



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Healthscope Operations Pty Ltd T/A Healthscope
(AG2022/725)

HEALTHSCOPE – TASMANIA – NURSES AND MIDWIVES – ENTERPRISE AGREEMENT 2021-2024

Health and welfare services

DEPUTY PRESIDENT SAUNDERS

NEWCASTLE, 28 MARCH 2022

Application for approval of the Healthscope – Tasmania – Nurses and Midwives – Enterprise Agreement 2021-2024

[1] An application has been made for approval of an enterprise agreement known as the *Healthscope – Tasmania – Nurses and Midwives – Enterprise Agreement 2021-2024 (Agreement)*. The application was made pursuant to section 185 of the *Fair Work Act 2009 (Act)*. The Agreement is a single enterprise agreement.

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

[3] The Health Services Union and the Australian Nursing and Midwifery Federation both being a bargaining representative for the Agreement, have given notice under section 183 of the Act that they want the Agreement to cover the organisation. In accordance with subsection 201(2) of the Act, I note that the Agreement covers each organisation.

[4] The Agreement is approved and, in accordance with section 54 of the Act, will operate from 4 April 2022. The nominal expiry date of the Agreement is 31 December 2024.



DEPUTY PRESIDENT

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Healthscope

***Healthscope – Tasmania – Nurses – Enterprise
Agreement 2021 – 2024***

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2. Agreement Title

This enterprise agreement shall be known as the *Healthscope – Tasmania – Nurses and Midwives – Enterprise Agreement 2021-2024* (Agreement).

3. Parties to the Agreement

The parties covered by this Agreement are:

- Healthscope Operations Pty Ltd (ACN 006 405 152) ('Healthscope');
- Nurses and assistants in nursing (AINs) employed by Healthscope as classified in Clause 14 Classification – of this Agreement in hospitals in the State of Tasmania;
- Health Services Union, Tasmania Branch; and
- Australian Nursing & Midwifery Federation ('ANMF').

4. Scope and Purpose of the Agreement

4.1 This Agreement contains all the terms and conditions of employment for employees covered by the Agreement and shall apply to nurses and AINs employed by Healthscope Operations Pty Ltd at Hobart Private Hospital and St Helen's Private Hospital, as classified in Clause 14 – Classification Descriptors of this Agreement.

4.2 The purpose of this Agreement is to maintain a highly skilled workforce that delivers high quality care to our patients through the implementation of healthy and safe operational practices and initiatives.

4.3 The objectives of the parties to this Agreement are to:

- develop and maintain a collaborative and cooperative relationship in order to ensure a safe work environment for Employees;
- adopt a consultative approach to matters that impact workload and Employee safety;
- explore innovative and efficient ways to change work practices and resources that improve workload and Employee and patient safety; and

5. inform and educate Employees of any changes to work practices. **Date and Period of Operation**

5.1 This Agreement shall operate from seven days after the date the Agreement is approved by Fair Work Commission and shall remain in force until 31 December 2024 in accordance with the *Fair Work Act 2009* ("the Act").

5.2 Subject to the requirements of the Act an application to vary the terms of the Agreement can be made under Subdivision A, Division 7 of Part 2-4 of the Act.

6. Posting of the Agreement

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

7. Consultation Regarding Workplace Change

- 7.1 If Healthscope decides to introduce major workplace changes that are likely to have a significant effect on the employees covered by this agreement, Healthscope must consult with the union and any employees who will be affected by the decision.
- 7.2 As soon as practicable Healthscope must discuss with the union and relevant employees the introduction of the change; and the effect the change is likely to have on the employees. Healthscope must discuss measures to avert or mitigate the adverse effect of the change on the employees.
- 7.3 For the purposes of the discussion Healthscope will provide the union and relevant employees in writing:
- all relevant information about the change including the nature of the change proposed; and
 - information about the expected effects of the change on the employees; and
 - any other matters likely to affect the employees.
- 7.4 Healthscope must give prompt and genuine consideration to matters raised about the major change by the relevant employees.
- 7.5 As soon as a final decision has been made, Healthscope must notify the union and the employees affected, in writing, and explain the effects of the decision.
- 7.6 Healthscope must act in good faith in relation to the consultation process provided in this clause.
- 7.7 While the process described in this clause is underway, the parties will respect the status quo.
- 7.8 In this clause:
- 7.8.1 “Good faith” includes obligations to meet, disclose relevant information, genuinely consider proposals and respond with reasons, and to refrain from capricious or unfair conduct that undermines consultation.
- 7.8.2 “A major change is likely to have a significant effect on employees” if it results in:
- the termination of the employment of employees as a consequence of structural change;
 - major change to the composition, operation or size of Healthscope’s workforce or to the skills required of employees;
 - significant and sustained workload change in a particular work area;
 - the elimination or diminution of job opportunities (including opportunities for promotion or tenure);
 - the alteration of hours of work;
 - the need to retrain employees;
 - the need to relocate employees to another workplace;
 - the restructuring of jobs; or
 - changes to the legal or operational structure of Healthscope or business.
- 7.9 Where Healthscope proposes to change the regular roster or ordinary hours of work of an employee, other than an employee whose working hours are irregular, sporadic or unpredictable, then the following process will be followed.

- 7.9.1 As soon as practicable after proposing to introduce the change, Healthscope must consult with any employees affected by the proposed change and their representatives (if any).
- 7.9.2 For the purpose of the consultation, Healthscope must:
- 7.9.2.1 Provide to the employees and representatives (if any):
- 7.9.2.1.1 All relevant information about the proposed change (for example, information about the nature of the change and when it is to begin); and
- 7.9.2.1.2 Information about what Healthscope reasonably believes will be the effects of the change on the employees; and
- 7.9.2.1.3 Information about any other matters that Healthscope reasonably believes are likely to affect the employees; and
- 7.9.2.2 Invite the employees to give their views about the impact of the proposed change on them (including any impact on their family or caring responsibilities) and also invite their representatives (if any) to give their views about the impact; and
- 7.9.2.3 Healthscope must give prompt and genuine consideration to any views given.

8. Dispute Resolution Procedure

- 8.1 If a dispute arises about this agreement, the National Employment Standards or any other work-related matter (including a dispute about whether workplace rights have been breached), the parties to the dispute will attempt to resolve the dispute at the workplace by discussions between the employee or employees concerned and the relevant supervisor and, if such discussions do not resolve the dispute, by discussions between the employee or employees concerned and more senior levels of management as appropriate.
- 8.2 If the matter cannot be resolved, a party may refer the dispute to Fair Work Commission for resolution using any of its powers (including powers under section 595(3) and 739(4) of the Act).
- 8.3 Union members are entitled to be represented by their union. Non-members are entitled to be represented by the Union (if it agrees) or by any other person they choose. Healthscope will recognise the representative for all purposes involved with the resolution of the dispute.
- 8.4 The parties to the dispute and their representatives must act in good faith in relation to the dispute.
- 8.5 While the dispute is being resolved, the parties will respect the status quo. However, Healthscope may direct an employee to perform different work or work at a different location, on full pay, if it is reasonable to do so to protect the safety, health or welfare of employees.
- 8.6 The parties to the dispute agree to be bound by a decision made by Fair Work Commission in accordance with this term.

9. Wages

- 9.1 Wage rates will be as specified in Appendix A of Schedule 1 to this Agreement.
- 9.2 The following wage increases will apply on top of the rates of pay applicable from the First Full Pay Period to Commence On or After (FFPPCOA) 1 July 2021:
- 2.00% from the FFPPCOA 1 July 2021;
 - 2.00% from the FFPPCOA 1 January 2022;

- 2.25% from the FFPCOA 1 January 2023; and
- 2.25% from the FFPCOA 1 January 2024.

9.3 All employees who commenced employment prior to 1 January 2022 and are employed on the operative date of this Agreement will receive a one-off sign-on payment following a successful employee ballot for the making of this Agreement. The maximum amount payable will be \$1250 (gross) for 38 hours worked per week. Payments will be calculated based on the average weekly hours worked during the period 1 January 2021 to 31 December 2021.

10. Definitions

10.1 "Act" means the Fair Work Act 2009 as amended or substituted from time to time.

10.2 "Afternoon shift" means a shift terminating between 7.00 p.m. and midnight.

10.3 "AHPRA" means the Australian Health Practitioner Regulation Agency

10.4 "Casual employee" means an employee engaged as such on an hourly basis.

10.5 "Clinical unit" means an area of nursing practice, as agreed between the parties, and without limiting the foregoing shall include a ward, area or place of nursing practice with a patient/client population.

10.6 "Day shift" means a shift worked between the hours of 6.00 a.m. and 7.00 p.m. but does not include an employee working on Saturday or Sunday.

10.7 "Day worker" means an employee whose weekly ordinary hours of work are performed between the period 6.00 a.m. and 7.00 p.m. on the days Monday to Friday inclusive.

10.8 "De facto partner" means:

- a person who, although not legally married to the employee, lives with the employee in a relationship as a couple on a genuine domestic basis (whether the employee and the person are of the same sex or different sexes); and
- includes a former de facto partner of the employee.

10.9 "Director of Hospital" means a person appointed by Healthscope to that position.

10.10 "Employer" means Healthscope Operations Pty Ltd (ACN 006 405 152) and any successor, assignee or transmittee of the business.

10.11 "Executive staff" means Director of Nursing.

10.12 "Fixed roster employee" means a full-time or part-time employee whose rostered hours of work does not include regular variations to the starting times, finishing times or days of work.

10.13 "Full-time employee" means a person engaged to work for the full ordinary hours prescribed in clause 17 – Hours of Work.

10.14 "Holiday" means Christmas Day, Boxing Day, New Year's Day, Australia Day, Cup Day (half day), Hobart Regatta Day (South of Oatlands), Eight Hours Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, and Show Day in the relevant locality and any other day declared as a public holiday under the Tasmanian Statutory Holidays Act.

10.15 "Immediate family" means:

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

10.16 "Management unit" means for the purpose of these definitions a grouping of units as agreed between the parties.

10.17 "Night shift" means a shift that is not day work or a day or afternoon shift.

10.18 "Part-time" employee means an employee, other than a full-time employee or casual employee, engaged to work regularly in each pay period for less hours than an equivalently classified full-time employee.

10.19 "Part-time shift worker" means a part-time employee who holds a position on a roster prescribed in 22.3.

10.20 "Relevant Agreement rate" means the rate specified for the appropriate year of service applicable to the employee in the appropriate classification in Schedule 1 - Wages and Allowances Schedule excluding all allowances, pre-payments etc.

10.21 "Roster" means a documented arrangement setting out clearly the names of the employees required to work in accordance with such roster, the days, dates and hours during which each employee is required to attend for duty.

10.22 "Shift worker" means an employee who is regularly rostered to work their ordinary hours outside the span of ordinary hours of 6am to 7pm Monday to Friday.

10.23 "Spouse" includes a former spouse.

10.24 "Variable roster employee" means a full-time or part-time employee whose rostered hours of work includes variations from time to time to the starting times, finishing times or days of work.

10.25 "Year of service" shall mean 1976 hours of actual service in an approved establishment, including public holidays, paid annual leave, and paid personal/carers' leave.

11. Level 2 – Registered Nurse/Shift Coordinator Ratio

See Schedule 2, which forms a term of this Agreement.

12. Contract of Employment

12.1 Except as hereinafter provided, employment shall be by the fortnight. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the fortnight.

12.2 An employee (other than a casual employee) who is subject to this Agreement, is entitled to be paid in respect of any week, their normal weekly wage at a rate fixed by the Agreement, including overtime and other penalty rates, if any, if:

12.2.1 due to the act, default or order of an employer, the employee does not work for the maximum number of ordinary working hours specified in the Agreement (in the case of a full-time employee and the maximum number of ordinary working hours which the employee is contracted to work (in the case of part-time employees); and

12.2.2 the employee is ready and willing to work during those ordinary working hours (specified in 12.2.1) in that week.

13. Casual and Part Time Employment

13.1 Casual employees – Terms of engagement

- 13.1.1 A casual employee is an employee engaged as such on an hourly basis.
- 13.1.2 A casual employee will be paid the hourly rate appropriate to the employee's classification as specified in Schedule 1 plus a casual loading of 25% for each ordinary hour worked.
- 13.1.3 A casual employee will receive the casual loading as compensation for not having an entitlement to paid leave entitlements such as personal/carers' leave, compassionate leave, annual leave, payment for public holidays not worked, redundancy pay and notice of termination of employment.
- 13.1.4 A casual employee will be provided with a minimum of 3 hours' work per engagement or alternatively, paid for a minimum of 3 hours on each occasion they are required to attend for work.
- 13.1.5 Healthscope is committed to maximising permanent employment in all of its hospitals where required to meet the needs of the business.
- 13.1.6 The parties agree that current part time employees, who are available to work, will be offered additional shifts or hours where available in relation to filling unplanned vacancies in preference to casual staff.

13.2 Casual employees – casual conversion

- 13.2.1 A person engaged as a regular casual employee may request in writing that their employment be converted to permanent employment.
- 13.2.2 A regular casual employee is a casual who has been employed by Healthscope for at least 12 months and in the preceding period of six months worked a pattern of hours on an on-going basis which, without significant adjustment, the employee could continue to perform as a full-time or part-time employee.
- 13.2.3 Healthscope will give the employee a written response to the request within 21 days, stating whether it grants or refuses the request. Healthscope will not refuse a request under this clause unless it has consulted with the employee and there are reasonable grounds to refuse the request based on facts that are known, or reasonably foreseeable, at the time of refusing the request. Where Healthscope refuses a request under this sub-clause, Healthscope will provide reasons for this refusal in writing. This provision will not apply where a casual is substituting for another employee's temporary absence from the workplace e.g. parental leave, long service leave and WorkCover.
- 13.2.4 Where it is agreed that a casual employee will have their employment converted to full-time or part-time employment as provided for in this clause, Healthscope and the employee must discuss and record in writing:
 - 13.2.4.1 The form of employment which the employee will convert – that is full-time or part-time employment; and
 - 13.2.4.2 If it is agreed that the employee will convert to part-time employment, the matters referred to in clause 13.4.2.
- 13.2.5 The conversion will take effect from the start of the next full pay cycle following such agreement being reached unless otherwise agreed between Healthscope and the employee.

13.2.6 Healthscope must make an offer to convert to permanent employment to a casual employee if the employee has been employed by Healthscope for at least 12 months and in the preceding period of six months worked a pattern of hours on an on-going basis which, without significant adjustment, the employee could continue to perform as a full-time or part-time employee.

13.2.7 The offer must:

13.2.7.1 Be in writing; and

13.2.7.2 Be an offer for the employee to convert:

13.2.7.2.1 For an employee who that has worked the equivalent of full-time hours during the period referred to in clause 13.2.6 – to full-time employment; or

13.2.7.2.2 For an employee who that has worked less than the equivalent of full-time hours during the period referred to in clause 13.2.6 – to part-time employment that is consistent with the regular pattern of hours worked during that period; and

13.2.7.2.3 Be given to the employee within the period of 21 days after the end of the 12 month period referred to in clause 13.2.6.

13.2.8 Alternatively, Healthscope may offer a casual employee conversion to permanent employment at any time.

13.3 Minimum work provided part time employees

13.3.1 Part-time employees shall be provided with a minimum of two continuous hours work or, alternatively, paid for a minimum of two hours on each occasion they are required to attend for work.

