

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA04/199

TITLE: Mayne Health Diagnostic Imaging Nurses' Agreement 2004

I.R.C. NO: IRC4/3394

DATE APPROVED/COMMENCEMENT: 29 June 2004

TERM: 18 Months

**NEW AGREEMENT OR
VARIATION:** Replaces EA02/364

GAZETTAL REFERENCE: 30 July 2004

DATE TERMINATED:

NUMBER OF PAGES: 13

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees of Mayne Group Limited t/a Mayne Health Diagnostic Imaging located at 60 Waterloo Road, North Ryde NSW 2113 engaged in the classifications of Registered or Enrolled Nurse who fall within the coverage of the Private Hospital Industry Nurses' (State) Award

PARTIES: Mayne Health Diagnostic Imaging -&- the New South Wales Nurses' Association

MAYNE HEALTH DIAGNOSTIC IMAGING NURSES' ENTERPRISE AGREEMENT 2004

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1. Agreement Title

This Agreement shall be known and referred to as the Mayne Health Diagnostic Imaging Nurses' Enterprise Agreement 2004 ("the agreement").

2. Parties to the Agreement

This agreement will be binding on -

- (i) Mayne Group Ltd. (ABN 56 004 073 410), trading as Mayne Health Diagnostic Imaging ("the employer");
- (ii) New South Wales Nurses' Association of 43 Australia Street, Camperdown, Sydney, New South Wales, 2050 ("the Association"); and
- (iii) all nursing staff employed by the employer at Mayne Health Diagnostic Imaging practices in New South Wales ("the employees").

3. Duration

- (i) The agreement will take effect on and from the date of its approval by the Industrial Relations Commission of New South Wales and will remain in force until 31 December 2005.
- (ii) Negotiations on terms and conditions of employment contained within the agreement will commence no earlier than 3 months before the termination date of the agreement.

4. Relationship With Award

- (I) the Agreement Must be Read and Interpreted in Conjunction With the Private Hospital Industry Nurses' (State) Award.
- (ii) Except as provided for in the agreement, the provisions of the award will continue to apply to nurses employed by the employer.
- (iii) Should there be any inconsistency between any term of the agreement and the award then the terms of the agreement will prevail.

5. Definitions

"Act" means the *New South Wales Industrial Relations Act 1996*.

"Association" means the New South Wales Nurses' Association.

"Award" means the Private Hospital Industry Nurses' (State) Award.

"Employer" means Mayne Group Ltd. (ABN 56 004 073 410), trading as Mayne Health Diagnostic Imaging.

"Enrolled Nurse - Special Grade" means an enrolled nurse, with an Advanced Certificate qualification and a minimum of three years full time equivalent post enrolment experience, including experience in the relevant clinical area. Such a nurse is appointed to a position established by the employer which satisfies the criteria as agreed between the Association and the employer from time to time.

Any enrolled nurse who has completed the approved employer venepuncture course shall be employed as Enrolled Nurse - Special Grade and be paid the rates applicable to this classification.

"Clinical Nurse Specialist" means a registered nurse with relevant post-basic qualifications and 12 months' experience working in the clinical area of his/her specified post-basic qualification, or a minimum of four years' post-basic registration experience, including three years' experience in the relevant specialist field and who satisfies the local criteria.

"Nursing Unit Manager" means a registered nurse in charge of a practice and whose responsibilities include:

- (a) 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.

- (b) Practice Management

Implementation of practice 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.

- (c) 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.

"NSWIRC" means the New South Wales Industrial Relations Commission.

"Practice" means any premises that Mayne Diagnostic Imaging is conducting business.

6. Salaries

The minimum salaries per week shall be as set out in Table 1: Monetary Rates - Salaries.

