <p>25.7. Long service leave entitlements may be cashed out by mutual agreement in writing between the employee and Lifeblood in accordance with the <i>Industrial Relations Act 2016</i> (Qld) or its replacement as amended from time to time.</p> <p>Part Time Employees</p> <p>25.8. Where an employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, the entitlement to Long Service Leave shall be calculated in accordance with the <i>Industrial Relations Act 2016</i> (Qld) or its replacement as amended from time to time.</p> <p>Casual Employees</p> <p>25.10. Casual employees shall be entitled to long service leave in accordance with this clause and the applicable legislation.</p> <p>Public Holidays</p> <p>25.11. Long Service Leave shall be exclusive of any public holiday that may occur during the period of that leave.</p> <p>Long Service Leave on Termination</p> <p>25.12. Employees who have completed at least 7 but less than 10 years' continuous service are entitled to pro-rata long service leave only if the primary reason for the termination falls within the criteria set out in the <i>Industrial Relations Act 2016</i> (Qld) or its replacement as amended from time to time.</p> <p>25.13. An employee who has 10 or more years' continuous service, will be entitled to the payment of long service leave on termination/resignation of employment.</p>
<p>Lifeblood Donor Centre and Nurses Enterprise Agreement WA 2021</p> <p>Underpinning legislation –</p>	<p>Employees in Western Australia</p> <p>Casual employees</p> <p>8.10 A casual employee means an employee who is engaged on a casual basis and the offer of employment is made and accepted with no firm advance commitment to continuing and indefinite work according to an agreed pattern</p>

<p>LSL Act 1958 (WA)</p>	<p>of work. A casual employee will be paid an hourly Base Rate calculated at the rate of 1/38th of the weekly rate appropriate to the employee's classification. In addition, a loading of twenty-five (25) per cent of the hourly Base Rate will be paid instead of the paid leave entitlements (excluding Long Service Leave where applicable) of permanent employees.</p> <p>Long Service Leave</p> <p>25.1. Employees will be entitled to thirteen (13) weeks Long Service Leave after ten (10) years of continuous service, and each ten (10) years of continuous service thereafter.</p> <p>25.2. Employees may access long service leave, pro rata after seven (7) years continuous service.</p> <p>25.3. Pro rata long service leave will be payable on resignation/termination after seven (7) completed years of continuous service. The clause will not apply to employees terminated by Lifeblood for serious misconduct.</p> <p>25.5. Long service leave entitlements may be cashed out in accordance with the Long Service Leave Act 1958 as amended from time to time by mutual agreement in writing between the employee and Lifeblood.</p> <p>25.6. All other conditions will be in accordance with the Long Service Leave Act 1958, as amended from time to time</p>
<p>Australian Red Cross Blood Service Victorian Medical Officers And Specialists Enterprise Agreement 2015 Underpinning legislation – LSL Act 2018 (VIC)</p>	<p>For medical officers in Victoria</p> <p>Long service leave</p> <p>22.1 On the completion of fifteen (15) years' continuous service, by the employee, six (6) months' long service leave shall be granted. Thereafter an additional two (2) months' long service leave shall be granted on the completion of each additional five (5) years' service.</p> <p>22.2 Employees can access pro-rata long service leave after seven (7) years paid continuous service.</p> <p>22.3 Pro rata long service leave shall be payable on resignation/termination after seven (7) completed years of continuous service..</p> <p>22.4 For the purpose of this clause, continuous service shall include:</p> <ul style="list-style-type: none"> • any period of absence on annual leave, and/or • public holidays and/or • any period of sickness or injury <p>22.5 When an employee becomes entitled to long service leave, such leave will be granted by Lifeblood within six (6) months from the date of the entitlement but the taking of such leave may be postponed to such date as is mutually agreed.</p> <p>22.6 Where an employee becomes entitled to a period of long service leave, the leave is to be granted and taken as mutually agreed between the employee and Lifeblood.</p> <p>22.7 The period of long service leave will be increased by one (1) day for each public holiday where:</p> <p>(i) a public holiday occurs during a period of long service leave taken by an employee and;</p>

	<p>(ii) the employee is otherwise entitled to that holiday under the employee's conditions of employment,</p> <p>22.8 Long Service Leave shall be paid at the rate of pay consistent with the <i>Long Service Leave Act 2018</i> (VIC) or its replacement as amended from time to time.</p> <p>22.9 Payment when taking long service leave shall be made as agreed between the Lifeblood and employee.</p> <p>22.10 Any unused long service leave accrued prior to the commencement of this Agreement will be retained but future entitlements will accrue in accordance with this clause.</p> <p>22.11 All other conditions shall be in accordance with the <i>Victorian Long Service Leave Act 2018</i>, as amended or replaced from time to time.</p>
<p>Australian Red Cross Blood Service Medical Officers Enterprise Agreement Western Australia 2016 Underpinning legislation – LSL Act 1958 (WA)</p>	<p>For medical officers in Western Australia</p> <p>Long service leave</p> <p>21.1 Employees shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service and each ten (10) years of continuous service thereafter.</p> <p>21.2 Employees may access pro rata long service leave after seven (7) years paid continuous service whilst still employed. Pro rata long service leave shall be payable upon resignation/termination after seven (7) years of continuous service. The clause will not apply to employees terminated by Lifeblood for serious misconduct.</p> <p>21.3 All other conditions remain in accordance with the Western Australian Long Service Leave Act 1958, as amended from time to time or its replacement.</p>
<p>Australian Red Cross Blood Service General Enterprise Agreement Victoria 2017 Underpinning Award - AP783872CRV - Health and Allied Services - Private Sector - Victoria Consolidated Award 1998</p>	<p>23 LONG SERVICE LEAVE</p> <p>23.1 Except where this Agreement provides a greater entitlement, an employee shall be entitled to long service leave, in accordance with section 113(1) of the Act. The amount of such entitlement shall be:</p> <p>(a) On the completion of fifteen (15) years continuous service by the employee, six (6) months long service leave and thereafter an additional two (2) months long service leave on the completion of each additional five (5) years' service.</p> <p>(b) In addition, in the case of an employee who has completed more than fifteen (15) years' service and whose employment terminates otherwise than by the death of the employee, an amount of long service leave equal to one thirtieth (1/30) of the period of service since the last accrual of entitlement to long service leave under 23.1(a).</p> <p>(c) In the case of an employee who has completed at least ten (10) years' service, but less than fifteen (15) years' service and whose employment terminates for any cause other than serious and wilful misconduct, such amount of long service leave as equals one thirtieth of the period of service.</p> <p>23.2 Where an employee is entitled to a period of long service leave, the employee may request to take the long service leave entitlement or any part of that entitlement and the Lifeblood shall whenever it is practical, permit the employee to do so at:</p>

	<p>(a) double the quantum leave on half pay;</p> <p>23.3 When an employee becomes entitled to long service leave such leave shall be granted by Lifeblood within six (6) months from the date of the entitlement, but the taking of such leave may be postponed to such date as is mutually agreed.</p> <p>23.4 While employees are not paid out long service leave, pro rata after seven (7) years' continuous service they may access long service leave, pro rata after seven (7) years' continuous service whilst still employed.</p>
<p>Australian Red Cross Blood Service General Enterprise Agreement Tasmania 2017</p>	<p>20 LONG SERVICE LEAVE</p> <p>20.1 An employee shall be entitled to thirteen (13) weeks' long service leave after ten (10) years of continuous service. An employee's entitlement shall be an additional ten (10) weeks long service leave on the completion of each additional ten (10) years continuous service thereafter.</p> <p>20.2 Employees may access long service leave after seven (7) years' continuous service whilst still employed.</p> <p>20.3 Where an employee becomes entitled to a period of long service leave, the leave is to be taken and granted:</p> <p>a) Subject to agreement between the Lifeblood and the employee as soon as is reasonably practicable after it becomes due; and</p> <p>b) In one continuous period or part thereof at the request of the employee. This may be taken at double quantum or half pay in accordance with organisational requirements.</p> <p>20.6 All other conditions shall be in accordance with the <i>Long Service Leave Act 1976</i> or its replacement, as amended from time to time</p>
<p>Australian Red Cross Lifeblood Enterprise Agreement New South Wales, Australian Capital Territory and Northern Territory 2020</p> <p>Underpinning legislation – NSW – LSL Act 1955 ACT – LSL Act 1976 NT – LSL Act 1981</p>	<p>Long service leave</p> <p>For employees based in New South Wales</p> <p>27.1. Each employee is entitled to two (2) months long service leave after completing ten (10) years continuous service with Lifeblood. For the purposes of this clause one (1) month shall equal 30.5 days.</p> <p>27.2. Employees can access pro rata long service leave after seven years continuous service whilst still employed.</p> <p>27.3. For each ten (10) year period after first becoming entitled to long service leave an entitlement of a further five (5) months long service leave will be granted.</p> <p>Part Time Employees (based in New South Wales)</p> <p>27.5. Part time employees will be entitled to long service leave in accordance with the <i>Long Service Leave Act 1955</i> (NSW) as replaced or amended from time to time.</p> <p>27.6. Where an employee has switched between part time and full time or switched the number of part time hours worked, the Long Service Leave entitlement will be in accordance with the <i>Long Service Leave Act 1955</i> (NSW) as replaced or amended from time to time.</p> <p>Termination of employment (based in New South Wales)</p>

27.7. Where an employee is terminated by the employer for reasons other than serious or wilful misconduct or terminated by the employee on account of personal illness, incapacity or any other pressing domestic necessity or by reason of the employee's death and has completed more than five years but less than seven years continuous service, the employee shall be entitled to be paid an amount proportionate to the long service leave entitlement as determined above.