13.3.2 However, where work practices are such that it is inappropriate to apply the conditions stipulated by this provision, such conditions may be varied by mutual agreement between the employees and Healthscope.

13.4 Part time employees

13.4.1 A part-time employee is an employee who is engaged to work less than an average of 38 hours per week.

13.4.2 Before commencing part-time employment, Healthscope and the employee will agree in writing the guaranteed minimum number of hours to be worked and the rostering arrangements which will apply to those hours.

13.4.3 The terms of the agreement may be varied and recorded in writing.

13.4.4 The terms of this Agreement will apply on a pro-rata basis to part-time employees on the basis that the ordinary hours for a full time employee are 38.

13.5 Penalty Rates

13.5.1 The penalty rates prescribed for full-time employees for work on Saturdays, Sundays and public holidays are applicable to part-time and casual employees.

13.6 Cancellation of Casual Shift

13.6.1 Healthscope shall provide the following notice of the cancellation of a shift:

- 13.6.1.1 For AM shifts if less than 10 hours' notice is given, unless otherwise agreed, a payment of 3 hours single time will be made.
- 13.6.1.2 For PM shifts if less than 4 hours' notice is given, unless otherwise agreed, a payment of 3 hours single time will be made.
- 13.6.1.3 For Night shifts if less than 6 hours' notice is given, unless otherwise agreed, a payment of 3 hours single time will be made.
- 13.6.1.4 Any employee who shall receive payment of any childcare cancellation fees, where applicable, the employee shall provide proof of payment of childcare cancellation fees where they are claiming reimbursement.

14. Classification Descriptors

- 14.1 Registered Nurse means an employee registered as a Health Practitioner by the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse under the provisions of the *Health Practitioner Regulation National Law (Tasmania) Act 2010*.
- 14.2 Assistant in Nursing means an employee, other than a Registered Nurse or Enrolled Nurse, who provides delegated elements of nursing/midwifery care in a hospital under the supervision and direction of a Registered Nurse. Work of an Assistant in Nursing may also be overseen by an Enrolled Nurse.
- 14.3 Enrolled Nurse means an employee registered as a Health Practitioner by the Australian Health Practitioner Regulation Agency (AHPRA) as an Enrolled Nurse under the provisions of the *Health Practitioner Regulation National Law (Tasmania) Act 2010*.
- 14.4 Registered Nurse – Level 1 means a Registered Nurse who is not otherwise classified within a level of Registered Nurse positions.
- 14.5 Registered Nurse – Level 2 means a Registered Nurse who is appointed as such, and:
 - 14.5.1 has demonstrated competence in basic nursing practice and the ability to provide direct care in more complex nursing care situations; and
 - 14.5.2 has the ability and skills to provide guidance in a clinical leadership role providing direction, support, supervision and teaching for Registered Nurses (RN) and Enrolled Nurses (EN) and student Registered Nurses (RM) and student Enrolled Nurses (EN); and
 - 14.5.3 is employed within a clinical unit;
- 14.6 Registered Nurse - Community Health Domiciliary means a Registered Nurse employed in this setting and who is not otherwise classified.
- 14.7 Registered Nurse - Level 3 means a Registered Nurse who is appointed as such, and may be referred to as: Clinical Nurse Consultant or Nurse Manager or Staff Development Nurse or Floor Coordinator (Operation Theatre) or Infection Control.
 - 14.7.1 Clinical Nurse Consultant/Infection Control
 - Coordinates the delivery of care in a clinical unit and may provide direct care to selected patients/clients in resident with complex care requirements and is accountable for standards of nursing care in a clinical unit;
 - 14.7.2 Nurse Manager/Floor Co-ordinator

Is responsible and accountable for the management of resources within a management unit;
Staff Development Nurse/Skills Facilitator

Is responsible for the conduct, evaluation and planning of education programmes and/or staff development for a specified group of nurses, or education programmes for patients/clients and others.

14.8 Registered Nurse – Level 3A/Nurse Manager means a Registered Nurse appointed as such who may be referred to as the Evening, Night or Weekend Supervisor and is accountable for the overall provision of patient/client/resident care and the management of resources.

14.9 Registered Nurse – Level 3B/Nurse Manager means a registered nurse in charge of a ward or unit in a hospital shall include:

14.9.1 whose responsibilities include:

14.9.1.1 Co-ordination of Patient Services

- Liaison with all health care disciplines for the provision of services to meet patient needs.
- The orchestration of services to meet patient needs after discharge.
- Monitoring catering and transport services.

14.9.1.2 Unit Management

- Implementation of hospital policy.
- Dissemination of information to all personnel.
- Ensuring environmental safety.
- Monitoring the use and maintenance of equipment.
- Monitoring the supply and use of stock and supplies.
- Monitoring cleaning services.

14.9.1.3 Nursing Staff Management

- Direction, co-ordination and supervision of nursing activities.
- Training, appraisal and counselling of nursing staff.
- Rostering and/or allocation of nursing staff.
- Development and/or implementation of new nursing practice according to patient need.

14.10 Registered Nurse- Level 4 means a Registered Nurse who is appointed as such and may be referred to as Assistant Director of Nursing – Clinical; Assistant Director of Nursing - Management; Assistant Director of Nursing - Staff Development.

14.10.1 Assistant Director of Nursing- Clinical is responsible for the formulation, coordination and direction of policies for clinical nursing practice and is accountable for the standards of nursing care in an assigned number of clinical units;

14.10.2 Assistant Director of Nursing – Management is responsible and accountable for management resources in an assigned number of management units;

14.10.3 Assistant Director of Nursing- Staff Development is responsible for the coordination, development and evaluation of post-basic education courses approved by the AHPRA or Staff development programmes.

14.11 Registered Nurse - Level 5 means a Registered Nurse who is appointed as Director of Nursing and who is a member of the executive management team, responsible and accountable for the overall coordination of the Nursing Division.

14.12 Student/Trainee Enrolled Nurse means an employee undergoing training in an approved course in enrolled nursing under the provisions of the AHPRA.

14.13 Classifications

14.13.1 Assistant in Nursing

1st year of service

2nd year of service

3rd year of service

4th year of service

14.13.2 Student/Trainee Enrolled Nurse

1st year of training

2nd year of training

14.13.3 Enrolled Nurse

1st year of service

2nd year of service

3rd year of service

4th year of service

5th year of service

14.13.4 Enrolled Nurse Medication Endorsed

1st year of service

2nd year of service

14.13.5 Registered Nurse – Level 1

1st year of service

2nd year of service

3rd year of service

4th year of service

5th year of service

6th year of service

7th year of service

8th year of service and thereafter

14.13.6 Registered Nurse – Level 2

- 1st year of service
- 2nd year of service
- 3rd year of service
- 4th year of service and thereafter

14.13.7 Registered Nurse - Community Health/Domiciliary

- 1st year of service
- 2nd year of service
- 3rd year of service
- 4th year of service
- 5th year of service
- 6th year of service

14.13.8 Registered Nurse – Level 3

- 1st year of service
- 2nd year of service
- 3rd year of service
- 4th year of service

14.13.9 Registered Nurse – Level 3A

14.13.10 Registered Nurse – Level 3B

14.13.11 Registered Nurse – Level 4 – Grade 1

- St Helen’s Private Hospital
- Hobart Private Hospital

14.13.12 Registered Nurse – Level 5 (DON)

- Grade 3
- St Helen’s Private Hospital
- Grade 4
- Hobart Private Hospital

15. Accelerated Advancement

A registered nurse who holds a university qualification which results in their initial registration with the AHPRA shall commence as a Registered Nurse Level 1 Y2.

16. Payment of Wages

16.1 Time and interval of payment

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

16.2 Method of payment

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

16.3 Statement of wages

- 16.3.1 On or prior to pay day Healthscope shall provide to the employee, particulars in writing, setting out full details of the wages the employee is entitled to.

16.4 Late payment of wages

16.4.1 Payment during waiting time for late wages

- 16.4.1.1 Except in circumstances beyond the control of Healthscope and subject to 16.5 an employee kept waiting for wages on the normal pay day after the usual time for ceasing work for more than a quarter of an hour shall be paid at overtime rates after that quarter of an hour with a minimum payment for a quarter of an hour and payment shall continue on that day until advised that payment will not be forthcoming on that day.
- 16.4.1.2 Further, such payment at overtime rates shall continue during all ordinary hours of work on each succeeding day or days, including rostered days off, up to a maximum of 7.6 hours per day, until such time as payment is affected.
- 16.4.1.3 Provided that, in no circumstances will the aggregate of ordinary time wages, and overtime penalty for waiting time on any day exceed 2.5 times the ordinary rate of salary.
- 16.4.1.4 For the purposes of this clause the ordinary rates shall be exclusive of premiums, pre-payments or penalties.

16.5 Agreed alternative arrangements - no penalty to apply

Subject to 16.5 the provisions of 16.4 shall have no effect in circumstances whereby payment cannot be effected on pay day but Healthscope and employee agree to an alternative arrangement for payment.

16.6 Alternative arrangement broken - penalty to apply

Should however, Healthscope fail to discharge payment in accordance with the terms of the alternatively agreed arrangement, as provided in 16.5 the employee shall be deemed to have been kept waiting for payment since pay day and shall thereby be entitled to payment in accordance with 16.4 until such time as payment is effected.

16.7 Allowances not taken into account

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

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

16.8 Payment on Termination

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

16.8.2 If payment on termination is not practical Healthscope shall, on the next working day of the pay office send to the employee's recorded home address all moneys due by registered post, or, if agreed between Healthscope and employee, Healthscope shall make the moneys available at a nominated location.

16.8.3 Except in circumstances beyond Healthscope's control if the money is not posted within that time, or is not available at the nominated location, then any time spent waiting after the date of termination shall be paid for at ordinary rates up to a maximum of 7.6 hours per day for each day that they are deemed to be kept waiting and shall continue until such time as payment is effected.

16.8.4 Provided further that no waiting time is payable where the employee nominates to pick up his/her moneys at a location and then does not report to pick up those moneys.

17. Hours of Work

17.1 Ordinary hours of work – day workers

The ordinary hours of work for day work employees shall be 38 hours per week.

17.2 Spread of hours

17.2.1 The ordinary hours as defined in 17.1 are to be worked in five days Monday to Friday inclusive in continuous periods of eight hours per day respectively, except for a meal break of not more than one hour's duration, between 6.00 a.m. and 7.00 p.m. on such days.

17.2.2 Provided always that the spread of hours or daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between Healthscope and the majority of employees involved in the area concerned.

17.2.3 Provided further that work performed by day workers, other than by agreement as prescribed above prior to 6.00 a.m. and after 7.00 p.m. shall be paid for at overtime rates but shall be deemed, for the purposes of this clause, to be part of the employee's ordinary hours of work where his/her ordinary hours of work within the period 6.00 a.m. to 7.00 p.m. in any week, have been less than 38.

17.2.4 Shifts between 4 & 10 hours duration would normally be rostered and worked by mutual agreement.

17.2.5 If the employee accepts a 10 hour shift not more than two 10 hour shifts shall be worked in any one week without the written consent of the employee.

17.2.6 Weekly hours of work for employees may be averaged over a four week period by mutual agreement.

17.3 12 hour shifts

17.3.1 Agreement to work 12 hour shifts

17.3.1.1 In lieu of 17.2 an employee and Healthscope may agree to work shifts of up to 12 hours duration on the following basis.

17.3.1.2 Where an employee and Healthscope agree to work shifts of up to 12 hours duration, then no overtime would apply for the duration of the shift.

17.3.1.3 Working shifts of up to 12 hours duration is optional. No employee can be required to work ordinary shifts in excess of the provisions of 17.2.

17.3.1.4 If an employee no longer wishes to work shifts of up to 12 hours duration, then the employee must give Healthscope not less than 28 days' notice in writing. Where notice is given by the employee, then the employee's roster will revert to the provisions of 17.2.

17.3.2 Rostering of 12 hour shifts

17.3.2.1 Where an employee is rostered for shifts of up to 12 hours duration, then an employee can work no more than:

- 4 consecutive shifts of up to 12 hours duration in any one week;
- 3 consecutive night shifts of up to 12 hours duration in any one week; and
- 4 shifts of up to 12 hours duration in any one week.

17.3.2.2 Hours of work may be averaged over 4 weeks, or, by written agreement, up to 12 weeks.

17.3.2.3 A combination of 12 hour and shorter shifts may be worked to ensure averaging of hours and operational requirements.

17.3.2.4 An employee cannot be required to work overtime immediately following the end of a 12 hour shift. However, if an employee agreed to work overtime immediately following the end of a 12 hour shift, then the overtime rates would apply.

17.3.3 Taking leave

17.3.3.1 The taking of annual leave or personal leave during a rostering cycle will be based on the rostered hours of the employee.

17.3.3.2 For example with annual leave, if a full-time employee takes annual leave in the fourth week of a 4 week roster cycle and the employee has worked 120 hours in the first 3 weeks of the roster cycle, then 32 hours would be deducted from the annual leave entitlement. Or where an employee takes annual leave in the first two weeks of a four week roster cycle and the employee is rostered to work 80 hours in the second two weeks of a four week roster cycle, then 72 hours would be deducted from the annual leave entitlement.

17.3.3.3 For example with personal leave, where an employee takes personal leave on a day on which the employee is rostered to work a 12 hour shift, then 12 hours will be deducted from the personal leave entitlement.

17.3.4 Meal Breaks – 12 hour shifts

17.3.4.1 All employees working a 12 hour shift will be given three 30 minute meal intervals. Two of these meal intervals shall be counted as time worked.

17.3.4.2 By agreement between Healthscope and the employee, the two 30 minute meal breaks may be combined into one 60 minute meal break.

17.4 Thirty-eight hour week Application

17.4.1 The 38 hour week is implemented in the form of one paid day off in every two consecutive fortnightly pay periods (i.e., the 19 day month).

17.4.2 Provided that, where agreement to average out hours of work over a four week period are implemented (as per 17.2.6), this may result in arrangements other than a 19 day month being utilised to provide an averaged 38 hour week.

17.4.3 The accrued day off shall be rostered to fall on a day of the week other than a Saturday or Sunday. Healthscope will endeavour to ensure that the accrued day off is rostered to fall either the day immediately before or immediately after rostered days off.

17.5 Calculation of allowance

In the calculation of overtime rates, afternoon and night shift allowances and the additional rates for work on Saturdays, Sundays and Public Holidays, the hourly rate shall be as per Schedule 1, Appendix A.

17.6 Absences on leave without pay

As no paid employment existed, 24 minutes for each day of absence should be deducted from the accrued day off.

17.7 Absence on public holidays and compassionate leave

Days of paid absence on public holidays and compassionate leave shall count toward the accrued day off on full pay.

17.8 Public holidays

17.8.1 Where an accrued day off falls on a public holiday and the employee is entitled to the public holiday, a substituted accrued day off should be taken as soon as possible.

17.8.2 Public holidays taken accrue towards an accrued day off.

17.9 Part-time employees - work performed outside normal spread of hours

17.9.1 Part-time employees engaged to work in a day work situation but outside the spread of hours specified in 17.1 and 17.2 shall receive penalty rates as follows:

Monday to Sunday – Double time

Public holidays – Double time and a half.