7. Expenses and Allowances

- (i) A registered nurse in charge of a shift during the day, evening or night in the absence of the Nursing Unit manager shall be paid, in addition to his/her appropriate salary whilst so in charge the sum set out in Item 1 of Table 2 of this agreement, per shift.
- (ii) An employee required by the employer to be on call otherwise than as provided for in subclause (iii) shall be paid the sum set out in Item 2 of Table 2 for each period of 24 hours or part thereof provided that only one allowance shall be payable in any period of 24 hours.
- (iii) An employee required to be on call on rostered days off or on a day preceding rostered days off shall be paid the sum set out in Item 3 of Table 2 for each period of 24 hours or part thereof provided that only one allowance shall be payable in any period of 24 hours.
- (iv) An employee who is directed to remain on call during a meal break shall be paid the sum as set out in Item 4 of Table 2. If the employee is recalled to duty during such meal break, they shall also be paid at overtime rates for the total period of the meal break.
- (v) An employee required to wear a lead apron shall be paid an allowance of the sum as set out in Item 5 of Table 2 for each hour or part thereof that they are required to wear the said apron.
- (vi) In lieu of supplying shoes to an employee, the employer shall pay the said employee the sum set out in Item 6 of Table 2 per week.
- (vii) In lieu of supplying stockings to a female employee the employer shall pay the said employee the sum as set out in Item 7 of Table 2 per week.
- (viii) In lieu of supplying socks to an employee the employer shall pay the said employee the sum as set out in Item 8 of Table 2 per week.
- (ix) The allowances referred to in subclauses (vi), (vii) and (viii) are payable during any period of paid leave.
- (x) If the uniforms of an employee are not laundered at the expense of the employer an allowance of the sum set out in Item 9 of Table 2 shall be paid to the said employee; provided that the payment of such laundry allowance shall not be made to any employee on absences exceeding one week.
- (xi) An employee who is authorised by his/her employer to use their own vehicle for the performance of his/her duties shall be paid the appropriate car allowance for the horsepower of the car he/she provides as set out in Item 10 of Table 2.
- (xii) Where the private vehicle is used in accordance with subclause (xi) above and is subsequently damaged whilst on official business, the employer upon application by the employee shall reimburse the employee for any excess insurance charges prescribed by the insurers.

- (xiii) Subclauses (xiv), (xv), (xvi) and (xvii) of this clause shall apply to employees who arrive at a practice and are asked to attend another practice.
- (xiv) The employee shall be paid their ordinary rate of pay (including shift penalties) from their starting time to finishing time including travel time.
- (xv) Where the employee is required to travel on public transport, all travelling costs shall be reimbursed by the employer.
- (xvi) Employees will be paid at their hourly rate of pay to travel to and from meetings that have been scheduled during working hours.
- (xvii) Where the employees is required to travel to and from meetings that have been scheduled outside working hours and such meetings are compulsory, the overtime provisions in accordance with Clause 19, Overtime of the Award shall apply.
- (xviii) An employee recall to work overtime after leaving the employer's premises and who is required to work for more than four hours shall be allowed twenty minutes for the partaking of a meal and a further twenty minutes after each subsequent four hours overtime; all such time shall be counted as time worked. The meals shall be allowed to the employee free of charge. Where the practice is unable to provide such meals, an allowance as set out in Item 11 of Table 2 shall be paid.

8. Compassionate Leave

- (i) An employee on production of satisfactory evidence or statutory declaration to the employer shall on the death or serious/life threatening illness of an immediate family member (spouse, de facto spouse, de facto same sex partner, parent, child, grandparent or sibling) be granted 3 days leave on full pay in any one year of service.
- (ii) In extenuating circumstances, the employer may agree to allow the employee to access sick leave to extend the period of compassionate leave.

9. Sick/Carer Leave

Permanent employees shall be entitled to 10 days sick leave for each year of service or pro rata based on the number of hours worked. Sick leave is cumulative.

The employer may require a medical certificate for absences in excess of 2 consecutive days or if sick leave is taken immediately before or after a public holiday or a weekend, or if an employee has an unsatisfactory attendance record.

If the employer believes the employee is unable to stay at work due to illness they will be directed to seek medical advice at the employer's expense.

If a new employee takes sick leave in the first three months then this will be unpaid. If, at the expiration of 12 months service the employee has a balance of sick leave, such unpaid absences in the first three months will be paid (upon application by the employee).

An employee with responsibilities in relation to dependent members of their immediate family or household will be entitled to use accrued sick leave to provide care and support for such persons when they are ill.

An immediate family member is deemed to include; spouse, de facto spouse, de facto same sex partner, parent, child, grandparent or sibling.

The employee shall, if required by the employer, provide a medical certificate or statutory declaration to verify the illness of the person concerned.

10. Leave Without Pay

- (i) Leave without pay can be granted to the employee in special circumstances subject to mutual consent of their immediate supervisor and Regional Manager.
- (ii) During any period of unpaid leave, the accrual of entitlements will be suspended until resumption of normal duties.
- (iii) If there is annual leave owing this must be taken first.