Death of an Employee (based in New South Wales)

27.8. Any Long Service Leave that has accrued upon termination of an employee's services as a result of their death shall be paid to the employee's Estate upon the request of the employee's personal representative. This will be paid at the ordinary rate of pay less any amount already paid to the employee in respect of that leave.

Public Holidays (based in New South Wales)

27.9. Public Holidays that fall while an employee is on a period of long service leave will be paid and not debited from the employee's long service leave entitlement.

27.10. All other conditions shall be in accordance with Long Service Leave Act 1955, or its replacement, as amended from time to time.

For employees based in the Australian Capital Territory

27.11. An employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service. Thirteen (13) weeks shall equal sixty-five (65) days.

27.12. Employees may access long service leave pro rata after seven (7) years' continuous service whilst still employed.

27.13. For each year after first becoming entitled to long service leave in accordance with subclause 27.12, an employee is entitled to a further 1.3 weeks every year thereafter.

27.15. In the event agreement cannot be reached, the employer may provide four (4) months' notice in which the leave is to be taken by the employee.

Part time Employees (based in the Australian Capital Territory)

27.16. Where an employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, the employee's entitlement shall be determined in accordance with the in accordance with the *Long Service Leave Act 1976 (ACT)* as replaced or amended from time to time.

Termination of Employment (based in the Australian Capital Territory)

27.17. Where an employee is terminated by Lifeblood for reasons other than serious misconduct or terminated by the employee on the account of personal illness, incapacity or any other pressing domestic necessity or by reason of the employee's death and has completed at least five (5) years continuous service, the employee (or the employee's estate in the case of the employee's death) shall be entitled to be paid an amount proportionate to the long service leave entitlement as determined above.

27.18. All other conditions shall be in accordance with Long Service Leave Act 1976, as amended or replaced from time to time.

For employees based in the Northern Territory

	<p>27.19. Employees shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service.</p> <p>27.20. For each subsequent period of five (5) years continuous service, an employee is entitled to take long service leave equal to 1.3 weeks for each completed year.</p> <p>27.21. Employees may access long service leave, pro rata after seven (7) years continuous service, whilst still employed.</p> <p>27.22. Notwithstanding subclause 27.21 above, pro rata long service leave shall be payable on resignation/termination after seven (7) years of continuous service, other than where, an employee has been terminated by Lifeblood for serious misconduct.</p> <p>27.23. Where an employee is entitled to a period of long service leave, Lifeblood may whenever it is practically possible, at the request of the employee, allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay, or any other arrangement, as mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood and is in accordance with the <i>Long Service Leave Act 1981</i> (NT) as replaced or amended from time to time.</p> <p>27.24. All other conditions shall be in accordance with the <i>Long Service Leave Act 1981</i> (NT), as replaced or amended from time to time.</p>
<p>Australian Red Cross Lifeblood Enterprise Agreement South Australia 2020</p> <p>Underpinning legislation – LSL Act 1987 (SA)</p>	<p>29. Long service leave Entitlement</p> <p>29.1. An employee shall be entitled to thirteen (13) weeks long service leave after ten (10) years of continuous service.</p> <p>29.2. A further 1.3 weeks' long service leave will be granted for each completed year of continuous service after ten (10) years of continuous service.</p> <p>29.3. For all employees whose employment commenced before the 18 October 2011, an entitlement of 2.2 weeks' long service leave will be granted for each additional completed year of continuous service after fifteen (15) years. This is in replacement of, and not in addition to, the further 1.3 weeks' long service leave provided for in subclause 29.2 above.</p> <p>29.4. Employees may access pro-rata long service leave after seven (7) years paid continuous service whilst still employed.</p> <p>29.5. Where an employee is entitled to a period of long service leave, Lifeblood may whenever it is practically possible, at the request of the employee, allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay or half of the quantum of leave at double pay (as the case may be), or any other arrangement, as mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood.</p> <p>Part time employees</p> <p>29.6. Part time employees will be entitled to long service leave on a pro rata basis.</p> <p>29.7. Where an employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, the entitlement to Long Service Leave shall be calculated in accordance with the <i>Long Service Leave Act 1987</i> (SA).</p> <p>Termination of employment</p> <p>29.8. Where an employee who has not less than seven (7) years continuous service, lawfully terminates their employment, or whose employment is terminated for reasons other than serious and wilful misconduct, the employee is entitled to payment in lieu of long service leave. Where the effective continuous service indicates a fraction of a year the number of whole months is to be taken into account in calculating the amount payable.</p>

	<p>Public Holidays</p> <p>29.9. A period of long service leave is not extended by any public holidays which occur during the period.</p> <p>Cashing out long service leave</p> <p>29.10. Pro-rata long service leave may be cashed out after seven (7) years paid continuous service, by mutual agreement, in writing between the employee and Lifeblood.</p> <p>29.11. All other conditions shall be in accordance with the Long Service Leave Act 1987 (SA), as amended from time to time, providing that, in the event of inconsistency with any provision of this agreement; the provisions of this agreement shall prevail.</p>
<p>Australian Red Cross Lifeblood Enterprise Agreement Queensland 2020</p> <p>Underpinning legislation – IR Act 2016</p>	<p>Long service leave</p> <p>26.1. An employee is entitled to thirteen (13) weeks long service leave after completing ten (10) years continuous service with Lifeblood.</p> <p>26.1 In addition to legislative requirements employees may access pro rata long service leave after seven (7) years continuous service whilst still employed.</p> <p>26.3 Where an employee is entitled to a period of long service leave, Lifeblood may consider whenever it is practically possible, at the request of the employee and taking into account individual circumstances, to allow the employee to take the whole or any part of the long service leave at double the quantum of leave at half the pay or half the quantum of leave at double pay (as the case may be), or any other arrangement mutually agreed, provided that such arrangement will not result in an additional cost to Lifeblood</p> <p>26.5 Long service leave entitlements may, be cashed out by mutual agreement in writing between the employee and Lifeblood.</p> <p>Part Time Employees</p> <p>26.6 Where an employee has varied their employment status and hours during the period of service leading up to eligibility for long service leave, the entitlement to Long Service Leave shall be calculated in accordance with the <i>Industrial Relations Act 2016</i> (Qld) or its replacement as amended from time to time.</p> <p>Casual Employees</p> <p>26.7 Casual employees shall be entitled to long service leave in accordance with applicable legislation.</p> <p>Public Holidays</p> <p>26.8 Long service leave shall be exclusive of any public holiday that may occur during the period of that leave.</p> <p>Long Service Leave on Termination</p> <p>26.9 Employees who have completed at least 7 but less than 10 years' continuous service are entitled to pro-rata long service leave only if the primary reason for the termination falls within the criteria set out in s.95 of the Industrial Relations ACT (2016) QLD (as varied or replaced from time to time).</p> <p>26.10 An employee who has 10 or more years 'continuous service, will be entitled to the payment of long service leave on termination/resignation of employment and is not subject to the above listed criteria.</p>
<p>Australian Red Cross Lifeblood Western Australian Manufacturing and General Enterprise Agreement 2021</p>	<p>LONG SERVICE LEAVE</p> <p>25.1. Employees will be entitled to thirteen (13) weeks Long Service Leave after ten (10) years of continuous service, and each ten (10) years of continuous service thereafter.</p>

Underpinning legislation – LSL Act 1958 (WA)	<p>25.2. Employees may access long service leave, pro rata after seven (7) years continuous service.</p> <p>25.3. Pro rata long service leave will be payable on resignation/termination after seven (7) completed years of continuous service. The clause will not apply to employees terminated by Lifeblood for serious misconduct.</p> <p>25.5. Long service leave entitlements may be cashed out in accordance with the Long Service Leave Act 1958 as amended from time to time by mutual agreement in writing between the employee and Lifeblood.</p> <p>25.6. All other conditions will be in accordance with the Long Service Leave Act 1958, as amended from time to time.</p>
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APPENDIX 4 – MEDICAL OFFICERS

The following terms and conditions shall only apply to medical officers. Where an equivalent entitlement is provided for in the body of the Agreement that entitlement shall not apply.