17.10 Break between shifts

An employee shall be allowed a break of not less than 8 hours between the termination of one shift, including any period of recall prior to the commencement of that shift and the commencement of the next rostered shift. In the event such break is not provided, the employee shall be entitled to be paid at the overtime rate for the next shift until the 8 hour break is given.

18. Meal Breaks

- 18.1 An unpaid meal break shall be available to employees who have worked in excess of four hours.
- 18.1.1 The minimum time to be allowed for meals shall be half an hour and no longer than sixty (60) minutes.
 - 18.1.2 For shift workers the meal break is to be taken between the beginning of the fourth and end of the sixth hour of the shift.
 - 18.1.3 For Day workers the break should occur between 1200 and 1400 hours.
 - 18.1.4 Provided agreement may be reached between the parties to allow for special circumstances.
 - 18.1.5 In addition to the meal break all shift work employees are entitled to a fifteen (15) minute paid tea break.
- 18.2 Work during meal break
- 18.2.1 Subject to existing customs and practices a day worker who is directed to work during his/her recognised meal break shall, for all work performed during such period and thereafter until a meal break is allowed, be paid at the rate of double time of his/her normal salary rate.
 - 18.2.2 Where an employee is interrupted during meal break by a call to duty, such meal break shall be counted as time worked and the employee shall be allowed a meal break as soon as practicable for the employee to have a meal break during the remainder of his or her ordinary working hours. He or she shall receive overtime pay for the interrupted meal break.
 - 18.2.3 Provided that unless agreed between the parties a shift worker who is unrelieved for the period of the meal break and until such time he/she is relieved shall be paid at the rate of double time of his/her normal salary rate.
- 18.3 Paid meal break
- 18.3.1 Meal breaks for the following staff/units shall be paid when working Afternoon Shift in:
 - Maternity Unit when only 2 or less midwives are rostered.
 - CCU when only 2 certificated CCU nurses are rostered.
 - DSU for afternoon shifts longer than 6 hours when only 2 nurses are rostered on.
 - DEM for afternoon shifts when only 2 Nurses are rostered on.
 - In St Helen's Private Hospital, if there are 2 or less staff on MBU or the Hampden Unit.
 - 18.3.2 If any employee is unable to take their meal break because they are required to work through the time that they could take their meal break, they will be paid at the overtime rate from the latest time the meal break could have been taken until a break is provided for or until the end of their rostered shift. Payment in accordance with this paragraph requires prior approval by the supervisor of the employee.
 - 18.3.3 It is acknowledged that notwithstanding the provisions of this clause, employees must be able to have a break during each shift worked for Occupational Health & Safety requirements.
 - 18.3.4 Payment of the meal break is in recognition that the above nursing staff are not able to leave the hospital during a meal break and may be interrupted during a meal break.
 - 18.3.5 The overtime provisions of the Agreement for work during meal breaks shall apply to the above categories of nursing staff.

18.3.6 All meal breaks on night duty shifts will continue to be paid.

18.4 Meal break when required to work overtime

Unless the period of overtime is one and a half hour or less, an employee before starting overtime shall be allowed a meal break of 20 minutes which shall be paid for at ordinary rates. An employer and an employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that no employee shall be required to work more than five hours without a break for a meal.

18.5 Overtime meal allowance

An employee will be supplied with an adequate meal where an employer has adequate cooking and dining facilities or be paid a meal allowance, as specified in Appendix B, in addition to any overtime payment as follows:

18.5.1 when required to work after the usual finishing hour of work beyond one hour or, in the case of shiftworkers, when the overtime work on any shift exceeds one hour.

18.5.2 provided that where such overtime work exceeds four hours a further meal allowance as specified in Appendix B.

18.6 Charges for meal provided by employer

18.6.1 The maximum amount that shall be charged or deducted where an employee receives a meal from his/her employer shall be as specified in Appendix B.

18.6.2 Provided always that:

18.6.2.1 A minimum of \$3.20 applies for each meal taken.

18.6.2.2 In each case where a one, two or three course meal is ordered and charged for as above, no extra charge is to be levied for either beverages, toast, bread, butter or condiments.

19. Overtime

19.1 Requirement to work reasonable overtime

Subject to 19.2 an employer may require an employee to work reasonable overtime at overtime rates.

19.2 An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable having regard to:

19.2.1 any risk to employee health and safety;

19.2.2 the employee's personal circumstances including any family responsibilities;

19.2.3 the needs of the workplace or enterprise;

19.2.4 the notice (if any) given by Healthscope of the overtime and by the employee of his or her intention to refuse it; and

19.2.5 any other relevant matter.

19.3 Approval

No overtime shall be worked without the prior approval of the NUM or delegated person

19.4 Payment for working overtime - Day Workers

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

19.4.1 Monday to Sunday inclusive - Double time

19.4.2 Public holidays - Double time and a half

19.4.3 Provided always that an employee who holds a position which regularly requires him/her to work on public holidays shall, where mutually agreeable, be paid, in addition to any paid time off in lieu granted by Healthscope concerned, at the rate of time and one half of his/her ordinary rate for the first eight hours worked during his/her normal spread of hours, and thereafter in accordance with the overtime rates in 19.4.

19.4.4 Nursing staff working in Operating Theatre Suites, who are required to work a ten (10) hour shift, will be paid as per the following:

- 10 hours at ordinary time;
- plus 2 hours at 100% (double time) penalty; and
- any time in excess of 10 hours shall be paid at 200% (double time).

19.5 Payment for working overtime Shift Workers

19.5.1 For work performed by a shift worker outside the ordinary hours of his/her shift, double time shall be paid. But such payment shall not apply to those cases where arrangements have been made between the employees themselves, or in cases due to rotation of shifts.

19.5.2 In all cases the unrelieved shift worker shall be paid at the rate of 200% until relieved.

19.6 Provided that no employee shall receive in the aggregate more than the equivalent of double time and a half of his/her ordinary rate.

19.7 Directors of Nursing

19.7.1 Directors of Nursing shall not be entitled to receive payment for overtime.

19.7.2 Provided always that where, in the opinion of Healthscope the circumstances so require, Directors of Nursing who work overtime on rostered nursing duties in excess of their ordinary duties as Director of Nursing shall be entitled to receive overtime payment at the maximum overtime rate applicable to an employee classified as a Registered Nurse for all time worked on such nursing duties.

19.8 Time off in lieu of overtime

Provided that where there is agreement between Healthscope and the employee, time off in lieu of overtime may be taken at the penalty rate equivalent in accordance with the Banking of Hours (Clause 20).

19.9 Rest period after overtime

19.9.1 An employee (other than a casual employee) who works overtime between the termination of his/her ordinary work on one day and the commencement of his/her ordinary work on the next day that he/she has not had at least eight consecutive hours off duty between those times, shall, subject to this section, be released after completion of such overtime until he/she has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

19.9.2 If on the instructions of his/her employer such an employee resumes or continues work without having had such eight consecutive hours off duty he/she shall be paid at double rates until he/she is released from duty for such period and shall then be entitled to be absent until

he/she has eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

- 19.9.3 When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

20. Banking of Hours

20.1 A full-time or part-time nursing employee may, by agreement with their unit manager or Director of Nursing:

- 20.1.1 Work less than their daily, weekly or fortnightly rostered or contracted hours and work those hours at a later date; or
- 20.1.2 Work more than their daily, weekly or fortnightly rostered or contracted hours and take time off in lieu of payment for the additional hours worked or set off the additional hours worked against any hours banked under the sub-clause above.

20.2 This agreement is to be made under the system as outlined below.

- 20.2.1 A nursing employee who works less than her/his rostered or contracted hours shall nevertheless be paid as if those rostered or contracted hours have been worked during the roster cycle or contract period.
- 20.2.2 Hours banked under this provision will be banked on the basis of their ordinary time equivalent.
- 20.2.3 Overtime hours banked under this provision will be banked on the basis of 2 times the time worked. For example, two (2) hours overtime will be banked as four (4) hours.
- 20.2.4 Hours worked under this provision outside the spread of ordinary hours will be converted to the applicable penalty rate equivalent (for example, 3 hours worked on a Saturday will use 4½ hours of banked time).
- 20.2.5 A nursing employee may not accumulate more than one (1) week's equivalent of normal hours (positive or negative) in her/his bank under the sub-clauses in Clause 20.1.1 or 20.1.2, above at any one time.
- 20.2.6 Nursing employees who have accumulated hours to be worked must be given first option to work additional hours prior to the use of on-call or casual nursing employees.
- 20.2.7 A nursing employee who agrees to work banked hours on a shift on which a shift allowance is payable shall receive a pro rata allowance for those hours worked on that shift.
- 20.2.8 Healthscope must keep proper records of all hours accrued and worked by each nursing employee.
- 20.2.9 A nursing employee shall be entitled to full access to her/his record of hours accrued and worked under this provision.
- 20.2.10 Where on termination of employment a nursing employee has not worked all her/his banked hours, Healthscope may deduct monies paid to the nursing employee for those banked hours for any entitlements owing to the nursing employee by Healthscope including payment for accrued annual leave and long service leave at the ordinary rate of pay.

20.2.11 Where on termination a nursing employee has not taken time off in lieu of additional hours worked, the nursing employee shall be paid for those additional hours worked at the ordinary rate of pay.

20.2.12 Banked hours will be taken at times mutually agreed between Healthscope and employee.

20.2.13 Where an employee is required to make-up hours as per this clause, those hours may be worked in shifts of up to 10 hours duration by mutual agreement at ordinary time for the purposes of making-up time up to ordinary contracted hours for a particular week or roster cycle.

20.2.14 Banked hours must be taken within 12 months of accrual. Similarly, an employee must make up any hours owed to Healthscope within 12 months. In the event banked hours are not taken within the 12 month period, they must be paid out.

21. Call Arrangements

21.1 On-call

21.1.1 On-call allowance is as per Schedule 1, Appendix B Allowances.

21.1.2 All staff who are required to participate in on-call to the extent that there is equitable distribution of the on-call workload.

21.1.3 A system of self-rostering exists to enable individual flexibility.

21.1.4 The parties agree that the on-call requirements shall be 100% complete 2 days in advance of the on-call period.

21.1.5 In the event the on-call requirements are not 100% complete 2 days in advance of the on-call period nurses shall be required to be rostered using the principle of equitable distribution of the on-call and taking account of any extenuating circumstances prevailing at the time which may impact on that employee's ability to undertake on-call.

21.1.6 An employee shall be allowed a break of not less than 8 hours between the termination of one shift, including any period of recall prior to the commencement of that shift and the commencement of the next rostered shift. In the event such break is not provided, the employee shall be entitled to be paid at the overtime rate for the next shift until the 8 hour break is given.

21.2 Call back

21.2.1 Except where otherwise specifically provided an employee recalled to work overtime after leaving his/her employer's premises (whether notified before or after leaving such premises) shall be paid at the appropriate overtime rate applicable to his/her salary:

21.2.1.1 for the first recall a minimum payment of four hours at overtime rate; and

21.2.1.2 for each subsequent recall a minimum payment of three hours at overtime rate.

21.2.2 Provided always that time reasonably spent in getting to and from work shall be regarded as time worked.

21.2.3 For Employees on-call only and who are recalled to work within two hours of his or her rostered shift starting time, this period will be paid as first recall.

21.3 Close call

21.3.1 An employee may be required by Healthscope to remain on close call (that is on call for duty and not allowed to leave the hospital precincts).

21.3.2 An employee held on close call shall:

21.3.2.1 if not required to commence work be paid a minimum payment equivalent to six hours at his/her normal salary; or

21.3.2.2 if required to commence work be paid in accordance with the appropriate overtime rate, provided that such payment shall be at least equivalent to the minimum payment set forth in 21.2.

21.4 Remote call

21.4.1 An employee who is required by Healthscope to remain On-Call shall be paid:

21.4.1.1 an amount prescribed in Schedule 1, Appendix B per hour on-call for all periods from 8:00 a.m. Monday until 8:00 a.m. Saturday.

21.4.1.2 an amount prescribed in Schedule 1, Appendix B per hour on-call for all periods from 8:00 a.m. Saturday until 8:00 a.m. Monday and all periods on public holidays.

21.4.2 Healthscope will endeavour to provide a mobile phone to facilitate on-call, but at a minimum a pager will be available. All calls made from this phone other than those to the relevant hospital will be the responsibility of the holder of the phone.

21.4.3 Where a rostered employee is recalled to work he/she shall be paid in accordance with 21.2 in addition to the allowance specified in Schedule 1, Appendix B.

21.5 On-Call Leave Accrual

21.5.1 Nursing staff participating in the on-call roster will be entitled to accrue paid On-call Leave.

21.5.1.1 250 on-call hours rostered will accrue eight (8) hours of paid On-Call Leave. [Each One (1) hour of on-call will accrue 0.032 hours of paid on-call leave]

21.5.1.2 On-Call Leave will be credited after each financial year and must be taken within 6 months of being credited. Any On-Call Leave not taken when credited will be paid out.

22. Shift Workers

22.1 Ordinary hours

22.1.1 The ordinary hours of shift workers shall not exceed:

22.1.1.1 8 in any one day;

22.1.1.2 48 in any one week;

22.1.1.3 88 in 14 consecutive days;

22.1.1.4 114 in 21 consecutive days; or

22.1.1.5 152 in 28 consecutive days.

22.2 Subject to the following conditions shift workers shall work at such times as Healthscope may require:

22.2.1 a shift shall consist of not more than eight hours;

- 22.2.2 unless mutually agreed an employee shall not be required to start a shift unless there is a break of at least nine hours from her/his previous shift;
- 22.2.3 the break between shifts may be a minimum of 8 hours by mutual agreement. Where there is no agreement the Agreement provision of a minimum 9 hour break will apply.
- 22.2.4 by arrangement with the employees an unpaid meal break shall be allowed on each day or shift, of duration of not less than 30 minutes and not more than 60 minutes.
- 22.2.5 Provided that agreement may be reached between the parties to allow for special circumstances.
- 22.2.6 Provided further that by mutual agreement between a representative of Healthscope concerned and a majority of the employees concerned within a particular ward or area, the ordinary hours of work for the night shift employees may be extended to 10 per day to be paid for at the appropriate shift rate.
- 22.2.7 The rostering of 12 hour shifts may apply, in accordance with the provisions of 17.3.

22.3 Part-time shift workers – hours

Part-time shift workers, as defined, shall be entitled to the provisions of this clause with the following exceptions:

- 22.3.1 the maximum hours in any one fortnight shall be 80, provided that the maximum hours in 28 consecutive days shall not exceed 152 hours;
- 22.3.2 the maximum hours in any one day shall be eight (except where such hours are worked in accordance with the provisions of 19.4.4, 22.2.6 or 22.2.7.
- 22.3.3 Any time worked outside of these hours shall be paid at the rate of double time.
- 22.3.4 Where additional shift work hours become available, part-time shift workers shall have first option of those hours. Healthscope shall ensure that the distribution of additional shifts to existing staff is equitable.

22.4 Shift penalties

Shift workers shall be paid the following for such shifts:

- 22.4.1 Afternoon shift - 115%;
- 22.4.2 Night shift - 127.5%;
- 22.4.3 Saturday shift - 150%;
- 22.4.4 Sunday shift - 175%;
- 22.4.5 Public Holidays as prescribed in 26(a) - 200%.