11. Annual Leave Loading

- (i) An annual leave loading of twenty per cent (20%) is payable upon and in addition to the employee's ordinary weekly rate prescribed by this agreement for the classification in which the employee was employed immediately before commencing annual leave.
- (ii) No loading is payable to an employee who takes an annual holiday wholly or partly in advance, provided that if the employment of such an employee continues until the day when they would have become entitled under the act to an annual holiday, the loading is then paid in respect of the period of such holiday.

12. Parental Leave

Where this clause is silent the provisions of the Act will apply.

For the purposes of this clause, maternity leave, paternity/partner leave and adoption leave are collectively referred to as parental leave.

(A) Parental Leave entitlements are as follows:

- (i) To be eligible for paid parental leave the employee must have completed at least 40 weeks continuous service immediately preceding the date upon which the employee commences such leave.
- (ii) Paid Maternity leave- an employee is entitled to 6 weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to 6 weeks prior to the expected date of birth. It is not compulsory for an employee to take this period off work.
- (iii) An employee and their spouse/de facto partner are entitled to take up to 52 weeks parental leave (paid and unpaid) in total.
- (iv) Employees may take annual leave or long service leave that is due them at the same time as parental leave provided that the total absence from work does not exceed 52 weeks. By mutual agreement the employees may take sick leave or other paid leave during parental leave.
- (v) Employees may take annual leave or long service leave that is due them at the same time as parental leave provided that the total absence from work does not exceed 52 weeks. Upon written request by the employee and with the agreement of the employer, employees may take sick leave or other paid leave during parental leave.
- (v) Continuity of employment is not broken by parental leave, but entitlements do not accrue during this period nor does it count as part of your total period of service with the employer.

B. Return to work

- (i) Employees must provide 4 weeks written notice of their intention to return to work before the end of the parental leave.

- (ii) When an employee returns from parental leave they are entitled to return to their previous position.
- (iii) Where the position no longer exists, the employee is entitled to a position of equal status and remuneration to that of his/her former position.

C. Shortening or extending parental leave

- (i) Subject to the 52 week maximum parental leave may be shortened or extended by giving the employer one month's notice in writing advising the period of reduction/extension of leave.
- (ii) Employees may shorten/extend parental leave once only by right or with the employer's agreement for additional changes.

D. Paid Parental Leave

- (i) A total of six (6) weeks paid maternity leave and adoption leave (for female employees) will be provided to eligible employees.
- (ii) Paid Maternity Leave may be paid :

on a normal fortnightly basis

in advance in a lump sum

at a rate of half pay over a period of twelve weeks on a regular fortnightly basis.
- (iii) One (1) weeks paid leave will be provided to fathers/partners. Employees who are adopting and are to be the primary care giver are also entitled to one weeks paid leave. This will be paid at the time the leave is taken.
- (iv) Annual and/or long service leave credits can be combined with periods of parental leave on half pay to enable an employee to remain on full pay for that period.

E. Maternity Leave

- (i) Maternity Leave is for employees who become pregnant. Six weeks' paid leave and up to an additional 46 weeks of unpaid leave is provided with a minimum of 6 weeks to be taken after the child's birth.
- (ii) Employees are requested to provide notice as far as possible in advance of the expected date of commencement of maternity leave. The notice requirements include:
 - (a) At least 10 weeks before the expected date of confinement an employee must provide written notice of their intention to take maternity leave and provide a certificate from a registered medical practitioner stating the expected date of confinement.
 - (b) Written application for maternity leave must be submitted 4 weeks before the first day of intended maternity leave.

At the same time a statutory declaration must be provided stating the amount of paternity leave being taken by the employees spouse/de facto partner.
 - (c) For the period of maternity leave the employee will not engage in other employment or any conduct inconsistent with their contract of employment.

(iii) Transfer to safe duties

Where a registered medical practitioner considers it inadvisable for an employee to continue their present job due to illness or risks arising out of the pregnancy or hazards connected with work then:

- (a) Such an employee must transfer to safe duties, if they can be found. When working safe duties, the minimum rate of pay and conditions of that particular job will apply; or
- (b) If safe duties are not practicable or available the employee must take leave for whatever period the medical practitioner certifies as necessary. The employer will treat this leave as maternity leave.

(iv) Cancellation of Maternity Leave

If pregnancy terminates due to miscarriage prior to maternity leave commencing then the employer will cancel maternity leave.

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

If this happens after maternity leave has commenced the employee can notify the employer of their intention to return to work in writing.

The employer will nominate a starting date that will be no later than 4 weeks after the employee notified of their intention to return to work.