1. Classifications

Level	Descriptor	Indicative Roles	Salary Band Minimum-Maximum
1	<p>A Medical Officer at this level</p> <ul style="list-style-type: none"> has obtained the equivalent of an MBBS (Bachelor of Medicine, Bachelor of Surgery) degree and has limited (less than 5 years) post graduate work experience. Is competent to perform a range of standard duties of a Lifeblood Medical Officer after a probationary period of six months. <p>NOTE: this does not include physician or pathologist specialist trainees</p>	Medical Officer Level 1	\$155,000-\$185,000
2	<p>A Medical Officer at this level</p> <ul style="list-style-type: none"> has obtained the equivalent of an MBBS (Bachelor of Medicine, Bachelor of Surgery) degree and further college fellowship (e.g. FRAGP) or at least 5 years relevant work experience as a medical practitioner. applies practical knowledge gained through relevant work experience as a Medical Practitioner is working towards competency to perform all core duties as a Lifeblood Medical Officer 	Medical Officer Level 2	\$214,789-\$290,597
3	<p>A Medical Officer at this level:</p> <ul style="list-style-type: none"> demonstrates advanced work experience as a Medical Practitioner at Lifeblood this will be achieved after two years' experience as a Lifeblood Medical Officer for any medical officer role including Medical Services, DPU and TPE, unless any performance concerns have been identified. is competent to perform all core duties and activities of their role with minimal guidance from Senior Medical Officer's <p>NOTE: a further college fellowship is not required where the individual has already obtained extensive Lifeblood experience</p>	Medical Officer Level 3	\$233,374-\$306,812

4	<p>A Medical Officer at this level:</p> <ul style="list-style-type: none"> • Regularly contributes to policy setting, strategy development, culture through medical staff clinical leadership or influencing sector clinical practice and is recognised as a subject matter expert with in-depth knowledge of Lifeblood operations and relevant clinical literature / practice. • would typically be responsible for: <ul style="list-style-type: none"> (i) regularly leading significant national projects and/or additional functional accountabilities; or (ii) providing leadership to Medical Officer or Clinical teams, or (iii) regularly provides specialised expertise to Lifeblood Leaders or other Divisions within Lifeblood, or (iv) regularly collaborates with external Stakeholders, or (V) develops educational materials for key stakeholders <p>NOTE: a further college fellowship is not required where the individual has already obtained extensive Lifeblood experience</p> <p>This level is obtained by appointment</p>	<p>Medical Officer Level 4</p> <p>Including but not limited to:</p> <p>Lead Medical Officer</p> <p>DPU Senior Medical staff</p> <p>TPE Senior Medical staff</p>	<p>\$243,294-\$329,162</p>
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2. Movement between classifications

2.1 Where an employee is moving between Level 2 to Level 3 or Level 3 to Level 4 they will be offered a salary within the salary band indicated. A minimum wage increase of three percent (3)% will apply.

3. Annual Wage Increases

Year	Medical Officer Wage Increases (Comparative ratio calculated to the band midpoint)						
	<90%	90-94.99%	95-99.99%	100-104.99%	105-109.99%	110%-114.99%	>115%
Year 1 (8 December 2023)	5.20%	4.70%	4.20%	3.80%	3.20%	2.60%	2.00%
1 November 2024*	5.00%	4.60%	3.80%	3.00%	2.70%	2.30%	2.00%
1 November 2025*	4.60%	4.20%	3.50%	2.50%	2.20%	2.00%	1.80%

*All wage increases will be applicable from the first full pay period on or after the dates indicated above.

4. Professional Development

4.1 A professional development allowance of shall be provided to all medical officers in accordance with the table below:

On commencement	FFPP 1 Nov 2024	FFPP 1 Nov 2025
\$7,266	\$7,484	\$7,671

The allowance shall be paid fortnightly and on a pro-rata basis for part time employees. The increases in subsequent years shall be applied from the first full pay period on or after the dates indicated.

4.2 Professional development leave of up to ten (10) days per annum (pro rata for part time employees) will be made available to employees to enhance their ability to work in their role and fulfil professional development obligations. This leave is in substitution of the professional development leave provided for in Clause 21.3. Professional development leave shall be taken at times mutually agreed between Lifblood and the Employee. Requests for leave will not be unreasonably refused, taking into consideration operational requirements.

4.3 Financial support including additional paid or unpaid leave to attend conferences, professional studies and/or course studies will be provided in accordance with Lifblood Study Assistance Policy.

5. Hours of work and rostering

5.1 Medical Officers rostered to work beyond 6pm will be entitled to receive the shift penalties in accordance with **Clause 10- Shiftwork**.

5.2 Medical Officer rosters where practicable will be provided with four (4) weeks' notice but with a minimum two (2) weeks' notice.

6. Split/Broken Shifts

6.1 The employer and the employee may agree in writing that an employee will work broken or split shifts. A broken shift is a shift which includes an unpaid break from work of at least one hour that is not a meal break. A broken shift can by agreement span a maximum of fourteen (14) hours, including the unpaid break that is not a meal break, but exclusive of meal breaks. Any work performed on a broken shift beyond the fourteen (14) hour span is paid at two hundred per cent (200%) of the employee's base hourly rate.

6.2 Employees must get at least ten (10) hours' break after a broken shift before their next shift or broken shift.

6.3 Employees are paid overtime, and shift, weekend and public holiday penalty rates where applicable. Shift penalties are calculated for each period of work in a broken shift.

6.4 Employees get at least three (3) hours' pay for each period of work in a broken shift, even if they are rostered to work less.

7. Weekend work

7.1 All ordinary hours worked on a Saturday will be paid an additional fifty percent (50%) penalty for the first three (3) hours and an additional one hundred percent (100%) penalty for all hours thereafter.

7.2 All ordinary hours worked on a Sunday will be paid an additional one hundred percent (100%) penalty.

7.3 Penalties will apply in addition to the employees' base rate of pay.

8. On Call Allowance

8.1 Medical officers may be required to participate in a rotating on-call roster.

8.2 An on-call allowance of \$120 per day will apply to medical officers who are rostered to be on call.

8.3 All other on call provisions shall be paid in accordance with **Clause 11- On Call**.

9. Higher Duties

9.1 A Medical Officer appointed to act in the role of a higher-grade Medical Officer will receive a higher duties allowance of \$60 per day.

10. Annual Leave

10.1 Medical Officers shall receive four (4) weeks annual leave per annum (152 hours), on a pro-rata basis for part time employees.

10.2 Annual leave loading of 17.5% shall apply to all leave accrued from the commencement date of this agreement. Notwithstanding this any Medical Officer who currently receives leave loading will continue to receive this.

10.3 Additional leave accrued for weekend work and on call shall be accrued in accordance with **Clauses 20.15-20.23.**

11. Superannuation

11.1 Any Medical Officer, who at the commencement of this agreement is receiving employer super payments more than the annual concessional contribution cap or the maximum super contribution base (uncapped super) will continue to do so. An employee may at any time request in writing to the employer for this arrangement to end.

APPENDIX 5 – INCREMENT COMPENSATION AND SALARY INCREASE TABLES

An employee employed as at 08 December 2023 in a role covered by this Agreement who has not yet reached the top increment under their former Agreement will be entitled to a one-off wage increase to compensate for the removal of increments.

This one-off wage increase will be paid in accordance with the Increment Compensation and Salary Increase Table referenced in Appendix – 5 and will not apply to employees employed with Lifeblood after 08 December 2023 or previously employed in a role not covered by this Agreement.

The Annual Wage Increase for 2023 in clause 42 is included with the one-off wage increase referred to as the “Compensated Increment Salary” in the table in Appendix 5 – Increment Compensation Tables.

Note: The Tables below reflect Full-time Equivalent Salaries. Salaries for existing employees for Year 1 of the Agreement are reflected in the ‘New Salary’ Column.