22.5 Saturday, Sunday and Public Holiday shifts

Shift workers who work on a rostered shift, the major portion of which falls on a Saturday, Sunday or Public Holiday shall be paid at the rate set out in 22.4.3 – 22.4.5 of the employee's normal salary rate, but such rates shall be in substitution for and not cumulative upon the shift allowance set out in 22.4.1 and 22.4.2. The provisions of this clause shall not prejudice any right of an employee to obtain any alternative higher rate in respect of that work by virtue of any provision.

22.6 Public holiday shifts

22.6.1 Shift work employees may elect to take payment for public holidays worked at the rate of double time or be paid at the ordinary rate and have a day added to the annual leave entitlement at ordinary time.

22.6.2 Provided always that where a shift worker is required to work on a public holiday as herein defined and is granted time-off in lieu thereof the above penalty rate shall not apply.

22.7 Broken shifts

22.7.1 Subject to the proviso hereto broken shifts shall not be worked.

22.7.2 Provided that in emergency situations a broken shift may be worked by mutual agreement between Healthscope and the employee. All work performed in excess of a spread of nine hours shall be paid at the rate of double time.

22.8 Part-time shift workers - work outside rostered shifts

22.8.1 Part-time shift workers shall be entitled to the provisions of this clause with the exception that work by choice or mutual agreement outside rostered shifts shall not be subject to penalty (other than shift, weekend and public holiday penalty) provided that any time worked in excess of eight hours per day shall be paid at double time.

22.8.2 Where an employee is instructed to work shifts other than in accordance with this clause he/she shall be entitled to the penalty payments prescribed by this clause.

22.9 Rosters

22.9.1 Employees will work in accordance with a roster fixed by Healthscope. The roster will set out the employee's periods of duty and starting and finishing times for such periods.

22.9.2 Subject to clause 22.9.3, the roster will be displayed in a place conveniently accessible to employees at least 28 days before the commencement of each fortnight within each area of the hospital.

22.9.3 The roster will be provided at least 14 days in advance at the following times:

22.9.3.1 Easter holiday period;

22.9.3.2 Christmas holiday period; and

22.9.3.3 School holidays.

22.9.4 Inclusion of a casual employee in any roster will be deemed notice of likely hours of employment during the roster period and will not be deemed to be a guarantee of employment for those hours. Notwithstanding, the provisions of clause 13.6 apply for late notice of shift cancellation.

22.9.5 The roster will provide for rotation unless all the employees concerned desire otherwise.

22.9.6 The roster will provide for not more than six ordinary shifts to be worked in any nine consecutive days by an employee, unless by mutual agreement between the employee and Healthscope.

22.9.7 Subject to clause 22.9.8, 28 days' notice of a change of roster will be given by Healthscope to employees.

22.9.8 Healthscope may change an employee's place on a roster with 7 days' notice.

22.9.9 If Healthscope changes an employee's place on the roster with less than 7 days' notice, the employee will be paid at the penalty rates set out in clause 19 – Overtime – for all changed shifts.

22.9.10 Changes of roster and positions on roster may occur by mutual agreement without the giving of the minimum notice period and without the payment of penalties or overtime other than normal shift penalties.

22.10 Minimum days off

Provide for a minimum of two consecutive days off each week except where by mutual agreement between Healthscope and the employee(s) concerned, alternative arrangements are made.

22.11 Twenty-eight day accounting period

22.11.1 Clearly stipulate a 28 day accounting period which shall include an accrued day off in addition to eight rostered days off. The accrued day off shall be rostered to fall on a day of the week other than a Saturday or Sunday.

22.11.2 Healthscope will endeavour to ensure that the accrued day off is rostered to fall either the day immediately before or immediately after rostered days off.

22.11.2.1 Provided always that staff engaged to provide relief on accrued days off pursuant to 22.11 while engaged in such capacity shall be regarded as shift workers for all purposes of the Agreement (except additional annual leave);

22.11.2.2 Rosters covering such relief employees shall not be required to rotate.

22.12 Make-up time

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

22.12.2 Such arrangements will be in accordance with the Banking of Hours (Clause 20).

23. Annual Leave

23.1 Period of leave

23.1.1 Day workers

23.1.1.1 A For each year of service an employee is entitled to 4 weeks' of paid annual leave to a maximum of 152 hours (pro rata for part-time employees).

23.1.1.2 Provided that an employee's entitlement to annual leave accrues progressively during a year of service according to the employee's ordinary hours of work, and accumulates from year to year.

23.1.1.3 Casual employees are not entitled to annual leave.

23.1.2 Shift workers

23.1.2.1 In addition to the leave prescribed above, shift workers, (as defined) who work 20 weekend shifts (either Saturdays or Sundays) in any one leave year shall be allowed 38 hours leave, to be taken in a period of seven consecutive days leave including non-working days.

23.1.3 Where an employee with 12 months' continuous service is engaged for part of the 12 monthly period as a shift worker, he/she shall be entitled to have the period of annual leave hereinbefore prescribed increased by 7.6 hours for each two months he/she is continuously engaged as aforesaid.

23.2 Executive staff – hospitals

23.2.1 Executive staff (as defined) shall receive five weeks annual leave in cases where they are required in the normal course of their duties to attend work meetings outside of their normal working hours. In all other cases annual leave entitlement shall be four weeks per annum.

23.2.2 A staff member who acts in an executive position and required to attend meetings outside their normal working hours shall be entitled to an additional one week of leave on a pro rata basis.

23.3 Annual leave exclusive of public holidays

Subject to this clause, the annual leave prescribed by this clause shall be exclusive of any public holiday that the employee is entitled as prescribed by Clause 26 – Public Holidays, and if any such public holiday falls within an employee's period of annual leave and is observed on a day on which the employee is entitled to a public holiday as prescribed by Clause 26 – Public Holidays, then there shall be added to that period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

23.4 Annual leave exclusive of other periods of leave

If the period during which an employee takes paid annual leave includes a period of personal leave, carer's leave, compassionate leave or community service leave, the employee is taken not to be on paid annual leave for the period of that other leave or absence.

23.5 Broken leave

23.5.1 Leave allowed under the provisions of this clause shall be given and taken in one consecutive period, or if Healthscope and the employee so agree, in any combination of periods.

23.5.2 An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive days have been taken.

23.6 Time of taking leave

Annual leave may be taken for a period agreed between an employee and his or her employer.

23.7 Paying for period of leave

23.7.1 Each employee before going on leave shall be paid the amount of wages he/she would have received in respect of the ordinary time which he/she would have worked had he/she not been on leave during the relevant period.

23.7.2 Payment calculated in accordance with the provisions of this clause should be made for the full weeks of leave taken at the time, unless otherwise specified by the employee.

23.7.3 Payment shall be made not later than 12:00 noon on the last day of work prior to going on leave.

23.8 Part-time employees

23.8.1 Annual leave for part-time staff will be calculated using the following formula

$$\frac{\text{Hours worked per annum (including any period of annual leave)}}{\text{Full time hours per annum}} \times \frac{\text{Full time leave entitlement}}{1}$$

23.8.2 Service shall be deemed to be continuous if the employee was engaged as a part-time employee (as defined) during the relevant period.

23.9 Nurse unit managers

23.9.1 Nurse Unit Managers (including the Peri Operative Services Manager) shall receive an additional week of annual leave, up to a maximum total of five weeks per annum, in recognition of the requirements of the position and some out-of hours work required.

23.9.2 The additional week leave is in lieu of any overtime payments that may otherwise be payable under the Agreement, provided that all overtime worked by Level 3 nurses as clinical duties shall be paid as per the Agreement.

23.9.3 Nurse Unit Managers shall be entitled to additional conditions as agreed with the Director of Nursing, which shall apply for the period of the Agreement.

23.10 Annual leave allowance

During a period of annual leave an employee shall be paid an allowance by way of additional salary calculated on the wages prescribed for the relevant classification in Schedule 1, Appendix B - Wages Schedule, as follows:

23.10.1 Day worker

An employee who during the period of such recreation leave would have worked on day work only - an allowance calculated at the rate of 17.5% of his/her normal salary plus, where applicable, any higher duty allowance or all purpose payment payable to the employee concerned.

23.10.2 Shift worker

An employee who but for the period of recreation leave would have worked shift work - an allowance calculated at the rate of 17.5% of his/her normal salary plus, where applicable, any higher duty allowance or all purpose payment payable to the employee concerned provided that an employee who would have received shift payments as prescribed by 22.4 to 22.8 inclusive, had he/she not been on recreation leave during the relevant period, and such shift payment would have entitled him/her to a greater monetary amount than an allowance of 17.5% of his/her normal salary, then his/her recreation leave allowance shall be calculated as an amount equivalent to the shift payment he/she would have received in accordance with his/her projected shift roster.

23.10.3 Provided always that such allowance shall be calculated on the basis of a maximum period in any one leave year of four weeks' annual leave in the case of a day worker and five weeks recreation leave in the case of a shift worker subject to Clause 23.1.2.

23.11 Calculation of continuous service

23.11.1 For the purpose of this clause, service is a period during which the employee is employed by Healthscope, but does not include any period that does not count as service under 23.10.2.

23.11.2 The following periods do not count as service:

23.11.2.1 Any period of unauthorised absence; or

23.11.2.2 Any period of unpaid leave or unpaid authorised absence, other than a period of unpaid community service leave or a period of stand down that may apply.

23.12 Leave allowed before due date

23.12.1 An employer may allow annual leave to an employee before the right thereto has accrued due but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the 12 months in respect of which annual leave had been taken before it accrued.

23.12.2 Where leave had been granted to an employee pursuant to this subclause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of Healthscope before completing the 12 months continuous service in respect of which the leave was granted Healthscope may, for each complete month of the qualifying period of 12 months not served by the employee deduct, with the employee's written authorisation, from whatever remuneration is payable to the employee upon the termination of the employment, 1/12th of the amount of wages paid on account of annual leave, which amount shall not include any sums paid for any of the holidays prescribed by Clause 26 – Public Holidays.

23.13 Cancellation of Annual Leave - By Mutual Agreement

23.13.1 All nurses, if recalled, whilst on periods of annual leave of one week or greater, shall be paid the minimum penalty of 200% for all shifts worked.

23.13.2 Any annual leave that has been paid in advance will be re-credited to annual leave and those hours paid at overtime rates as per the Agreement.

23.14 Purchased Annual Leave

23.14.1 For those employees (including day workers) who wish to have more than 4 or 5 weeks leave as provided for in this agreement per annum an option is available to "purchase" up to an additional 2 weeks leave. An extra week's leave may be purchased for a sacrifice of 1.92% of salary per week of leave purchased.

23.15 Cashing out of annual leave

23.15.1 This agreement entitles an employee to cash out up to half of the leave accrued in each 12 month period by written agreement between Healthscope and the employee.

23.15.2 Leave cannot be cashed out in advance of it being credited.

23.15.3 Leave may only be cashed out where a minimum leave entitlement of 4 weeks' will be retained.

23.15.4 Where an employee wishes to cash out a portion of accrued annual leave, then the employee and employer must make a separate agreement in writing regarding the cashing out of leave.

23.15.5 Payment for cashed-out leave must be at a rate no less than the full amount that would have been payable to the employee had the employee taken the leave rather than receive a cashed out amount.

23.15.6 Healthscope will only refuse an employee's request to cash out leave on reasonable grounds.

23.15.7 Nothing in this clause nor in this Agreement shall be taken in any way as forcing an employee to forgo an entitlement to take an amount of annual leave or to exert undue influence or undue pressure in relation to the making of a decision by the employee whether or not to forgo an entitlement to take an amount of annual leave

23.16 Single Annual Leave Days

23.16.1 Notwithstanding the provision of this clause, an employee may elect, with the consent of Healthscope, to take annual leave in single day periods not exceeding five days in any calendar year at a time or times agreed between them.

23.16.2 Access to annual leave, shall be exclusive of any shutdown period provided for elsewhere under this Agreement.

23.16.3 An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.

24. Personal/Carer's Leave

24.1 Amount of paid personal leave

The provisions of this clause apply to full-time and part-time employees.

24.1.1 Paid personal leave will be available to an employee, other than a casual employee, when they are absent due to:

- the employee not being fit for work because of a personal illness or personal, affecting the employee; or
- to provide care or support to a member of the employee's immediate family, or a member of the employee's household, who requires care or support because of:
 - (i) a personal illness, or personal injury, affecting the member; or
 - (ii) an unexpected emergency affecting the member; or
 - (iii) because of bereavement on the death of an immediate family or household member (bereavement leave).

24.1.2 The amount of personal leave to which an employee is entitled depends on how long he or she has worked for Healthscope and accrues as follows:

24.1.3 Progressively at the rate of 22 hours and 48 minutes; plus 12 hours and 40 minutes for each completed month of service, will be available in the first year of service;

24.1.4 Progressively at the rate of 174 hours and 48 minutes will be available per annum in the second and subsequent years of service.

24.1.5 If the full period of personal/carers' leave is not taken in any year, such proportion as is not taken shall be cumulative from year to year without limitation.

24.2 Immediate family or household

24.2.1 The entitlement to carer's or bereavement leave is subject to the person in respect of whom the leave is taken being either:

24.2.2 a member of the employee's immediate family; or

24.2.3 a member of the employee's household.

24.3 The term Immediate family is defined in Clause 10 - Definitions:

24.4 Personal/Carer's leave

24.4.1 An employee who is absent from work on account of personal illness, or on account of injury, shall be entitled to leave of absence on full pay (excluding shift or weekend allowances or overtime penalties) subject to the following conditions and limitations. An employee shall:

24.4.1.1 Not be entitled to paid leave of absence for any period in respect of which he/she is entitled to workers' compensation.

24.4.1.2 As soon as possible and where able to, prior to commencement of such absence, inform Healthscope of his/her inability to attend for duty, and as far practicable, state the estimated duration of the absence.

24.4.1.3 Prove to the satisfaction of a reasonable person that he/she was unable, on account of illness or injury, to attend for duty on that day or days which personal leave is claimed. Where Statutory Declarations are provided, they must be signed by a Commissioner for Declarations (as determined by the Tasmanian Government Department of Justice). Management Approved Nursing Sick Leave form signed by the General Manager (or in his/her absence the Director of Nursing) may be used in lieu of medical certificates for personal leave periods of less than 3 days.

24.4.1.4 Employees shall be allowed 5 single days of personal and family leave per fiscal year without evidence and those days may not be taken either side of days off or ADO's. Evidence free days to, include a maximum of two (2) consecutive days. However, Healthscope may exercise a discretion to waive the requirement for evidence.

24.4.1.5 Medical Certificates from dentists will be accepted.

24.5 Part-time employees

24.5.1 Personal/carers' leave shall be granted to part-time employees on the same basis as to full-time employees except that the employee shall not be entitled to paid leave in any one year in excess of the following:

Hours per week	Hours per annum
20 to less than 30	114
30 or more	152

24.5.2 Provided that in determining the amount of leave to which an employee is entitled at any time (other than leave which has been accumulated) the average hours worked per week in the preceding three months shall be used, except that where an employee has less than three months' service, the period per week for which he/she was engaged shall be used.