Appendix 5

Nursing Grade 1 - DSNA (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 5	\$63,324	\$65,731	\$67,609	\$70,179
Grade 1 Increment 6	\$65,133	\$67,609	\$67,609	\$70,179

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 5	\$61,225	\$63,552	\$64,680	\$67,138
Grade 1 Increment 6	\$62,312	\$64,680	\$64,680	\$67,138

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 5	\$60,494	\$62,793	\$63,840	\$66,266
Grade 1 Increment 6	\$61,502	\$63,840	\$63,840	\$66,266

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment or Salary Band Minimum
Grade 1 Increment 5	\$62,019	\$64,376	\$65,814	\$65,814
Grade 1 Increment 6	\$63,404	\$65,814	\$65,814	\$65,814

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment or Salary Band Minimum
Grade 1 Increment 5	\$61,965	\$63,205	\$64,711	\$64,711
Grade 1 Increment 6	\$63,442	\$64,711	\$64,711	\$64,711

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 5	\$60,782	\$63,092	\$66,404	\$68,928
Grade 1 Increment 6	\$63,973	\$66,404	\$66,404	\$68,928

Appendix 5

Nursing Grade 2 - EN (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$63,002	\$65,397	\$69,774	\$72,426
Grade 2 Increment 2	\$64,319	\$66,764	\$69,774	\$72,426
Grade 2 Increment 3	\$65,704	\$68,201	\$71,005	\$73,704
Grade 2 Increment 4	\$67,219	\$69,774	\$73,878	\$76,686
Grade 2 Increment 5	\$68,405	\$71,005	\$73,878	\$76,686
Grade 2 Increment 6	\$70,448	\$73,126	\$73,878	\$76,686
Grade 2 Increment 7	\$71,173	\$73,878	\$73,878	\$76,686

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$61,225	\$63,552	\$66,934	\$69,478
Grade 2 Increment 2	\$62,312	\$64,680	\$66,934	\$69,478
Grade 2 Increment 3	\$63,397	\$65,807	\$68,061	\$70,648
Grade 2 Increment 4	\$64,483	\$66,934	\$70,316	\$72,989
Grade 2 Increment 5	\$65,569	\$68,061	\$70,316	\$72,989
Grade 2 Increment 6	\$66,654	\$69,187	\$70,316	\$72,989
Grade 2 Increment 7	\$67,741	\$70,316	\$70,316	\$72,989

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$60,494	\$62,793	\$65,933	\$68,439
Grade 2 Increment 2	\$61,502	\$63,840	\$65,933	\$68,439
Grade 2 Increment 3	\$62,510	\$64,886	\$66,979	\$69,525
Grade 2 Increment 4	\$63,519	\$65,933	\$69,072	\$71,697
Grade 2 Increment 5	\$64,527	\$66,979	\$69,072	\$71,697
Grade 2 Increment 6	\$65,535	\$68,026	\$69,072	\$71,697
Grade 2 Increment 7	\$66,543	\$69,072	\$69,072	\$71,697

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 2 Increment 1	\$62,019	\$64,376	\$68,688	\$68,688
Grade 2 Increment 2	\$63,404	\$65,814	\$68,688	\$68,688
Grade 2 Increment 3	\$64,788	\$67,250	\$70,123	\$70,123
Grade 2 Increment 4	\$66,173	\$68,688	\$72,998	\$72,998
Grade 2 Increment 5	\$67,555	\$70,123	\$72,998	\$72,998
Grade 2 Increment 6	\$68,940	\$71,560	\$72,998	\$72,998
Grade 2 Increment 7	\$70,325	\$72,998	\$72,998	\$72,998

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 2 Increment 3	\$64,916	\$66,215	\$69,224	\$69,224
Grade 2 Increment 4	\$66,390	\$67,718	\$72,236	\$72,236
Grade 2 Increment 5	\$67,866	\$69,224	\$72,236	\$72,236
Grade 2 Increment 6	\$69,341	\$70,728	\$72,236	\$72,236
Grade 2 Increment 7	\$70,819	\$72,236	\$72,236	\$72,236

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$63,973	\$66,404	\$70,013	\$72,674
Grade 2 Increment 2	\$65,130	\$67,605	\$70,013	\$72,674
Grade 2 Increment 3	\$66,289	\$68,808	\$71,215	\$73,922
Grade 2 Increment 4	\$67,449	\$70,013	\$73,622	\$76,420
Grade 2 Increment 5	\$68,607	\$71,215	\$73,622	\$76,420
Grade 2 Increment 6	\$69,763	\$72,414	\$73,622	\$76,420
Grade 2 Increment 7	\$70,926	\$73,622	\$73,622	\$76,420

Appendix 5

Nursing Grade 3 - RN (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$73,531	\$76,326	\$88,669	\$92,039
Grade 3 Increment 2	\$77,320	\$80,259	\$88,669	\$92,039
Grade 3 Increment 3	\$81,394	\$84,487	\$92,859	\$96,388
Grade 3 Increment 4	\$85,422	\$88,669	\$101,654	\$105,517
Grade 3 Increment 5	\$89,459	\$92,859	\$101,654	\$105,517
Grade 3 Increment 6	\$94,060	\$97,635	\$101,654	\$105,517
Grade 3 Increment 7	\$97,932	\$101,654	\$101,654	\$105,517

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$68,391	\$70,990	\$83,160	\$86,321
Grade 3 Increment 2	\$72,298	\$75,046	\$83,160	\$86,321
Grade 3 Increment 3	\$76,207	\$79,103	\$87,216	\$90,531
Grade 3 Increment 4	\$80,115	\$83,160	\$95,329	\$98,952
Grade 3 Increment 5	\$84,023	\$87,216	\$95,329	\$98,952
Grade 3 Increment 6	\$87,931	\$91,273	\$95,329	\$98,952
Grade 3 Increment 7	\$91,839	\$95,329	\$95,329	\$98,952

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$67,216	\$69,771	\$80,934	\$84,010
Grade 3 Increment 2	\$70,801	\$73,492	\$80,934	\$84,010
Grade 3 Increment 3	\$74,385	\$77,213	\$84,654	\$87,871
Grade 3 Increment 4	\$77,970	\$80,934	\$92,999	\$96,533
Grade 3 Increment 5	\$81,555	\$84,654	\$92,999	\$96,533
Grade 3 Increment 6	\$85,140	\$88,375	\$92,999	\$96,533
Grade 3 Increment 7	\$88,725	\$92,499	\$92,999	\$96,533

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$69,217	\$71,848	\$83,344	\$83,344
Grade 3 Increment 2	\$72,911	\$75,682	\$83,344	\$83,344
Grade 3 Increment 3	\$76,600	\$79,511	\$87,177	\$87,177
Grade 3 Increment 4	\$80,292	\$83,344	\$94,839	\$94,839
Grade 3 Increment 5	\$83,985	\$87,177	\$94,839	\$94,839
Grade 3 Increment 6	\$87,677	\$91,009	\$94,839	\$94,839
Grade 3 Increment 7	\$91,367	\$94,839	\$94,839	\$94,839

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$71,500	\$72,930	\$84,736	\$84,736
Grade 3 Increment 2	\$75,358	\$76,866	\$84,736	\$84,736
Grade 3 Increment 3	\$79,216	\$80,801	\$88,672	\$88,672
Grade 3 Increment 4	\$83,074	\$84,736	\$96,546	\$96,546
Grade 3 Increment 5	\$86,933	\$88,672	\$96,546	\$96,546
Grade 3 Increment 6	\$90,792	\$92,608	\$96,546	\$96,546
Grade 3 Increment 7	\$94,652	\$96,546	\$96,546	\$96,546

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$71,619	\$74,341	\$86,252	\$89,530
Grade 3 Increment 2	\$75,447	\$78,314	\$86,252	\$89,530
Grade 3 Increment 3	\$79,270	\$82,283	\$90,221	\$93,650
Grade 3 Increment 4	\$83,094	\$86,252	\$98,162	\$101,893
Grade 3 Increment 5	\$86,918	\$90,221	\$98,162	\$101,893
Grade 3 Increment 6	\$90,743	\$94,192	\$98,162	\$101,893
Grade 3 Increment 7	\$94,568	\$98,162	\$98,162	\$101,893

Appendix 5

Nursing Grade 4 - Session Leader (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 1	\$100,103	\$103,907	\$110,132	\$114,318
Grade 4 Increment 2	\$102,146	\$106,028	\$110,132	\$114,318
Grade 4 Increment 3	\$104,123	\$108,080	\$110,132	\$114,318
Grade 4 Increment 4	\$106,100	\$110,132	\$110,132	\$114,318

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 1	\$93,793	\$97,358	\$104,118	\$108,075
Grade 4 Increment 2	\$95,964	\$99,611	\$104,118	\$108,075
Grade 4 Increment 3	\$98,136	\$101,866	\$104,118	\$108,075
Grade 4 Increment 4	\$100,306	\$104,118	\$104,118	\$108,075

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 1	\$92,757	\$96,282	\$101,864	\$105,735
Grade 4 Increment 2	\$94,549	\$98,143	\$101,864	\$105,735
Grade 4 Increment 3	\$96,342	\$100,003	\$101,864	\$105,735
Grade 4 Increment 4	\$98,134	\$101,864	\$101,864	\$105,735

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 4 Increment 1	\$94,136	\$97,714	\$104,899	\$104,899
Grade 4 Increment 2	\$97,829	\$101,547	\$104,899	\$104,899
Grade 4 Increment 3	\$98,751	\$102,504	\$104,899	\$104,899
Grade 4 Increment 4	\$101,058	\$104,899	\$104,899	\$104,899

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 4 Increment 1	\$95,333	\$97,240	\$104,185	\$104,185
Grade 4 Increment 2	\$97,602	\$99,555	\$104,185	\$104,185
Grade 4 Increment 3	\$99,870	\$101,868	\$104,185	\$104,185
Grade 4 Increment 4	\$102,142	\$104,185	\$104,185	\$104,185

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 1	\$95,959	\$99,606	\$106,823	\$110,883
Grade 4 Increment 2	\$98,276	\$102,011	\$106,823	\$110,883
Grade 4 Increment 3	\$100,595	\$104,418	\$106,823	\$110,883
Grade 4 Increment 4	\$102,912	\$106,823	\$106,823	\$110,883

Appendix 5

Nursing Grade 5 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 5 Increment 1	\$106,759	\$110,816	\$117,657	\$122,128
Grade 5 Increment 2	\$108,956	\$113,097	\$117,657	\$122,128
Grade 5 Increment 3	\$111,153	\$115,377	\$117,657	\$122,128
Grade 5 Increment 4	\$113,349	\$117,657	\$117,657	\$122,128

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 5 Increment 1	\$105,517	\$109,527	\$116,290	\$120,710
Grade 5 Increment 2	\$107,687	\$111,780	\$116,290	\$120,710
Grade 5 Increment 3	\$109,859	\$114,034	\$116,290	\$120,710
Grade 5 Increment 4	\$112,032	\$116,290	\$116,290	\$120,710

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 5 Increment 1	\$102,966	\$106,879	\$114,417	\$118,765
Grade 5 Increment 2	\$105,386	\$109,391	\$114,417	\$118,765
Grade 5 Increment 3	\$107,806	\$111,903	\$114,417	\$118,765
Grade 5 Increment 4	\$110,227	\$114,417	\$114,417	\$118,765

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 5 Increment 1	\$104,139	\$108,097	\$115,281	\$115,281
Grade 5 Increment 2	\$106,447	\$110,492	\$115,281	\$115,281
Grade 5 Increment 3	\$108,756	\$112,889	\$115,281	\$115,281
Grade 5 Increment 4	\$111,060	\$115,281	\$115,281	\$115,281

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 5 Increment 1	\$102,142	\$104,185	\$111,131	\$111,131
Grade 5 Increment 2	\$104,411	\$106,500	\$111,131	\$111,131
Grade 5 Increment 3	\$106,680	\$108,814	\$111,131	\$111,131
Grade 5 Increment 4	\$108,951	\$111,131	\$111,131	\$111,131

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 5 Increment 1	N/A	N/A	N/A	N/A
Grade 5 Increment 2	N/A	N/A	N/A	N/A
Grade 5 Increment 3	N/A	N/A	N/A	N/A
Grade 5 Increment 4	N/A	N/A	N/A	N/A

Appendix 5

Nursing Grade 6 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 6 Increment 1	\$115,985	\$120,393	\$128,602	\$133,489
Grade 6 Increment 2	\$118,621	\$123,129	\$128,602	\$133,489
Grade 6 Increment 3	\$121,258	\$125,866	\$128,602	\$133,489
Grade 6 Increment 4	\$123,894	\$128,602	\$128,602	\$133,489

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 6 Increment 1	\$114,636	\$118,993	\$127,107	\$131,938
Grade 6 Increment 2	\$117,241	\$121,697	\$127,107	\$131,938
Grade 6 Increment 3	\$119,846	\$124,401	\$127,107	\$131,938
Grade 6 Increment 4	\$122,453	\$127,107	\$127,107	\$131,938

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 6 Increment 1	\$112,207	\$116,472	\$123,322	\$128,009
Grade 6 Increment 2	\$114,626	\$118,983	\$123,322	\$128,009
Grade 6 Increment 3	\$117,046	\$121,495	\$123,322	\$128,009
Grade 6 Increment 4	\$118,806	\$123,322	\$123,322	\$128,009

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 6 Increment 1	\$112,445	\$116,718	\$125,341	\$125,341
Grade 6 Increment 2	\$115,214	\$119,593	\$125,341	\$125,341
Grade 6 Increment 3	\$117,983	\$122,467	\$125,341	\$125,341
Grade 6 Increment 4	\$120,752	\$125,341	\$125,341	\$125,341

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 6 Increment 1	\$111,676	\$113,910	\$120,855	\$120,855
Grade 6 Increment 2	\$113,943	\$116,222	\$120,855	\$120,855
Grade 6 Increment 3	\$116,213	\$118,538	\$120,855	\$120,855
Grade 6 Increment 4	\$118,485	\$120,855	\$120,855	\$120,855

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 6 Increment 1	N/A	N/A	N/A	N/A
Grade 6 Increment 2	N/A	N/A	N/A	N/A
Grade 6 Increment 3	N/A	N/A	N/A	N/A
Grade 6 Increment 4	N/A	N/A	N/A	N/A

Appendix 5

BTM Grade 1 (VIC/TAS Grade 7) (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 1	\$104,123	\$108,080	\$112,185	\$116,449
Grade 1 Increment 2	\$105,441	\$109,448	\$112,185	\$116,449
Grade 1 Increment 3	\$106,759	\$110,816	\$112,185	\$116,449
Grade 1 Increment 4	\$108,078	\$112,185	\$112,185	\$116,449

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 1	\$100,306	\$104,118	\$109,527	\$113,690
Grade 1 Increment 2	\$102,044	\$105,922	\$109,527	\$113,690
Grade 1 Increment 3	\$103,779	\$107,723	\$109,527	\$113,690
Grade 1 Increment 4	\$105,517	\$109,527	\$109,527	\$113,690

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 1	\$100,326	\$104,139	\$109,620	\$113,786
Grade 1 Increment 2	\$102,333	\$106,222	\$109,620	\$113,786
Grade 1 Increment 3	\$104,379	\$108,346	\$109,620	\$113,786
Grade 1 Increment 4	\$105,606	\$109,620	\$109,620	\$113,786

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 1 Increment 1	\$101,058	\$104,899	\$109,210	\$109,210
Grade 1 Increment 2	\$102,441	\$106,334	\$109,210	\$109,210
Grade 1 Increment 3	\$103,825	\$107,771	\$109,210	\$109,210
Grade 1 Increment 4	\$105,211	\$109,210	\$109,210	\$109,210

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 1 Increment 1	\$99,418	\$101,407	\$105,575	\$105,575
Grade 1 Increment 2	\$100,780	\$102,796	\$105,575	\$105,575
Grade 1 Increment 3	\$102,142	\$104,185	\$105,575	\$105,575
Grade 1 Increment 4	\$103,504	\$105,575	\$105,575	\$105,575

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 1	\$99,838	\$103,632	\$109,390	\$113,547
Grade 1 Increment 2	\$101,686	\$105,551	\$109,390	\$113,547
Grade 1 Increment 3	\$103,534	\$107,469	\$109,390	\$113,547
Grade 1 Increment 4	\$105,385	\$109,390	\$109,390	\$113,547

Appendix 5

BTM Grade 2 (VIC/TAS Grade 8) (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$110,713	\$114,921	\$121,762	\$126,389
Grade 2 Increment 2	\$112,910	\$117,201	\$121,762	\$126,389
Grade 2 Increment 3	\$115,107	\$119,482	\$121,762	\$126,389
Grade 2 Increment 4	\$117,304	\$121,762	\$121,762	\$126,389

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$109,426	\$113,585	\$120,344	\$124,918
Grade 2 Increment 2	\$111,597	\$115,838	\$120,344	\$124,918
Grade 2 Increment 3	\$113,767	\$118,091	\$120,344	\$124,918
Grade 2 Increment 4	\$115,938	\$120,344	\$120,344	\$124,918

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$107,545	\$111,632	\$118,608	\$123,116
Grade 2 Increment 2	\$109,784	\$113,956	\$118,608	\$123,116
Grade 2 Increment 3	\$112,023	\$116,281	\$118,608	\$123,116
Grade 2 Increment 4	\$114,266	\$118,608	\$118,608	\$123,116