24.6 Carer's leave

24.6.1 Proof of illness

The employee shall, if required, establish by production of a medical certificate or statutory declaration, the illness or injury of the person concerned, or the unexpected emergency affecting the person concerned.

24.6.2 The employee shall, as soon as practicable, give Healthscope notice, the name of the person requiring care or support and their relationship to the employee, and the estimated length

of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify Healthscope by telephone of such absence at the first opportunity on the day of absence.

24.7 Unpaid carer's leave

An employee is entitled to 2 days of unpaid carer's leave for each occasion when a member of the employee's immediate family, or a member of the employee's household, requires care or support because of:

- (a) a personal illness, or personal injury, affecting the member; or
- (b) an unexpected emergency affecting the member.

25. Parental Leave

25.1 Parental Leave (birth related leave and adoption related leave) will be in Accordance with the provisions contained in the National Employment Standards (NES) (Division 5 - Parental Leave and Related Entitlements).

25.1.1 In addition to the Parental Leave provisions contained in the NES and any Government paid parental leave entitlements, the following shall apply:

25.1.2 Full-time employees, permanent part-time employees and eligible casual employees are eligible for paid parental leave in accordance with the following provisions:

i. **Primary Caregiver** means the person who is the primary carer of a newborn or newly adopted Child. The primary carer is the person who meets the Child's physical needs more than anyone else. Only one person can be a Child's primary carer on a particular day.

ii. **Secondary Caregiver** means a person who has parental responsibility for the Child but is not the Primary Caregiver.

25.1.3 An **eligible casual employee** means a casual employee:

25.1.3.1 employed by an employer on a regular and systematic basis for several periods of employment or on a regular and systematic basis for an ongoing period of employment during a period of at least 12 months; and

25.1.3.2 who has, but for the pregnancy or the decision to adopt, a reasonable expectation of ongoing employment.

25.1.4 For the purposes of this clause, continuous service is work for an employer on a regular and systematic basis (including any period of authorised leave or absence).

25.1.5 Healthscope must not fail to re-engage a casual employee because:

25.1.5.1 the employee or employee's spouse is pregnant; or

25.1.5.2 the employee is or has been immediately absent on parental leave.

25.1.6 The rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

25.1.7 Employees are eligible for paid parental leave when they have completed at least 52 weeks' of continuous service prior to the expected date of birth or prior to the date of taking custody of the child.

- 25.2 A Primary Caregiver will be entitled to twelve (12) weeks paid parental/adoption leave and an additional two (2) weeks of accrued personal leave.
- 25.3 A Secondary Caregiver or non-birth partner will be entitled to one (1) weeks paid parental/adoption leave and an additional one (1) week of accrued personal leave, upon the birth of the child.
- 25.4 The rate of pay for the period of paid absence outlined in 25.2 and 25.3 above will be calculated as for personal/carers' leave on full pay for that employee.
- 25.5 Periods of paid leave outlined in 25.2 and 25.3 above will count as service for all purposes.
- 25.6 Parental leave for an employee who is pregnant with, or gives birth to, the child may commence up to nine weeks prior to the expected date of birth. It is not compulsory for an employee to take this period off work. However, if an employee decides to work during this period, it is subject to the employee being able to satisfactorily perform the full range of normal duties.
- 25.7 Such leave may be paid:
- 25.7.1 On a normal fortnightly basis;
 - 25.7.2 In advance in a lump sum;
 - 25.7.3 At the rate of half pay over a period of 24 weeks on a regular fortnightly basis.
 - 25.7.4 Annual and/or long service leave credits can be combined with periods of maternity leave or adoption leave on half pay to enable an employee to remain on full pay for that period.
- 25.8 Unpaid leave
- 25.8.1 Unpaid Parental leave for Primary Caregiver - An employee is entitled to a further period of unpaid parental leave of not more than twelve months after the actual date of birth of the child.
 - 25.8.2 Unpaid Parental Leave for Secondary Caregiver - An employee is entitled to a further period of unpaid parental leave of not more than three weeks, to be taken in conjunction with a period of paid paternity leave, unless otherwise agreed by Healthscope and employee.
 - 25.8.3 Unpaid Adoption Leave - An employee is entitled to 12 months of unpaid adoption leave in accordance with NES. An additional entitlement of up to 2 days of unpaid pre-adoption leave is also available to attend any interviews or examinations prior to approval of the adoption. However, the taking of 2 days pre-adoption leave is subject to the employee taking some other form of leave as directed by Healthscope.
- 25.9 A Primary Caregiver who has once met the conditions for paid parental leave and/or paid adoption leave will be required to again work the 40 weeks' continuous service in order to qualify for a further period of paid parental leave or adoption leave; unless:
- 25.9.1 There has been a break in service where the employee has been re-employed or re-appointed after a resignation, medical retirement or after her services have been otherwise dispensed with; or
 - 25.9.2 The employee has completed a period of leave without pay of more than 40 weeks. In this context, leave without pay does not include personal/carers' leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the *Workers' Rehabilitation Compensation Act*.

- 25.10 An employee who intends to proceed on parental leave should formally notify Healthscope of such intention as early as possible, so that arrangements associated with the absence can be made. Written notice of not less than eight weeks prior to the commencement of the leave should accordingly be given. This notice must include a medical certificate stating the expected date of birth and should also indicate the period of leave desired. Confirmation of the intended start and end dates of the leave must be given at least 4 weeks before the intended start date.
- 25.11 In the case of notification of intention to take adoption leave, due to the fact that an employee may be given little notice of the date of taking custody of a child, employees who believe that, in the reasonably near future, they will take custody of a child, should formally notify their employer as early as practicable of the intention to take adoption leave. This will allow arrangements associated with the adoption leave to be made.
- 25.12 After commencing parental leave or adoption leave, an employee may vary the period of her parental leave or adoption leave, once, without the consent of Healthscope and otherwise, with the consent of Healthscope. A minimum of four weeks' notice must be given, although an employer may accept less notice if convenient. An employee can make a further request to extend the period of unpaid parental leave for a further period of 12 months subject to the provisions of s. 76 of the Act.
- 25.13 Any person who occupies the position of an employee on parental leave must be informed that the employee has the right to return to their former position. Additionally, since an employee also has the right to vary the period of their parental leave or adoption leave, offers of temporary employment should be in writing, stating clearly the temporary nature of the contract of employment. The duration of employment should also be set down clearly, to a fixed date or until the employee elects to return to duty, whichever occurs first.
- 25.14 When an employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual and long service leave and any period of maternity leave or adoption leave on half pay is taken into account to the extent of one-half thereof when determining the accrual of annual and long service leave.
- 25.15 Except in the case of employees who have completed fifteen years' service the period of parental leave without pay does not count as service for long service leave purposes. Where the employee has completed fifteen years' service the period of parental leave without pay shall count as service for long service leave purposes provided such leave does not exceed six months.
- 25.16 Parental leave without pay does not count as service for incremental purposes. Periods of parental leave on full pay and at half pay are to be regarded as service for incremental progression on a pro-rata basis.
- 25.17 Where public holidays occur during a period of paid parental leave, payment is at the rate of parental leave received, that is the public holidays occurring in a period of full pay parental leave are paid at the full rate and those occurring during a period of half pay leave are paid at the half rate.
- 25.18 If because of an illness associated with her pregnancy an employee is unable to continue to work then she can elect to use any available paid leave (personal/carers', annual and/or long service leave) or to take personal/carers' leave without pay.
- 25.19 Where a pregnant employee is entitled to paid parental leave, but because of illness, is on personal/carers', recreation, long service leave, or personal/carers' leave without pay prior to the birth, such leave ceases nine weeks prior to the expected date of the birth. The employee then commences parental leave with the normal provisions applying.

- 25.20 Where an employee cannot carry out the duties of her position, because of an illness or risk associated with her pregnancy or hazard connected with that position, Healthscope is obliged, where a safe job exists, to transfer the employee to an appropriate safe job for the risk period, with no other changes to the employee's terms and conditions of employment provided that a different number of ordinary hours may be agreed between Healthscope and employee.
- 25.21 In the event of a miscarriage any absence from work is to be covered by the current compassionate and personal/carers' leave provisions.
- 25.22 In the case of stillbirth, an employee may elect to take personal/carers' leave, (subject to the production of a medical certificate), or parental leave.
- 25.23 An employee who gives birth prematurely, and prior to proceeding on parental leave shall be treated as being on parental leave from the date leave is commenced to have the child. Should an employee return to duty during the period of paid parental leave, such paid leave ceases from the date duties are resumed.
- 25.24 An employee returning from parental leave has the right to resume their former position. Where this position no longer exists the employee is entitled to be placed in a position nearest in status and salary to that of her former position and for which the employee is capable or qualified.
- 25.25 Where an employee becomes pregnant whilst on parental leave, a further period of parental leave may be granted. Should this second period of parental leave commence during the currency of the existing period of parental leave, then any residual parental leave from the existing entitlement lapses.

26. Public Holidays

26.1 Defined public holidays

26.1.1 Public holidays are defined as:

- Christmas Day,
- Boxing Day,
- New Year's Day,
- Australia Day,
- Cup Day (half day),
- Hobart Regatta Day (South of Oatlands),
- Eight Hours Day,
- Good Friday,
- Easter Monday,
- Anzac Day,
- Queen's Birthday,
- Show Day, and
- the first Monday in November in those districts where Hobart Regatta Day is not observed, or such other day as may be observed in the locality in lieu of or made additional to any of the aforementioned holidays pursuant to the *Tasmanian Statutory Holidays Act 2000* as amended.

26.1.2 Show day means not more than one local show day observed on an employee's ordinary working day, other than a Saturday or a Sunday, in the city, town or district in which the employee is employed; or such other day which, in the absence of such a local show day, is agreed on by the employee and Healthscope.

26.2 Entitlement to public holidays

26.2.1 Subject to the following provisions, full-time and part-time employees are entitled to public holidays. Casual employees are not entitled to public holidays.

26.2.2 Fixed roster employees

26.2.2.1 To be entitled to a public holiday that occurs on a particular day of the week (e.g., Friday for Good Friday), a fixed roster employee must ordinarily work on that particular day of the week.

26.2.2.2 Where a public holiday falls on a particular day of the week on which a fixed roster employee would not ordinarily work, then the fixed roster employee is not entitled to receive payment for the public holiday.

26.2.3 Variable roster employees

26.2.3.1 To be entitled to a public holiday that occurs on a particular day of the week, a variable roster employee must have worked on 50% or more of the occasions on that particular day of the week in the 6 months (i.e. 26 weeks) immediately preceding the public holiday.

26.2.3.1.1 For example, Christmas Day falls on a Tuesday in a particular year. The variable roster employee has worked on 17 Tuesdays in the 6 months (i.e., 26 weeks) immediately preceding Christmas Day. The variable roster employee is not working on Christmas Day. Therefore, the variable roster employee is entitled to receive a paid public holiday for Christmas day as he or she has worked on more than 50% of the Tuesdays (i.e., 17 is more than 50% of 26) in the 6 months immediately preceding Christmas Day.

26.2.3.1.2 In the event that a variable roster employee has taken annual leave or long service leave during the six months immediately preceding a public holiday, then the number of working weeks (i.e., excluding annual leave or long service leave) will be used to determine whether the employee has worked 50% or more of the occasions on the particular day of the week on which a public holiday falls.

26.2.3.1.3 For example, Hobart Show Day falls on a Thursday. The variable roster employee has taken 4 weeks annual leave during the 6 months immediately preceding Hobart Show day. For a variable roster employee to be entitled to receive payment for Hobart Show Day when the variable roster employee does not work, then the employee must have worked on 11 or more (i.e., 50% of 26 weeks minus 4 weeks annual leave) Thursdays in the 6 months immediately preceding Hobart Show Day falling.

26.2.3.1.4 Where the variable roster employee has less than six months' continuous service with Healthscope immediately preceding a particular public

holiday, then to be entitled to the public holiday that occurs on a particular day of the week, a variable roster employee must have worked on 50% or more of the occasions on that particular day of the week throughout the whole period of employment.

26.2.3.1.5 For example, if a variable roster employee's length of service is only 16 weeks when a public holiday falls on a Wednesday, then for the variable roster employee to be entitled to payment for the public holiday that the variable roster employee does not work, then the variable roster employee must have worked on 8 (i.e., 8 being 50% of 16 weeks) or more Wednesdays during the whole period of employment.

26.2.3.1.6 Where a public holiday falls on a particular day of the week on which a variable roster employee has not worked on 50% of the relevant occasions, then the variable roster employee is not entitled to receive payment for not working on the public holiday.

26.3 Payment of public holidays

26.3.1 Where an employee is entitled to a public holiday and the employee does not work, then the employee will be paid at the normal rate of pay which would have applied to the employee concerned had the employee attended work and it was not a public holiday.

26.3.2 Where a variable roster employee does not have a normal number of hours and/or rate of pay on the particular day on which a public holiday occurs due to the variability of the employee's roster, then the employee will be paid based on the average (i.e., mean) rate of pay and/or number of ordinary hours that the employee received for working on this particular day over the preceding 6 months.

26.3.2.1 For example, a public holiday falls on a Tuesday. A variable roster employee is entitled to payment for not working on the public holiday because the variable roster employee has worked on 15 Tuesdays in the 6 months immediately preceding the public holiday (i.e. the employee has worked on more than 50% of the Tuesdays in the 6 months immediately preceding the public holiday). The variable roster employee's number of hours of work on the 15 Tuesdays on which the employee has working in the last 6 months has varied from week to week. The total number of ordinary hours worked by the variable roster employee over the 15 Tuesdays was 90 hours. Therefore, the variable roster employee is entitled to be paid for 6 hours (i.e., 90 divided by 15 equals 6) on the public holiday in question.

26.4 Work on a public holiday

26.4.1 Employees who work on a public holiday in accordance with 26.1, either for part or the whole of the particular public holiday, shall, in the case of a shift worker be paid at the rate prescribed in 22.4 to 22.8 inclusive, and in the case of a day worker be paid at the overtime rate prescribed in Clause 19 – Overtime.

26.4.2 An employee who is required to work on a particular public holiday, where such holiday applies at his/her normal place of work but because his/her duties requires the employee to work at a place where the holiday does not apply, shall have the time in lieu of such holiday added to his/her annual leave entitlement.

27. Travelling and Excess Fares

27.1 Travelling

- 27.1.1 Any employee required to travel in the course of his/her duties shall be reimbursed economy-class fares and all reasonable out-of-pocket expenses.
- 27.1.2 Where an employee is required to use his/her own motor vehicle in connection with the business of the hospital, he/she shall be reimbursed on a per kilometre travelled basis in accordance with the Australian Taxation Office rates.
- 27.1.3 A nurse required to work a double shift is to be provided with transport and/or car parking fees if requested by that nurse. This can be approved by the Registered Nurse L3A or the Director of Nursing.

27.2 Excess fares

- 27.2.1 Employees required to attend for work at a place other than their regular place of employment shall be reimbursed such additional fares as they may incur.
- 27.2.2 This provision does not apply to employees who utilise their own vehicle

28. Allowances

28.1 Higher duties allowance

- 28.1.1 A Registered Nurse Level 1 who is designated as "in-charge" for a shift shall be paid an allowance of an amount prescribed in Schedule 1, Appendix B for that shift.
- 28.1.2 Where a Level 2 Nurse undertakes the substantive management duties of a Level 3 Nurse, Floor Co-ordinator (Theatre Suite) or Nurse Unit Manager then that time will be paid as per the Agreement rate for Level 3 Nurse.
- 28.1.3 Provided that such payment shall not be made if an employee classified as Registered Nurse - Level 3 or above is rostered for duty at the same time in the same unit.