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 2 Increment 1	\$107,979	\$112,083	\$119,268	\$119,268
Grade 2 Increment 2	\$110,287	\$114,478	\$119,268	\$119,268
Grade 2 Increment 3	\$112,596	\$116,875	\$119,268	\$119,268
Grade 2 Increment 4	\$114,901	\$119,268	\$119,268	\$119,268

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 2 Increment 1	\$106,227	\$108,352	\$115,297	\$115,297
Grade 2 Increment 2	\$108,496	\$110,666	\$115,297	\$115,297
Grade 2 Increment 3	\$110,766	\$112,982	\$115,297	\$115,297
Grade 2 Increment 4	\$113,036	\$115,297	\$115,297	\$115,297

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$108,156	\$112,266	\$119,464	\$124,004
Grade 2 Increment 2	\$110,467	\$114,665	\$119,464	\$124,004
Grade 2 Increment 3	\$112,780	\$117,066	\$119,464	\$124,004
Grade 2 Increment 4	\$115,090	\$119,464	\$119,464	\$124,004

Appendix 5

BTM Grade 3 (VIC/TAS Grade 9) (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Nursing Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$119,940	\$124,498	\$132,707	\$137,750
Grade 3 Increment 2	\$122,575	\$127,233	\$132,707	\$137,750
Grade 3 Increment 3	\$125,211	\$129,970	\$132,707	\$137,750
Grade 3 Increment 4	\$127,848	\$132,707	\$132,707	\$137,750

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$118,543	\$123,048	\$131,162	\$136,147
Grade 3 Increment 2	\$121,150	\$125,754	\$131,162	\$136,147
Grade 3 Increment 3	\$123,755	\$128,458	\$131,162	\$136,147
Grade 3 Increment 4	\$126,360	\$131,162	\$131,162	\$136,147

VIC-TAS Nursing Enterprise Agreement 2019	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$116,955	\$121,399	\$128,377	\$133,256
Grade 3 Increment 2	\$119,194	\$123,724	\$128,377	\$133,256
Grade 3 Increment 3	\$121,434	\$126,049	\$128,377	\$133,256
Grade 3 Increment 4	\$123,676	\$128,377	\$128,377	\$133,256

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$116,285	\$120,704	\$129,326	\$129,326
Grade 3 Increment 2	\$119,054	\$123,579	\$129,326	\$129,326
Grade 3 Increment 3	\$121,823	\$126,453	\$129,326	\$129,326
Grade 3 Increment 4	\$124,591	\$129,326	\$129,326	\$129,326

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$115,762	\$118,078	\$125,022	\$125,022
Grade 3 Increment 2	\$118,029	\$120,390	\$125,022	\$125,022
Grade 3 Increment 3	\$120,299	\$122,705	\$125,022	\$125,022
Grade 3 Increment 4	\$122,570	\$125,022	\$125,022	\$125,022

NT Nurses Enterprise Agreement 2018	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$116,477	\$120,904	\$129,539	\$134,462
Grade 3 Increment 2	\$119,249	\$123,781	\$129,539	\$134,462
Grade 3 Increment 3	\$122,024	\$126,661	\$129,539	\$134,462
Grade 3 Increment 4	\$124,796	\$129,539	\$129,539	\$134,462

Appendix 5

BTM Grade 4 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 2	\$96,303	\$99,963	\$106,947	\$111,011
Grade 4 Increment 3	\$99,667	\$103,455	\$110,437	\$114,634
Grade 4 Increment 4	\$103,031	\$106,947	\$113,930	\$118,260
Grade 4 Increment 5	\$106,394	\$110,437	\$113,930	\$118,260
Grade 4 Increment 6	\$109,759	\$113,930	\$113,930	\$118,260

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 1	\$130,267	\$135,218	\$143,330	\$148,777
Grade 4 Increment 2	\$132,872	\$137,922	\$143,330	\$148,777
Grade 4 Increment 3	\$135,477	\$140,626	\$143,330	\$148,777
Grade 4 Increment 4	\$138,082	\$143,330	\$143,330	\$148,777

VIC Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 4 Increment 1	\$88,834	\$92,210	\$102,245	\$106,131
Grade 4 Increment 2	\$92,056	\$95,555	\$102,245	\$106,131
Grade 4 Increment 3	\$95,279	\$98,900	\$105,590	\$109,603
Grade 4 Increment 4	\$98,501	\$102,245	\$108,935	\$113,075
Grade 4 Increment 5	\$101,724	\$105,590	\$108,935	\$113,075
Grade 4 Increment 6	\$104,947	\$108,935	\$108,935	\$113,075

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 4 Increment 1	\$127,360	\$132,200	\$140,821	\$140,821
Grade 4 Increment 2	\$130,128	\$135,073	\$140,821	\$140,821
Grade 4 Increment 3	\$132,896	\$137,947	\$140,821	\$140,821
Grade 4 Increment 4	\$135,665	\$140,821	\$140,821	\$140,821

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 4 Increment 1	\$128,018	\$130,579	\$138,914	\$138,914
Grade 4 Increment 2	\$130,742	\$133,357	\$138,914	\$138,914
Grade 4 Increment 3	\$133,466	\$136,136	\$138,914	\$138,914
Grade 4 Increment 4	\$136,190	\$138,914	\$138,914	\$138,914

Appendix 5

C&S Grade 1 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 1	\$47,133	\$48,925	\$54,243	\$56,305
Grade 1 Increment 2	\$48,839	\$50,695	\$54,243	\$56,305
Grade 1 Increment 3	\$50,548	\$52,469	\$56,015	\$58,144
Grade 1 Increment 4	\$52,257	\$54,243	\$57,789	\$59,985
Grade 1 Increment 5	\$53,964	\$56,015	\$57,789	\$59,985
Grade 1 Increment 6	\$55,673	\$57,789	\$57,789	\$59,985

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 1 Increment 1	\$44,024	\$45,697	\$50,747	\$50,747
Grade 1 Increment 2	\$45,645	\$47,380	\$50,747	\$50,747
Grade 1 Increment 3	\$47,266	\$49,063	\$52,431	\$52,431
Grade 1 Increment 4	\$48,889	\$50,747	\$54,114	\$54,114
Grade 1 Increment 5	\$50,511	\$52,431	\$54,114	\$54,114
Grade 1 Increment 6	\$52,132	\$54,114	\$54,114	\$54,114

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 1 Increment 1	\$47,893	\$48,851	\$54,223	\$54,223
Grade 1 Increment 2	\$49,649	\$50,642	\$54,223	\$54,223
Grade 1 Increment 3	\$51,403	\$52,432	\$56,013	\$56,013
Grade 1 Increment 4	\$53,159	\$54,223	\$57,802	\$57,802
Grade 1 Increment 5	\$54,914	\$56,013	\$57,802	\$57,802
Grade 1 Increment 6	\$56,668	\$57,802	\$57,802	\$57,802

**Appendix 5
C&S Grade 2 (Full Time Equivalent Salary)**

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$59,869	\$62,145	\$70,045	\$72,707
Grade 2 Increment 2	\$62,406	\$64,778	\$70,045	\$72,707
Grade 2 Increment 3	\$64,942	\$67,410	\$72,678	\$75,440
Grade 2 Increment 4	\$67,480	\$70,045	\$75,313	\$78,175
Grade 2 Increment 5	\$70,017	\$72,678	\$75,313	\$78,175
Grade 2 Increment 6	\$72,555	\$75,313	\$75,313	\$78,175

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$59,943	\$62,221	\$71,057	\$73,758
Grade 2 Increment 2	\$62,779	\$65,165	\$71,057	\$73,758
Grade 2 Increment 3	\$65,618	\$68,112	\$74,001	\$76,814
Grade 2 Increment 4	\$68,455	\$71,057	\$76,946	\$79,870
Grade 2 Increment 5	\$71,291	\$74,001	\$76,946	\$79,870
Grade 2 Increment 6	\$74,129	\$76,946	\$76,946	\$79,870

VIC Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$57,179	\$59,352	\$66,903	\$69,446
Grade 2 Increment 2	\$59,602	\$61,867	\$66,903	\$69,446
Grade 2 Increment 3	\$62,028	\$64,386	\$69,417	\$72,055
Grade 2 Increment 4	\$64,453	\$66,903	\$71,933	\$74,667
Grade 2 Increment 5	\$66,875	\$69,417	\$71,933	\$74,667
Grade 2 Increment 6	\$69,299	\$71,933	\$71,933	\$74,667

TAS Enterprise General Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 2 Increment 1	\$55,429	\$57,536	\$64,850	\$67,315
Grade 2 Increment 2	\$57,777	\$59,973	\$64,850	\$67,315
Grade 2 Increment 3	\$60,126	\$62,411	\$67,287	\$69,844
Grade 2 Increment 4	\$62,475	\$64,850	\$69,727	\$72,377
Grade 2 Increment 5	\$64,823	\$67,287	\$69,727	\$72,377
Grade 2 Increment 6	\$67,174	\$69,727	\$69,727	\$72,377