28.2 Mixed functions allowance

An employee, who, performs the duties of a position higher than that in which he/she is normally employed shall be paid, for the full period he/she is performing such duties, the minimum rates prescribed for such higher position.

28.3 Licence allowance

- 28.3.1 An employee directed by Healthscope to drive vehicles as part of their usual duties requiring a licence issued by the Tasmanian State Government, shall upon presentation of his/her current licence to Healthscope, be reimbursed the cost of the driver's licence fee.
- 28.3.2 This provision shall not apply to employees who drive on an occasional basis only.

28.4 Meal allowance when required to work away from headquarters

Where the duties of an employee require him/her to travel from his/her headquarters, and he/she, so required is more than 10 miles or 16 kilometres away at his/her normal meal hour, that employee shall, subject to this clause be paid:

- 28.4.1 In the case of a meal purchased by the employee at any hotel, boarding house, or public eating place, a meal allowance at the rates prescribed in Schedule 1, Appendix B.
- 28.4.2 In case of a meal provided by the employee a meal allowance of an amount prescribed in Schedule 1 for each meal so provided.

29. Post Graduate Qualification Allowance

- 29.1 An employee who has completed a relevant post-graduate study shall receive the following allowance:
- 29.1.1 Post Graduate Certificate (or equivalent) 4% of hourly rate;
 - 29.1.2 Post-graduate Diploma or Degree (other than an undergraduate nursing degree) 6.5% of hourly rate;
 - 29.1.3 Masters or Doctorate 7.5% of hourly rate;
 - 29.1.4 ENs to receive post qualification allowance of 4% of hourly rate.
- 29.2 Only one qualification allowance at any time applies for each employee. It must be demonstrated that the qualification must be relevant to current area of practice and is being utilised.
- 29.3 The post graduate allowance shall be paid on overtime worked in a relevant area of practice. The post graduate allowance shall not be paid on any period of any leave.

30. Preceptor Allowance

- 30.1 After 30 June 2015 the Preceptor Allowance will not apply.

31. Nominated Person Allowance – St Helen’s Hospital Campus

- 31.1 A nurse who is designated to be the Nominated Person shall be paid an allowance of an amount prescribed in Schedule 1, Appendix B per shift for that responsibility.

32. Lead Apron Allowance

- 32.1 A nurse required to wear a lead apron shall be paid an amount prescribed in Appendix B per hour or part thereof whilst the apron is worn.

33. Clothing, Equipment and Tools

- 33.1 Uniforms to be provided
- 33.1.1 Sufficient, suitable and serviceable uniforms shall be provided free of cost to all employees who are required by Healthscope to wear uniforms.
 - 33.1.2 For staff members working in excess of 20 hours per week, a uniform shall be provided consisting of two (2) bottoms, three (3) tops and one jumper/vest.
 - 33.1.3 For staff members working less than 20 hours per week, a uniform shall be provided consisting of two (2) pair of bottoms and two (2) tops and one jumper/vest
 - 33.1.4 Casual staff shall be provided with one (1) bottom and one (1) top.
 - 33.1.5 If a skirt is not included as part of the corporate uniform, via negotiation with the DON and upon production of a receipt for purchase of a skirt the same colour as the corporate trousers, reimbursement will be made to the same value as the corporate trousers.
 - 33.1.6 Healthscope will replace any designated Healthscope uniform in a state of disrepair and provide new staff with a uniform.

- 33.1.7 Nursing Staff consultation will occur if uniform changes.
- 33.1.8 Uniforms will be replaced at the rate of one (1) bottom and one (1) top per annum.
- 33.1.9 Laundry Allowance will be paid to all employees except Operating Suite employees as follows:
 - 33.1.9.1 Rate Specified in Appendix B of Schedule 1 x number of hours worked, excluding periods of leave.

34. Staff Development

34.1 Study leave

- 34.1.1 Healthscope recognises the importance of study leave to enable nurses to maintain and update professional competencies.
- 34.1.2 Healthscope will provide internal professional development opportunities to all nurses to enhance their professional skills.
- 34.1.3 Each full time nurse will be entitled to up to four (4) hours paid study leave (pro rata for part time nurse) for twenty six (26) weeks per annum for post graduate study relevant to nursing.

34.2 Conference / Seminar Leave

- 34.2.1 Each full time nurse (pro rata, for part time nurse) is entitled up to the equivalent of four (4) days paid conference/seminar leave per annum.

34.3 The time and manner of taking any entitlement under this provision is to be mutually agreed between Healthscope and the employee and the course and means of dissemination of conference/seminar information is to be approved by hospital management. Should mutual agreement not be possible on repeated occasions this matter is to be referred to the Director of Nursing or their delegate for resolution.

34.4 Where a nurse is released for professional development leave that position will be backfilled unless it can be clearly demonstrated that such backfill is not required. The parties recognise that there will be periods and positions where backfill is not required.

34.5 Healthscope, by negotiation will meet all costs, including travel costs, accommodation costs, paid time to attend programs etc., reasonably incurred for attendance at approved professional development and training where directed by management to attend.

34.6 Healthscope shall sponsor a seminar annually to address changes to legislation covering, OH&S, Bullying & Harassment, leadership, performance management and other HR issues.

34.7 A nurse employed at Hobart Private Hospital who believes that they should, on the grounds of relevance, be entitled to paid leave and costs for professional/staff development leave but are refused payment, shall be entitled to apply to appeal the decision at the next monthly meeting of the Staff Development Committee which consists of the Director of Nursing (howsoever titled) and a Clinical Skills Facilitator from each area.

34.8 The Staff Development Committee shall meet as convened but within one (1) calendar month of an application for review being received. The Committee's decision shall be conveyed to the employee in writing within one (1) week of hearing the application.

- 34.9 A nurse employed at St Helen's Private Hospital who believes that she/he should, on the grounds of relevance, be entitled to paid leave and costs for professional/staff development leave but is refused such paid leave, shall be entitled to apply to an appeals panel comprising two (2) nurses in the specialty area and the Director of Nursing (howsoever titled).
- 34.10 The appeals panel shall meet as convened but within one (1) calendar month of an application being received for review. The panel's decision shall be conveyed to the employee in writing within one (1) week of hearing the application.

35. Salary Sacrifice

- 35.1 An employee covered by this Agreement may elect to sacrifice a proportion of their salary to a complying superannuation fund (as provided for in Clause 36 of this Agreement) subject to compliance of relevant legislation.
- 35.2 In the event that an employee utilises this clause, the rate of pay paid to the employee shall be the relevant agreement rate, less the amount sacrificed to the superannuation fund.
- 35.3 An employee may also agree to salary package his/her salary in accordance with the policy of Healthscope as varied from time to time.
- 35.4 Where an employee enters into a salary sacrifice arrangement with Healthscope the employee will indemnify Healthscope against any taxation liability arising from that arrangement.
- 35.5 Salary sacrifice arrangement is a voluntary decision to be made by the individual employee. The employee wishing to enter into a salary sacrifice arrangement will be required to sign a document which indicates that they have sought independent financial expert advice in relation to entering into such an arrangement and;
- 35.6 They understand that in the event that Fringe Benefits Tax (FBT) becomes payable on the items, the salary sacrifice arrangements shall lapse and future negotiations will occur between the employee and Healthscope to ensure the cost to Healthscope does not increase.
- 35.7 If the employee elects to continue with sacrificing, the cost of the payment of the FBT will be passed back to the employee;
- 35.8 That upon resignation or termination of employment Healthscope shall by deduction from final payments or upon demand be, reimbursed any amounts of over expenditure.
- 35.9 Any agreement made pursuant to this Clause is terminable by either party providing at least 14 days' notice of withdrawal from such agreement.
- 35.10 The cost of the administration of the salary packaging arrangement is as per Healthscope Limited Policy.
- 35.11 These arrangements are subject to the current legislation affecting salary packaging for Public Benevolent Institutions (PBI's) and may be negotiated accordingly. All existing entitlements such as superannuation, leave loading, penalties, overtime and Worker's Compensation payments etc., will be based on the pre-packaged salary.

36. Superannuation

- 36.1 The subject of superannuation is dealt with extensively by legislation including the *Superannuation Guarantee (Administration) Act 1992*, the *Superannuation Guarantee Charge Act 1992*, the *Superannuation Industry (Supervision) Act 1993* and the *Superannuation (Resolution of Complaints) Act*

1993. This legislation, as varied from time to time, governs the superannuation rights and obligations of the parties.

36.2 "The Fund" for the purpose of this Agreement shall mean:

36.2.1 HESTA established and governed by a trust deed as may be amended from time to time, and includes any superannuation scheme which may be made in succession thereto; or

36.2.2 The employee's nominated superannuation fund.

36.3 In addition to the Organisation's statutory contributions to the Fund an employee may make additional contribution from their salary, and on receiving written authorisation from the employee the Organisation must commence making contributions to the Fund in accordance with the *Superannuation Guarantee Charge Act 1992*.

36.4 Superannuation fund payments will be made in accordance with trust fund deeds and shall be made at a minimum on a monthly basis.

36.5 In the event that no fund is nominated by a new employee, superannuation contributions will be paid into HESTA on behalf of that employee.

37. Redeployment to Clinical Areas

The parties agree that nursing staff may be redeployed to other clinical areas within the hospital. Clinical competence of such staff will be taken into consideration when allocating patients however equity for all staff needs to be considered in all redeployment.

38. Enrolled Nurse

38.1 In recognition for Enrolled Nurses who have medication endorsement on their annual practising certificate recognised by the AHPRA shall be paid in accordance with Enrolled Nurse Medication Endorsed.

38.2 The rate of payment for an Enrolled Nurse Medication Endorsed shall be as detailed in Schedule 1, Appendix A of this Agreement.

38.3 Where an Enrolled Nurse is undertaking training for medication endorsement, Healthscope will ensure that that nurse has access to an AHPRA approved assessor and will cover the cost of access to such an assessor

39. Long Service Leave

39.1 All employees covered by the agreement will accrue long service leave at the rate of 8.66 weeks up to 10 years employment.

39.2 From the date the agreement is executed by all parties, after 10 years employment the employees will accrue long service leave at a rate of 1.3 weeks per year of employment. This will result in an accrual of 15.16 weeks long service leave after 15 years.

39.3 Employees will be able to access long service leave accrual after 10 years.

39.4 After leave has accrued they can access the leave in 2 week blocks. LSL to be taken no more than 6 months after it accrues, unless agreed otherwise.

39.5 Payment of such leave will be calculated on the basis of ordinary time earnings for the 12 month period preceding LSL, which will include shift allowances but not include overtime.

39.6 All other conditions for the taking of LSL will be prescribed by the *LSL Act 1976* (Tas).

40. Disciplinary Procedure

- 40.1 Where disciplinary action may be necessary, the management representative shall notify the employee of the issues in writing and the employee will be given an opportunity to respond to these issues. In the event that the employee's response is unsatisfactory, a first warning in writing may be issued. This warning will be recorded on the employee's personnel file.
- 40.2 If the problem continues, the employee will again be notified in writing of the matter and a response requested from the employee. If appropriate, a second warning in writing will be given to the employee and recorded on the employee's personnel file.
- 40.3 In the event that the problem continues, the employee will again be notified in writing of the matter and a response requested. If appropriate, a final written warning will be issued to the employee and recorded on the employee's personnel file.
- 40.4 In the event of the matter recurring, then the employee may be terminated after the matters have been investigated and reasons sought from the employee.
- 40.5 Summary dismissal of an employee may still occur for acts of 'serious misconduct' (as defined in Act).
- 40.6 During all steps in the Disciplinary Procedure, the employee has the right to representation of his or her choice.
- 40.7 Records relating to disciplinary procedures will be disregarded where a continuous period of 12 months elapses without further warning/so.

41. Redundancy

- 41.1 The parties agree that it is not desirable to lose the services of staff members through redundancy. It is the parties preferred option to seek redeployment and retraining opportunities within the organisation should the occasion arise.
- 41.2 Commitment to Consult.
 - 41.2.1 The parties to this Agreement recognise that redundancy, when it occurs, is both sensitive and traumatic and needs to be handled in a delicate manner.
 - 41.2.2 Where Healthscope believes that it may be necessary to make one or more positions within the enterprise redundant, Healthscope agrees to immediately notify the employees and if requested, their nominated representative(s) and to commence a process of ongoing consultation.
- 41.3 Voluntary Redundancy
 - 41.3.1 In the event that it is necessary for Healthscope to make a position(s) redundant, or voluntarily reduce or alter hours which causes a loss of employees income, Healthscope will, in the first instance, seek expressions of interest from all staff, in volunteering for a redundancy package.
 - 41.3.2 Provided that, Healthscope will only be required to seek such expressions of interest from staff employed at the same worksite and in the same classification as the position being made redundant.
 - 41.3.3 In assessing applications for voluntary redundancy, either as a result of a position(s) being redundant or through the reduction or alteration of a position(s) hours which causes a loss of

an employee's income, the parties acknowledge that Healthscope will take into account the skill and operational requirements of the enterprise.

41.4 Partial Redundancy

41.4.1 A partial redundancy payment which arises as a result in the reduction or alteration of a position(s) or hours shall be paid in line with the following formula:

41.4.2 Existing weekly rate at ordinary hours minus the new weekly rate at ordinary hours multiplied by 2 weeks for each year of service or part thereof to the maximum of 22 weeks' pay.

41.4.3 A Salary Maintenance payment which arises as a result in the reduction or alteration of classification shall be paid on a weekly basis in line with the following formula:

41.4.4 Existing weekly rate at ordinary hours minus the new weekly rate at ordinary hours paid according to the table in 41.6.

41.5 Notice Period

41.5.1 Healthscope undertakes to provide the maximum possible notice of the need to make a position(s) redundant. In all cases however, the minimum period of notice for employees subject to redundancy will be two (2) weeks.

41.6 Redundancy Payment

In the event of any redundancies being made necessary within Healthscope Limited Hospitals in Tasmania, Healthscope shall pay the following payment, to any employee made redundant, and based on ordinary pay.

Years of Service	Aged Less Than 45 Years			Aged 45 Years and Over		
	Notice Period	Redundancy	Total (Weeks' Paid)	Notice Period	Redundancy	Total (Weeks' Paid)
0 less than 1 year	3	0	3	4	0	4
1 less than 2 years	2	4	6	4	4	8
2 less than 3 years	3	6	9	4	6	10
3 less than 4 years	4	9	13	5	9	14
4 less than 5 years	4	12	16	5	12	17
5 less than 6 years	4	14	18	5	15	20
6 less than 7 years	4	15	19	5	18	23
7 less than 8 years	4	16	20	5	19	24
8 less than 9 years	4	17	21	5	20	25
9 years and over	4	18	22	5	21	26

41.7 Ordinary hours shall mean

The weekly base rate for the classification; and

- Any penalties or pre-payments normally applied; and
- Any all purpose work related allowances.

41.8 All staff who are made redundant shall be given assistance by Healthscope in seeking suitable alternative employment. Such staff will be granted time off with pay to seek alternative employment or to make arrangements for training or re-training.

41.9 Provided that in the case where Healthscope facilitates acceptable alternative employment for an employee, including the transfer of all entitlements, the provisions of this redundancy clause shall not apply.

41.10 Acceptable alternative employment will have been provided where the employee is transferred to:

41.10.1 a position which reflects the individual skills of that employee; and

41.10.2 a position which, as a minimum, provides the same financial and employment benefits (including security of employment) as the position which no longer exists.

42. Termination of Employment

Notice of termination by Healthscope

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

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

42.2 In addition to this notice, where the employee is over 45 years of age at the time of the giving of the notice with not less than two years continuous service, they will be entitled to an additional week's notice.

42.3 Payment in lieu of the notice will be made if the appropriate notice period is not required to be worked. Employment may be terminated by the Employee working part of the required period of notice and by Healthscope making payment for the remainder of the period of notice.

42.4 In calculating any payment in lieu of notice, the wages the employee would have received in respect of the ordinary time they would have worked during the period of notice had their employment not been terminated will be used.

42.5 The period of notice in this Clause shall not apply in the case of dismissal for serious misconduct, or in the case of casual employees or employees engaged for a specific period of time or for a specific task or tasks.

42.6 Notwithstanding the foregoing provisions, where the employee has been engaged as a trainee for a specific period of time, shall once the traineeship is completed and provided that the trainees' services are retained, have all service including the training period counted in determining entitlements. In the event that a trainee is terminated at the end of the traineeship and is re-engaged by Healthscope

within six months of such termination the period of traineeship shall be counted as service in determining any future termination.

Notice of termination by the employee

- 42.7 The notice of termination required to be given by the employee is the same as that required of Healthscope, save and except that there is no requirement on the employee to give additional notice based on the age of the employee concerned.
- 42.8 If the employee fails to give notice Healthscope has the right to withhold monies due to the employee to a maximum amount equal to the ordinary time rate of pay for the period of notice.

Instant dismissal

- 42.9 Instant dismissal is only permitted whereby 'serious misconduct' as defined by the Act has occurred.

43. Car Parking for Nurse Unit Managers

- 43.1 Car parking will be arranged and paid for by Healthscope for Nurse Unit Managers, but this is subject to availability. Casual parking will not be paid if permanent parking places are not available.

44. Workplace Representative Rights

- 44.1 The Company will continue to recognise the rights of employee representatives to represent their members. It will provide sufficient time off work and resources for them to do so. However it will not agree to paid leave for union delegate training. However workplace representatives may be granted leave without pay to attend union delegate training, although this will be subject to operational requirements and no expectation is given that this will automatically occur.

45. Compassionate Leave

- 45.1 All eligible full-time and part-time employees are entitled to compassionate leave.
- 45.2 "Compassionate leave" is provided to an employee when a member of the employee's immediate family or member of the employee's household:
- 45.2.1 has contracted or developed a personal illness, or sustained a personal injury, which poses a serious threat to his or her life; or
 - 45.2.2 dies; or
 - 45.2.3 a child is still born, where the child would have been a member of the employee's immediate family, or a member of the employee's household, if the child had been born alive; or
 - 45.2.4 the employee, or the employee's spouse or de facto partner, has a miscarriage.
- 45.3 The entitlement to Compassionate leave is as follows:
- 45.3.1 Employees (other than casual employees) are entitled to up to three days paid leave for each permissible occasion, as provided in clause 45.2. An employee's immediate family or member of the employee's household includes the employee's mother, father, partner, child, brother, sister, mother-in-law, father-in-law, stepmother, stepfather, grandfather, grandmother and grandchild. For the purpose of this clause the words "partner" may include a partner from whom the employee is separated (where a significant relationship can be established) and shall include a person who lives with the employee as a de facto partner.

- 45.3.2 The three days of paid leave may be taken as one period of consecutive days or as three separate days.
- 45.3.3 Provided that in the event that an employee is required to travel interstate during compassionate leave it is at the discretion of the General Manager that a further two days leave may be granted.
- 45.3.4 Further Healthscope may approve paid compassionate leave for other persons not mentioned above who have contracted or developed a personal illness, or sustained a personal injury, which poses a serious threat to his or her life, or dies, where it can be established that a significant relationship exists.
- 45.4 Casual employees will be entitled to take the same leave periods as detailed in sub clause (d) above as unpaid leave.
- 45.5 This sub-clause will not apply where the period of entitlement to leave coincides with any other period of entitlement to leave, including on a rostered day off.
- 45.6 An employee may take additional unpaid compassionate leave by agreement with Healthscope.
- 45.7 Proof of the death or serious illness, in the form of a medical certificate, death notice or other written evidence, must be provided by the employee to Healthscope if requested to do so.
- 45.8 In the event of the death of an employee's child or spouse, a mutually agreed amount of accrued personal/carers leave up to two weeks can be taken at the employee's request, without production of a medical certificate within the six months following the event. This will be at the discretion of Healthscope. This is in addition to normal agreement entitlements.

46. Community Services Leave

- 46.1 An employee who is a member of a recognised volunteer emergency service organisation and who is required to be engaged in a voluntary emergency management activity, is entitled to be absent from work for a reasonable period provided that such absence is appropriate in all the circumstances and approved by Healthscope.
- 46.2 An employee engages in a voluntary emergency management activity if, and only if:
 - 46.2.1 the employee engages in an activity that involves dealing with an emergency or natural disaster; and
 - 46.2.2 the employee engages in the activity on a voluntary basis (whether or not the employee directly or indirectly takes or agrees to take an honorarium, gratuity or similar payment wholly or partly for engaging in the activity); and
 - 46.2.3 the employee is a member of, or has a member-like association with, a recognised emergency management body; and
 - 46.2.4 either:
 - 46.2.4.1 the employee was requested by or on behalf of the body to engage in the activity; or
 - 46.2.4.2 no such request was made, but it would be reasonable to expect that, if the circumstances had permitted the making of such a request, it is likely that such a request would have been made.

46.3 The employee must provide reasonable notice of the employee's intention to participate in a community services emergency. Evidence supporting the employee's absence or continuing absence may be required by Healthscope at any time.

46.4 All leave of absence taken under this clause will be paid at an employee's ordinary rate of pay.

47. Jury Service

47.1 An employee required to attend for jury duty shall be reimbursed by Healthscope an amount equal to the difference between the amount the employee is able to claim from the court in respect of their attendance for such jury duty and the amount of wage they would have received in respect of the ordinary time they would have worked had they not been on jury duty.

47.2 An employee shall notify Healthscope as soon as practicable of the date upon which they are required to attend for jury duty, and shall provide Healthscope with proof of attendance, the duration of such attendance and the amount received in respect thereof.

47.3 If an employee is called for jury service they shall perform their normal duties with Healthscope during such times as they are not required to attend Court.

48. Ceremonial Leave

48.1 An employee who is legitimately required by Aboriginal or Torres Strait Islanders tradition to be absent from work for Aboriginal ceremonial purposes will be entitled to up to ten working days unpaid leave in any one year, with the approval of Healthscope.

49. Flexibility Clause

49.1 Healthscope and an employee covered by this enterprise agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the agreement if:

49.1.1 the agreement deals with 1 or more of the following matters:

49.1.1.1 arrangements about when work is performed;

49.1.1.2 overtime rates;

49.1.1.3 penalty rates;

49.1.1.4 allowances;

49.1.1.5 leave loading; and

49.1.2 is genuinely agreed to by Healthscope and employee.

49.2 Healthscope must ensure that the terms of the individual flexibility arrangement:

49.2.1 are about permitted matters under section 172 of the Act; and

49.2.2 are not unlawful terms under section 194 of the Act; and

49.2.3 result in the employee being better off overall than the employee would be if no arrangement was made.

49.3 Healthscope must ensure that the individual flexibility arrangement:

49.3.1 is in writing; and

49.3.2 includes the name of Healthscope and employee; and

49.3.3 is signed by Healthscope and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and

49.3.4 includes details of:

49.3.4.1 the terms of the enterprise agreement that will be varied by the arrangement; and

49.3.4.2 how the arrangement will vary the effect of the terms; and

49.3.4.3 how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement and states the day on which the arrangement commences.

49.4 Healthscope must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.

49.5 Healthscope or employee may terminate the individual flexibility arrangement:

49.5.1 by giving no more than 28 days written notice to the other party to the arrangement; or

49.5.2 if Healthscope and employee agree in writing - at any time.

50. Domestic Violence Leave

50.1 For the purpose of this clause, family violence is defined as violent or threatening behaviour (including physical, sexual, emotional, psychological or financial abuse) directed towards an employee by a member of the person's immediate family or household that causes the employee physical or psychological harm.

50.2 An employee experiencing family and domestic violence will have access to up to five (5) days per year of paid leave to attend legal proceedings, counselling, appointments with a medical or legal practitioner and relocation and safety activities directly associated with alleviating the effects of family and domestic violence. This leave entitlement is non-cumulative from year to year.

50.3 Upon exhaustion of the paid leave entitlement, an employee may request further periods of unpaid leave, for the same activities for which paid leave would be available.

50.4 To access paid and unpaid leave, where requested, the employee will provide Healthscope with evidence, to Healthscope's satisfaction, substantiating the purpose(s) of the leave and that the leave is related to alleviating the effects of family violence. In collecting evidence in support of a leave application, to protect privacy, it will be sufficient for Healthscope to source evidence establishing the definition of family violence. It will therefore generally be unnecessary to access significant detail related to the precise circumstances of the family violence.

50.5 Matters related to family violence can be sensitive matters and therefore, information collected by an employer associated with accessing leave will be managed in a sensitive manner. Employees encountering circumstances of family violence are also encouraged to discuss other ways where Healthscope may be able to assist them.

51. Relationship with Industrial Instruments and the National Employment Standards

51.1 This Agreement operates to the exclusion of all other enterprise agreements and awards, and replaces the *Healthscope – Tasmania – Nurses – Enterprise Agreement 2016-2020*.

51.2 Where a term of this Agreement is less beneficial than the National Employment Standards, then the National Employment Standards will apply to the extent that the term in this Agreement is less beneficial.

52. No further claims

52.1 This is a comprehensive Agreement in settlement of all enterprise bargaining claims and it is a term of this Agreement that extra claims will not be pursued prior to the nominal expiry date of the Agreement.

53. Signatories



Signature on behalf of Healthscope Operations Pty Ltd

Ian Grisold
State Manager Victoria / Tasmania

I declare I am authorised to sign this Agreement on behalf of Healthscope Operations Pty Ltd

Level 1, 312 St Kilda Road
Melbourne 3004

15 March 2022

Date

Donna Wilkes

Witness Signature

Signature on behalf of Australian Nursing & Midwifery Federation – Tasmanian Branch as a Bargaining Representative

Witness Signature

I declare that I am authorised to sign this Agreement on behalf of the named Bargaining Representative

Address

Date

53. Signatories

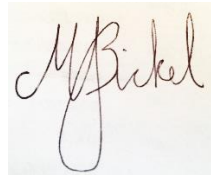
Signature on behalf of Healthscope Operations Pty Ltd

Witness Signature

I declare I am authorised to sign this Agreement on behalf of Healthscope Operations Pty Ltd

Level 1, 312 St Kilda Road
Melbourne 3004

Date



Signature on behalf of Australian Nursing & Midwifery Federation – Tasmanian Branch as a Bargaining Representative

Witness Signature

I declare that I am authorised to sign this Agreement on behalf of the named Bargaining Representative

Emily Shepherd

Branch Secretary

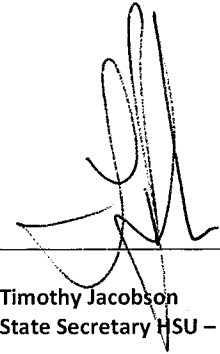
ANMF, Tasmanian Branch

Address

182 Macquarie Street, Hobart TAS 7000

Date 18 March 2022

53. Signatories



Timothy Jacobson
State Secretary HSU – Tasmania Branch

Signed on behalf of Health and Community Sector Union
Members as their Bargaining Representative

I declare that I am authorised to sign this Agreement on
behalf of the HSU – Tasmania Branch

11 Clare Street

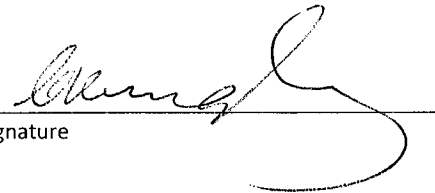
New Town

Tasmania 7008

Address

22 March 2022

Date



Witness Signature

Schedule 1 – Wages and Allowance Schedule

An employee appointed or promoted to a position within a classification or level prescribed by this Agreement shall be paid the salary rate determined for the relevant classification or level as per Appendix A - Wages Schedule.

Nurse Undertaking Post Graduate Training

Nurse or Enrolled Nurse up to and including the classification of Registered Nurse - Level 3 whilst undertaking post basic training shall be paid at his/her existing salary rate and shall retain his/her normal incremental progression whilst undergoing such training

Appendix A – Wages Schedule

General Classifications	Wage rate at time of lodgement of agreement	Wage rate FFPP* on or after 01/07/2021	Wage rate FFPP* on or after 01/01/2022	Wage rate FFPP* on or after 01/01/2023	Wage rate FFPP* on or after 01/01/2024
		2.00%	2.00%	2.25%	2.25%
	Per hour	Per hour	Per hour	Per hour	Per hour
Assistant in Nursing					
1st Year of Service	\$28.45	\$29.02	\$29.60	\$30.27	\$30.95
2nd Year of Service	\$29.40	\$29.99	\$30.59	\$31.28	\$31.98
3rd Year of Service	\$30.30	\$30.91	\$31.52	\$32.23	\$32.96
4th Year of Service	\$31.25	\$31.88	\$32.51	\$33.24	\$33.99
Enrolled Nurses					
1st Year of Service	\$30.95	\$31.57	\$32.21	\$32.93	\$33.67
2nd Year of Service	\$31.61	\$32.24	\$32.89	\$33.63	\$34.39
3rd Year of Service	\$32.27	\$32.91	\$33.57	\$34.33	\$35.10
4th Year of Service	\$32.92	\$33.58	\$34.25	\$35.02	\$35.81
5th Year of Service	\$33.58	\$34.25	\$34.94	\$35.72	\$36.53
EN Medication Endorsed					
1st Year of Service	\$34.07	\$34.75	\$35.45	\$36.25	\$37.06
2nd Year of Service	\$34.56	\$35.25	\$35.96	\$36.77	\$37.60
3rd Year of Service	\$35.04	\$35.74	\$36.46	\$37.28	\$38.11
Registered Nurses					
RN Level 1					
1st Year of Service	\$33.91	\$34.59	\$35.28	\$36.07	\$36.88
2nd Year of Service	\$35.55	\$36.26	\$36.98	\$37.82	\$38.67
3rd Year of Service	\$37.19	\$37.93	\$38.69	\$39.56	\$40.45
4th Year of Service	\$38.83	\$39.60	\$40.40	\$41.31	\$42.23
5th Year of Service	\$40.47	\$41.28	\$42.10	\$43.05	\$44.02
6th Year of Service	\$42.11	\$42.95	\$43.81	\$44.79	\$45.80
7th Year of Service	\$43.75	\$44.62	\$45.51	\$46.54	\$47.59
8th Year of Service	\$45.39	\$46.30	\$47.22	\$48.28	\$49.37
RN Level 2					
1st Year of Service	\$47.03	\$47.97	\$48.93	\$50.03	\$51.15
2nd Year of Service	\$48.12	\$49.08	\$50.06	\$51.19	\$52.34
3rd Year of Service	\$49.21	\$50.20	\$51.20	\$52.35	\$53.53
4th Year of Service	\$50.31	\$51.31	\$52.34	\$53.52	\$54.72
RN Level 3					
1st Year of Service	\$53.64	\$54.71	\$55.81	\$57.06	\$58.35
2nd Year of Service	\$54.90	\$56.00	\$57.12	\$58.40	\$59.72
3rd Year of Service	\$56.16	\$57.28	\$58.43	\$59.74	\$61.09