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 2 Increment 1	\$56,041	\$58,171	\$65,568	\$65,568
Grade 2 Increment 2	\$58,417	\$60,637	\$65,568	\$65,568
Grade 2 Increment 3	\$60,791	\$63,102	\$68,033	\$68,033
Grade 2 Increment 4	\$63,167	\$65,568	\$70,499	\$70,499
Grade 2 Increment 5	\$65,542	\$68,033	\$70,499	\$70,499
Grade 2 Increment 6	\$67,918	\$70,499	\$70,499	\$70,499

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 2 Increment 1	\$60,981	\$62,201	\$70,211	\$70,211
Grade 2 Increment 2	\$63,601	\$64,874	\$70,211	\$70,211
Grade 2 Increment 3	\$66,218	\$67,543	\$72,883	\$72,883
Grade 2 Increment 4	\$68,834	\$70,211	\$75,552	\$75,552
Grade 2 Increment 5	\$71,453	\$72,883	\$75,552	\$75,552
Grade 2 Increment 6	\$74,070	\$75,552	\$75,552	\$75,552

Appendix 5

C&S Grade 3 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

QLD Donor Centre & Nurses Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$77,333	\$80,272	\$90,814	\$94,265
Grade 3 Increment 2	\$80,718	\$83,786	\$90,814	\$94,265
Grade 3 Increment 3	\$84,105	\$87,301	\$94,331	\$97,916
Grade 3 Increment 4	\$87,489	\$90,814	\$97,845	\$101,564
Grade 3 Increment 5	\$90,877	\$94,331	\$97,845	\$101,564
Grade 3 Increment 6	\$94,263	\$97,845	\$97,845	\$101,564

QLD Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$74,507	\$77,339	\$87,039	\$90,347
Grade 3 Increment 2	\$77,623	\$80,573	\$87,039	\$90,347
Grade 3 Increment 3	\$80,738	\$83,807	\$87,039	\$90,347
Grade 3 Increment 4	\$83,852	\$87,039	\$90,272	\$93,703
Grade 3 Increment 5	\$86,967	\$90,272	\$93,504	\$97,058
Grade 3 Increment 6	\$90,080	\$93,504	\$93,504	\$97,058

VIC Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$71,295	\$74,005	\$83,240	\$86,404
Grade 3 Increment 2	\$74,261	\$77,083	\$83,240	\$86,404
Grade 3 Increment 3	\$77,228	\$80,163	\$86,320	\$89,601
Grade 3 Increment 4	\$80,192	\$83,240	\$89,397	\$92,795
Grade 3 Increment 5	\$83,159	\$86,320	\$89,397	\$92,795
Grade 3 Increment 6	\$86,124	\$89,397	\$89,397	\$92,795

SA Enterprise Agreement 2020	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$68,205	\$70,797	\$79,908	\$79,908
Grade 3 Increment 2	\$71,131	\$73,834	\$79,908	\$79,908
Grade 3 Increment 3	\$74,058	\$76,873	\$83,409	\$83,409
Grade 3 Increment 4	\$76,982	\$79,908	\$85,981	\$85,981
Grade 3 Increment 5	\$80,355	\$83,409	\$85,981	\$85,981
Grade 3 Increment 6	\$82,833	\$85,981	\$85,981	\$85,981

WA Manufacturing and General Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$74,953	\$76,453	\$86,178	\$86,178
Grade 3 Increment 2	\$78,132	\$79,695	\$86,178	\$86,178
Grade 3 Increment 3	\$81,310	\$82,937	\$89,419	\$89,419
Grade 3 Increment 4	\$84,488	\$86,178	\$92,660	\$92,660
Grade 3 Increment 5	\$87,665	\$89,419	\$92,660	\$92,660
Grade 3 Increment 6	\$90,843	\$92,660	\$92,660	\$92,660

Appendix 5

C&S Grade 4 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

SA Donor Centre and Nurses Enterprise Agreement 2019	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 4 Increment 1	\$87,177	\$90,490	\$100,230	\$100,230
Grade 4 Increment 2	\$90,304	\$93,736	\$100,230	\$100,230
Grade 4 Increment 3	\$93,433	\$96,984	\$103,478	\$103,478
Grade 4 Increment 4	\$96,560	\$100,230	\$106,722	\$106,722
Grade 4 Increment 5	\$99,689	\$103,478	\$106,722	\$106,722
Grade 4 Increment 6	\$102,815	\$106,722	\$106,722	\$106,722

WA Donor Centre and Nurses Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 4 Increment 1	\$94,744	\$96,639	\$107,109	\$107,109
Grade 4 Increment 2	\$98,177	\$100,141	\$107,109	\$107,109
Grade 4 Increment 3	\$101,586	\$103,618	\$110,598	\$110,598
Grade 4 Increment 4	\$105,008	\$107,109	\$114,086	\$114,086
Grade 4 Increment 5	\$108,429	\$110,598	\$114,086	\$114,086
Grade 4 Increment 6	\$111,849	\$114,086	\$114,086	\$114,086

Appendix 5

SA Enterprise Agreement 2020 - BTM Grade 6 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

SA Enterprise Agreement 2020 BTM	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 6 Increment 1	\$123,235	\$127,918	\$144,967	\$144,967
Grade 6 Increment 2	\$128,709	\$133,600	\$144,967	\$144,967
Grade 6 Increment 3	\$134,182	\$139,281	\$150,644	\$150,644
Grade 6 Increment 4	\$139,659	\$144,967	\$156,327	\$156,327
Grade 6 Increment 5	\$145,129	\$150,644	\$156,327	\$156,327
Grade 6 Increment 6	\$150,604	\$156,327	\$156,327	\$156,327

Appendix 5

AMT Grade 3 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT-NT Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$73,933	\$76,743	\$86,566	\$89,856
Grade 3 Increment 2	\$77,088	\$80,018	\$86,566	\$89,856
Grade 3 Increment 3	\$80,242	\$83,292	\$89,839	\$93,253
Grade 3 Increment 4	\$83,396	\$86,566	\$93,114	\$96,653
Grade 3 Increment 5	\$86,550	\$89,839	\$93,114	\$96,653
Grade 3 Increment 6	\$89,705	\$93,114	\$93,114	\$96,653

QLD Enterprise Agreement 2020	November 2023	1 Jul 2023 Increase	New EA	New Salary - 29 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$74,507	\$77,339	\$87,039	\$90,347
Grade 3 Increment 2	\$77,623	\$80,573	\$87,039	\$90,347
Grade 3 Increment 3	\$80,738	\$83,807	\$90,273	\$93,704
Grade 3 Increment 4	\$83,852	\$87,039	\$93,504	\$97,058
Grade 3 Increment 5	\$86,968	\$90,273	\$93,504	\$97,058
Grade 3 Increment 6	\$90,080	\$93,504	\$93,504	\$97,058

VIC Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 3 Increment 1	\$71,295	\$74,005	\$83,240	\$86,404
Grade 3 Increment 2	\$74,261	\$77,083	\$83,240	\$86,404
Grade 3 Increment 3	\$77,228	\$80,163	\$86,320	\$89,601
Grade 3 Increment 4	\$80,192	\$83,240	\$89,397	\$92,795
Grade 3 Increment 5	\$83,159	\$86,320	\$89,397	\$92,795
Grade 3 Increment 6	\$86,124	\$89,397	\$89,397	\$92,795

SA Enterprise Agreement 2020	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$68,205	\$70,797	\$79,908	\$79,908
Grade 3 Increment 2	\$71,131	\$73,834	\$79,908	\$79,908
Grade 3 Increment 3	\$74,058	\$76,873	\$82,943	\$82,943
Grade 3 Increment 4	\$76,982	\$79,908	\$85,981	\$85,981
Grade 3 Increment 5	\$79,906	\$82,943	\$85,981	\$85,981
Grade 3 Increment 6	\$82,833	\$85,981	\$85,981	\$85,981

WA Manufacturing and General Enterprise Agreement 2021	November 2023	8 Dec 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 2.0%	Compensated Increment	Compensated Increment
Grade 3 Increment 1	\$74,953	\$76,453	\$86,178	\$86,178
Grade 3 Increment 2	\$78,132	\$79,695	\$86,178	\$86,178
Grade 3 Increment 3	\$81,310	\$82,937	\$89,419	\$89,419
Grade 3 Increment 4	\$84,488	\$86,178	\$92,660	\$92,660
Grade 3 Increment 5	\$87,665	\$89,419	\$92,660	\$92,660
Grade 3 Increment 6	\$90,843	\$92,660	\$92,660	\$92,660