4th Year of Service	\$57.42	\$58.57	\$59.74	\$61.08	\$62.46
RN Level 3A	\$58.79	\$59.97	\$61.17	\$62.54	\$63.95
RN Level 3B	\$62.17	\$63.41	\$64.68	\$66.14	\$67.63
RN Level 4	\$63.85	\$65.13	\$66.43	\$67.93	\$69.46
RN Level 5					
St Helens	\$71.29	\$72.72	\$74.18	\$75.84	\$77.55
Hobart Private Hospital	\$76.69	\$78.23	\$79.79	\$81.59	\$83.42

Appendix B – Allowance Schedule

Allowances	Rate – Lodgement of Agreement	Rate FFPP* on or after 01/07/2021	Rate FFPP* on or after 01/01/2022	Rate FFPP* on or after 01/01/2023	Rate FFPP* on or after 01/01/2024
		2.00%	2.00%	2.25%	2.25%
CI 18.5 Overtime Meal Allowance	\$14.86	\$15.16	\$15.46	\$15.81	\$16.16
CI 18.5.1 Overtime Meal Allowance	\$13.38	\$13.65	\$13.92	\$14.23	\$14.56
CI 18.6 Overtime Meal Allowance					
Lunch or evening meal					
Two or three courses	\$6.08	\$6.21	\$6.33	\$6.47	\$6.62
Single hot or cold main course	\$4.84	\$4.93	\$5.03	\$5.15	\$5.26
Single (other course i.e. soup or sweet)	\$4.43	\$4.52	\$4.61	\$4.72	\$4.82
All breakfasts	\$4.43	\$4.52	\$4.61	\$4.72	\$4.82
CI 28.6 Meal Allowances					
Breakfast	\$10.02	\$10.22	\$10.43	\$10.66	\$10.90
Lunch (or midday meal)	\$11.06	\$11.28	\$11.51	\$11.77	\$12.03
Dinner (or evening meal)	\$19.49	\$19.88	\$20.28	\$20.73	\$21.20
Meal provided by employee	\$3.11	\$3.17	\$3.23	\$3.30	\$3.38
CI 28 - In-charge Allowance (RN Level 1)	\$41.48	\$42.31	\$43.16	\$44.13	\$45.12
CI 31 - Nominated Person Allowance - St Helens Campus	\$27.66	\$28.22	\$28.78	\$29.43	\$30.09
CI 32 - Lead Apron	\$3.36	\$3.43	\$3.50	\$3.57	\$3.65
CI 33 - Laundry Allowance	\$0.04	\$0.04	\$0.04	\$0.04	\$0.05
CI 21.4 Remote Call					
On-call weekday	\$5.53	\$5.64	\$5.75	\$5.88	\$6.02
On-call weekend	\$6.92	\$7.06	\$7.20	\$7.36	\$7.53

Schedule 2 – Principles of Nursing Workload Management

Healthscope Commitment

Healthscope is committed to ensuring that nursing workload is managed in a safe, collaborative and consultative way, to ensure that workloads are not unreasonable for our employees and to deliver high quality patient care.

The following principles and processes are to be used as guidelines in staffing each unit/area in order to ensure efficient use of resources.

1. Prevention of sustained unreasonable workload

It is the intent of the parties that workload issues will be dealt with as close to the source as possible. The parties agree that the acuity of patients on any ward or unit requires assessment on a shift by shift basis; this assessment is carried out by the Nurse Unit Manager (NUM) or After Hours Coordinator (AHC) on shift. If the acuity of patients on the ward or unit requires extra nursing hours, as assessed by the Nurse Unit manager, all endeavours to provide the required hours will be made.

Where an employee or group of employees feels workloads are unreasonably heavy, they have the responsibility to discuss their concerns with their Nursing Unit Manager (NUM) or After Hours Coordinator who will investigate the matter and will seek to resolve the issue during the shift in which the issue is raised.

If the NUM or After Hours Coordinator is unable to resolve the workload issue, the issue is to be referred to the Director of Nursing (DON). The DON will use their best endeavours to seek to resolve the issue within 48 hours and the relevant nurse will be advised of this action.

Where an employee's or group of employees' request for additional staff on a shift has been denied and employees are not satisfied with the DON's reasons for the decision, such matters may be referred to the WCC.

The employee and Healthscope may be represented by any nominated representative at any time, including by a union representative.

Management will include workload issues in operational staff meetings at ward and/or unit level and employees will be encouraged to raise issues of concern regarding workloads at such meetings. Management accepts and commits to consider and respond to all concerns about workloads raised at such meetings.

2. Duty to allocate and roster nurses in accordance with the principles of workload management

The parties agree that existing flexibility and appropriate skill mix in respect of staffing will be maintained. The current practice of staffing based on collaboration between Nursing Administration and ward/unit management will continue on a shift basis, taking into account both occupancy and patient acuity.

The following principles will be considered for rostering outcomes to meet estimated workloads:

- Work Hours per Patient Day (WHPPD) shall be agreed for each unit with the NUM and shall be identified as;
 - nursing hours which demonstrate NUM & Educator hours
 - non-nursing hours which demonstrates ancillary staff hours
- Clinical assessment of patient acuity and needs;
- The demands of the environment such as ward layout;
- Statutory obligations including workplace safety and health legislation;
- Reasonable workloads;
- Access to meal and rest breaks;
- Completion of mandatory e-learning modules;
- Appropriate skill mix and specialisation;
- National standards will be implemented for specialty practice settings; and
- The requirements of nurse regulatory legislation and professional standards, such as:
 - Nursing and Midwifery Board (AHPRA) Professional Standards of Practice; and
 - Australian College of Perioperative Nurses (ACORN) – Staffing for Safety.

3. Rostering

Each ward shall have a 25% Level 2 Registered Nurse ratio FTE as far as is practically possible.

(i) Provided that positions at Level 3 and above shall not be taken into account for the purpose of the calculation.

(ii) Level 2 Nurses/Shift Co-ordinators will be provided with Management day/s to complete portfolios and to undertake additional requirements of the role and that the actual day/s taken will be negotiated with the relevant NUM within the constraints of the roster.

(iii) In the absence of provision of Management day/s as agreed the nurse may be unable to complete all requirements of the portfolio or other requirements of the role. Inability to complete due to failure of provision of paid management day/s will not be regarded as a failure to perform the role as an RN L2/Shift Co-ordinator.

a. No more than one Level 2 Nurse shall be rostered on each weekend shift subject to unit needs and at the discretion of the NUM.

b. Final ratification and publication of the completed roster is the responsibility of the NUM.

c. All roster changes after the roster is ratified, shall be in accordance with the following:

- All changes must be approved on the authorised form, including e-forms.
- Skill mix is maintained as per the ratified roster.
- The NUM must authorise all changes; in the absence Level 3A Coordinator may authorise a change.

(iv) Staff able to work extra shifts should notify the NUM.

(v) NUM or designated in-charge nurse to have no regular patient load.

(vi) No more than six consecutive days to be rostered unless by mutual agreement.

(vii) Individual night shifts not to be interspersed between afternoon and day shifts unless mutually agreed.

d. Healthscope will establish a pool of Assistants in Nursing (AINs) in accordance with the following principles:

(i) AINs may be allocated across all departments and shifts as determined by the DON or their delegate to alleviate workload;

(ii) AINs will be allocated to areas of high workload; and

(iii) AINs will only be engaged to perform duties within the scope of their classification, as described in clause 14.2.

4. Filling Operational Vacancies and Absences

(i) All rostered and unplanned leave will be replaced with a nurse/midwife of at least the same classification (for example, RN for RN, EN for EN) wherever reasonably practicable.

(ii) Where it is not practicable to backfill with the same classification, the NUM or After Hours Coordinator will consider a range of options including:

(1) Deployment of appropriately skilled nurses/midwives from other wards/units;

(2) Additional hours for part-time staff;

(3) Engagement of casual or agency nursing/midwifery staff;

(4) Overtime, where reasonable.

(5) Prioritisation of nursing activities on the ward/unit;

(6) Reallocation of patients;

(7) Limit or delay patient admissions to the ward/unit; and

(8) Engagement of additional AINs, in the short term, to assist nurses and midwives by performing AIN duties.

(iii) All nursing and midwifery vacancies will be advertised as a matter of urgency.

(iv) In circumstances where unfilled absences are brought to the attention of the Workload Consultative Committee (WCC), Healthscope will provide the information necessary for the WCC to understand reasons for the decisions not to backfill and any corresponding trends.

5. Process for NUM/AHC to adjust staffing

(i) This process is designed to deal with situations where a NUM or After Hours Coordinator considers staffing to be less than optimal to meet the care needs of every patient. This may be

as a consequence of a range of factors, including unscheduled admissions, increasing patient acuity or unplanned leave absences.

- (ii) When the NUM or After Hours Coordinator (or nurse/midwife delegate with responsibility for the ward/unit) considers additional nursing hours should be provided in order to meet clinical needs, they may approve the additional nursing hours and will inform their immediate supervisor. Where required GM and DON will be consulted.

Workload Consultative Committee

Healthscope will establish a Workload Consultative Committee (WCC) for the purposes to provide an opportunity for discussions on workload and to provide a forum to share information and to consult on workload issues between Healthscope, its employees and their unions.

Workload relates to:

- the demands on our employees during their shift;
- workforce mix (including utilisation of AINs) and the skills and experience required;
- workload, rostering and culture that impacts the ability of our employees to take breaks and leave; and
- the ability to have proper rest and recuperation between periods of work.

The WCC is not a forum for industrial disputes that are unrelated to workload or to work health and safety matters.

Terms of Reference

The WCC specific Terms of Reference are to:

- review, discuss and to seek to resolve workload issues as and when they arise;
- monitor the workload processes in the context of overall workload for employees and high quality patient care;
- research, review and promulgate workload management best practice;
- advise on the development of workload management strategies; and
- discuss and consider the impact of the introduction of new technologies as they impact workload.

In meeting and considering the issues of workload, the WCC will consider periods of heavy workload demand and also options for managing workload where there is low patient activity or patient acuity.

To do this, the WCC may seek input from other employers or other industries and may seek guidance from Healthscope's Chief Nursing Officer where necessary.

In order to enable informed discussion, Healthscope will provide necessary information to the WCC. This may include information about hospital occupancy, any information utilised by Healthscope in determining labour requirements and associated vacancies. However, as some of this information will be confidential and commercially sensitive, this information can only be provided where the participants in the WCC (including any union representative) have signed a non-disclosure agreement and committed to

ensuring strict confidentiality prior to Healthscope providing such information. Commercially sensitive information will not be recorded in meeting Minutes.

The information provided by Healthscope will be used by the WCC, in conjunction with employee reports of ongoing workloads, to assess the adequacy of current baseline staffing on all wards and units and to assess how changes to acuity on wards and units impacts nursing workloads.

Membership of the WCC

Membership of the WCC will comprise the following representation:

- three from Healthscope;
- three from HACSU; and
- three from ANMF.

Committee representatives may nominate additional persons to attend a WCC meeting for the purposes of discussing a particular issue that is before the WCC.

Employee representatives will be paid single time at their ordinary hourly rate for attendance at the WCC, including where that attendance is via teleconference and videoconference. Overtime and other payments will not be paid to attendees, however rest will be considered for shift workers and relief from night duty or afternoon duty will not be unreasonably refused to enable attendance without financial detriment to the WCC member. Employees are required to notify their manager of the date for the next WCC meeting as soon as practicable following each WCC meeting to allow for appropriate rostering.

Chairperson

The chairperson will be a rotating appointment alternating between Healthscope, HACSU and the ANMF.

Minutes and secretarial/administrative support

Healthscope will provide secretarial/administrative support for the purpose of scheduling meetings, circulating agendas and minutes. The secretary is responsible for drafting minutes at each meeting which will be circulated via email to all members of the WCC and be approved by the Chair. The Minutes will be placed on staff noticeboards. Minutes will be stored in a restricted access folder by Healthscope. Minutes are to be included in the agenda paper for the next meeting.

Meeting cadence

Meetings will be held monthly for the first six months after commencement of this Agreement. After such time, the WCC will determine the frequency of meetings, which will be no less than quarterly.

Submissions to the WCC

The WCC may receive submissions from employees, unions and management. Employees may make submissions to the WCC either as individuals or as a group.

Submissions must be sent to the WCC Secretary for inclusion on the agenda at least one week prior to the WCC meeting. The Secretary will circulate the agenda to WCC members one week prior to the WCC meeting. Late submissions will be accepted on a case by case basis with priority given to urgent matters.

The WCC will acknowledge receipt, inform the party of the date of the meeting to address the issue and shall endeavour to process issues expeditiously and to provide feedback as soon as possible.

The confidentiality of employees who make submissions to the WMC shall be respected.

In the event that the WCC cannot resolve an issue, any party may refer the matter to Fair Work Commission in accordance with clause 8.2 of the Agreement for resolution by conciliation and if necessary, arbitration.

Grievance Procedure

Notwithstanding the role of the WCC to consider and resolve workload issues, an employee may raise a grievance in relation to workload matters rather than making a submission to the WCC. A grievance in relation to workloads shall in the first instance be raised with the appropriate manager. If the matter remains unresolved then, the dispute resolution process detailed in clause 8 will be followed. The internal stages of the grievance will be concluded within 10 working days where practicable.

Should any nurse in any one ward or unit feel the workloads are unreasonably heavy, on a regular basis, they have a responsibility to document their concerns to their NUM. The NUM will investigate any issue that is raised within two business days where reasonably practicable and provide a response to the issues. It is the intent of the parties that the issue be initially dealt with as close to the source as possible, with graduated steps for further discussion and resolution at higher authority levels where necessary.

The grounds for a grievance may include but not be limited to:

- (i) Unreasonable or excessive patient care or nursing duties is required of a nurse other than occasionally and infrequently;
- (ii) To perform nursing duty to a professional standard, a nurse is effectively obliged to work unpaid overtime on a regularly recurring basis;
- (iii) A reasonable complaint to the appropriate manager about capacity to observe mandatory patient care standards has not been responded to and acted upon within a reasonable timeframe;
- (iv) A particular nurse or group of nurses is being consistently placed under an unreasonable or unfair burden or lack of adequate professional guidance because of the workload or the staffing skill mix of the team;
- (v) The workload denies any reasonable access to professional development.

Training and Education

Healthscope will provide training and education to assist in understanding the application of the rostering principles.