Appendix 5

LOG Grade 1 (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

NSW-ACT Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 6	\$55,592	\$57,705	\$57,705	\$59,898

VIC Enterprise Agreement 2017	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Grade 1 Increment 6	\$53,044	\$55,060	\$55,060	\$57,153

Appendix 5

VIC Nursing Enterprise Agreement 2015 (DonateLife only) (Full Time Equivalent Salary)

Increases will be applicable from the first full pay period on or after dates indicated

Nursing	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Audit Coordinator	\$108,070	\$112,177	N/A	\$116,440

Educators	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + Increase	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Senior Education Coordinator	\$116,481	\$125,000	N/A	\$129,750

BTM	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Education Team Lead	\$103,539	\$107,474	N/A	\$111,558

BTM	November 2023	1 Jul 2023 Increase	New EA	New Salary - 22 January 2024
	Current Salary	Current Salary + 3.8%	Compensated Increment	Compensated Increment + 3.8% or Salary Band Minimum
Clinical Nurse Manager	\$118,638	\$123,146	N/A	\$127,826
Nursing Services Manager	\$120,365	\$124,939	N/A	\$129,687

Appendix 5
Medical Officers (Full Time Equivalent Salary)
Increases will be applicable from the first full pay period on or after dates indicated

Queensland					
Current Classification	November 2023 Current Salary	New EA Compensated Increment	New EA Year 1 Compa-Ratio	New EA Year 1 Increase	New Salary
Level 3					
Step 1	\$250,881	\$265,706	0.97	4.20%	\$276,866
Step 2	\$258,328	\$265,706	0.97	4.20%	\$276,866
Step 3	\$265,706	\$265,706	0.97	4.20%	\$276,866
Level 4	\$272,753	N/A	0.95	4.20%	\$284,209

South Australia					
Current Classification	November 2023 Current Salary	New EA Compensated Increment	New EA Year 1 Compa-Ratio	New EA Year 1 Increase	New Salary
Level 2					
Step 1	\$233,027	\$244,914	0.97	4.20%	\$255,200
Step 2	\$244,914	\$244,914	0.97	4.20%	\$255,200
Level 3					
Step 1	\$254,676	\$278,864	1.02	3.80%	\$289,461
Step 2	\$264,336	\$278,864	1.02	3.80%	\$289,461
Step 3	\$278,864	\$278,864	1.02	3.80%	\$289,461
Level 4	\$286,228	\$286,228	1.00	3.80%	\$297,105

Victoria					
Current Classification	November 2023 Current Salary	New EA Compensated Increment	New EA Year 1 Compa-Ratio	New EA Year 1 Increase	New Salary
Level 2					
Step 1	\$252,693	\$257,451	1.02	3.80%	\$267,234
Step 2	\$257,451	\$257,451	1.02	3.80%	\$267,234
Level 3					
Step 1	\$274,558	\$291,971	1.06	3.20%	\$301,314
Step 2	\$282,748	\$291,971	1.06	3.20%	\$301,314
Step 3	\$291,971	\$291,971	1.06	3.20%	\$301,314
Level 4	\$300,628	N/A	1.05	3.20%	\$310,248

New South Wales					
Current Classification	November 2023 Current Salary	New EA Compensated Increment	New EA Year 1 Compa-Ratio	New EA Year 1 Increase	New Salary
Level 3					
Step 1	\$185,157	\$233,374	0.85	5.20%	\$245,509
Step 2	\$196,014	\$233,374	0.85	5.20%	\$245,509
Step 3	\$213,258	\$233,374	0.85	5.20%	\$245,509

Western Australia					
Current Classification	November 2023 Current Salary	1 July 2022 Salary Increase	New EA Year 1 Compa-Ratio	New EA Year 1 Increase	New Salary
Level 3					
Step 3	\$306,812	\$313,562	1.14	2.60%	\$321,714

APPENDIX 6 – PAYMENTS FOR HISTORICAL PERIODS

Note: Lump Sum Payments and Back Pay Arrangements apply to employees employed as at 08 December 2023. For clarity, this Appendix does not apply to anyone employed after 08 December 2023

Donor Centre and Clinical Enterprise Agreement 2023 - Appendix 6

Payments for historical periods and year 1 salary increases from first full pay period on or after below dates

NSW-ACT Nursing Enterprise Agreement 2018	Lump Sum	Salary Increase	Payment Methodology
1 July 2021 - 30 June 2022	0.5%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2022 - 30 June 2023	3.8%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
8 December 2023		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

NT Nurses Enterprise Agreement 2018	Lump Sum	Salary Increase	Payment Methodology
1 July 2021 - 30 June 2022	0.5%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2022 - 30 June 2023	3.8%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
8 December 2023		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

VIC-TAS Nursing Enterprise Agreement 2019	Lump Sum	Salary Increase	Payment Methodology
1 January 2023 - 30 June 2023	3.8%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
Effective from 22 January 2024		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

QLD Donor Centre & Nurses Enterprise Agreement 2020	Lump Sum	Salary Increase	Payment Methodology
1 February 2023 - 30 June 2023	3.8%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
Effective from 29 January 2024		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

SA Donor Centre and Nurses Enterprise Agreement 2019	Lump Sum	Salary Increase	Payment Methodology
1 July 2022 - 30 June 2023	1.3%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)
8 December 2023		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

WA Donor Centres and Nurses Enterprise Agreement 2021	Lump Sum	Salary Increase	Payment Methodology
8 December 2023		2.0%	Salary increase 2.0% (payable following "YES" vote of agreement)

Donor Centre and Clinical Enterprise Agreement 2023 - Appendix 6

Payments for historical periods and year 1 salary increases from first full pay period on or after below dates

NSW-ACT-NT Enterprise Agreement 2020	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
8 December 2023		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

NSW-ACT Enterprise Agreement 2017 (Donor Centre Roles Only)	Lump Sum	Salary Increase	Payment Methodology
1 July 2021 - 30 June 2022	0.5%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2022 - 30 June 2023	3.8%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
8 December 2023		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

VIC Enterprise Agreement 2017 (Donor Centre Roles Only)	Lump Sum	Salary Increase	Payment Methodology
1 May 2021 - 30 April 2022	2.3%		Lump sum payment calculated on difference between lump sum paid 2.3% on base salary vs 2.3% on total earnings
1 May 2022 - 31 October 2022	3.0%		Lump sum payment calculated on difference between lump sum paid 2.3% on base salary vs 3.0% on total earnings
1 November 2022 - 30 June 2023	0.7%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
Effective from 22 January 2024		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

TAS Enterprise General Agreement 2017 (Donor Centre Roles Only)	Lump Sum	Salary Increase	Payment Methodology
1 July 2021 - 30 June 2022	2.3%		Lump sum payment calculated on difference between lump sum paid 2.3% on base salary vs 2.3% on total earnings
1 July 2022 - 31 October 2022	3.0%		Lump sum payment calculated on difference between lump sum paid 2.3% on base salary vs 3.0% on total earnings
1 November 2022 - 30 June 2023	0.7%		Lump sum payment calculated on total earnings (payable following "YES" vote of agreement)
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
Effective from 22 January 2024		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

QLD Enterprise Agreement 2020	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Salary increase 3.8% (payable as lump sum following FWC approval of agreement)
Effective from 29 January 2024		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

SA Enterprise Agreement 2020	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)
8 December 2023		3.8%	Salary increase 3.8% (payable following "YES" vote of agreement)

WA Manufacturing and General Enterprise Agreement 2021	Lump Sum	Salary Increase	Payment Methodology
8 December 2023		2.0%	Salary increase 2.0% (payable following "YES" vote of agreement)

Donor Centre and Clinical Enterprise Agreement 2023 - Appendix 6
Payments for historical periods and year 1 salary increases from first full pay period on or after below dates
Medical Officers

VIC Medical Officers and Medical Specialists Agreement 2015	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)

WA Medical Officers Enterprise Agreement 2016	Lump Sum	Salary Increase	Payment Methodology
1 July 2022 - 30 June 2023	2.2%		Salary increase 2.2% (payable as lump sum following FWC approval of agreement)
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)

NSW Medical Officers	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)

SA Medical Officers	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)

QLD Medical Officers	Lump Sum	Salary Increase	Payment Methodology
1 July 2023 - 8 December 2023	3.8%		Lump sum payment calculated on total earnings (payable following FWC approval of agreement)

Please Note:

- * Lump sum payment will be calculated on total earnings
- * Tax will be deducted on lump sum payments in line with ATO legislation
- * Superannuation will be paid on lump sum payments