(v) Special Maternity Leave and Sick Leave

If pregnancy ends after 28 or more weeks other than by the birth of a living child the employee is entitled to special maternity leave which is certified as necessary by a registered medical practitioner.

Alternatively, for illness other than the normal consequences of birth an employee is entitled to take accrued sick leave (either in addition to special maternity leave or instead of it). A medical certificate will be required.

If an employee is sick as a result of the pregnancy, accrued sick leave may be taken and further unpaid leave if required. A medical certificate will be required. The total of all periods of leave must not be more than the total amount of maternity leave available to the employee.

E. Paternity/Partner Leave

(i) A male employee or same sex de-facto partner shall be entitled to one or two periods of paternity/partner leave, in the following circumstances:

- (a) An unbroken period of up to one week's paid leave at the time of confinement of their spouse/de facto partner.
- (b) A further period of up to 51 weeks unpaid leave in order to be the primary care-giver, provided that this leave does not extend past the child's first birthday.

The entitlement shall be reduced by any period of maternity leave taken by the employee's spouse/de facto partner and shall not be taken concurrently with that maternity leave.

(ii) An employee will provide to the employer 10 weeks written notice of any period of paternity/partner leave with:

- (a) A certificate from a registered medical practitioner which names their partner, states that she is pregnant and the expected date of confinement, or states the date on which the birth took place; and
- (b) Written notification of the dates on which they propose to start and finish the period of paternity/partner leave.
- (iii) For the period of paternity/partner leave the employee will not engage in other employment or any conduct inconsistent with their contract of employment.
- (iv) Paternity/partner leave will be cancelled if the pregnancy ends other than by the birth of a living child.

F. Adoption Leave

- (i) An employee who is in the process of adopting or who has recently adopted a young child is eligible for 6 weeks paid leave and a up to a further 51 weeks unpaid adoption leave if the employee is to be the child's primary care giver.
- (ii) The employee will notify the employer at least 10 weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the employee, the adoption of a child takes place earlier.
- (iii) The employer will require the employee to provide confirmation from the appropriate government authority of the adoption.
- (iv) For the period of their adoption leave the employee will not engage in other employment or any conduct inconsistent with their contract of employment
- (v) Where the placement of a child for adoption with an employee does not proceed or continue, the employee is required to notify the employer immediately. The employer will cancel the leave if it has not yet started. If leave has commenced the employee must give notice of intention to return to work. The employer will nominate a starting date that will be no later than 4 weeks after the employee notified of their intention to return to work.
- (vi) Two days unpaid leave is available to you where an employee is required to attend compulsory interviews or examinations as part of the adoption procedure.
- (vii) Where paid leave is available, the employer has the option of paying you out of this leave.

G. Part-Time Work Provisions

- (i) By agreement with the employer an employee returning from parental leave may return on a part time basis. This may be agreed to on a temporary (up to a maximum of two years) or a permanent basis.
- (ii) If an employee is pregnant they may work part time by agreement where it is necessary or desirable because of the pregnancy.
- (iii) Agreement to part time work will be in writing specifying the hours, days and commencement times. The written agreement should also specify the classification applying to the work and the duration of the part time work. The agreement may be varied with mutual consent and any variations will be confirmed in writing.
- (iv) When an employee's temporary part time contract expires they will be entitled to return to the position they held before taking parental leave or a position of equal status and pay.

13. Professional Development and Study Leave

- (i) Leave for Professional Development and study applies to external courses offered by educational institutions or registered training organisations, conferences, seminars and short courses. Leave of this nature is provided to assist employees to access learning and development opportunities so that the employer has an appropriately trained workforce to meet its service delivery needs.
- (ii) Leave is not required for in-house courses or activities and any mandatory training and education that are undertaken by employees on a routine basis, and at which employees are considered to be on-duty. The employee whether on duty or off duty shall be paid at the employee's ordinary rate of pay.
- (iii) Access to professional development and study leave will be approved on a case by case basis by the General Manager. Documentation will be necessary for approval. Approval will be subject to application and if relevant to the practice and the individual needs of the employee.
- (iv) The yearly performance appraisal shall identify professional development and training needs of the individual.
- (v) Leave approved for the purposes of learning activities is to be paid on the basis of the employee's ordinary rate of pay in accordance with this agreement excluding penalty rates or overtime.
- (vi) Employees should plan for this leave as far in advance as possible and provide a minimum of one (1) month's notice.

14. Consultative Committee

- (i) A Consultative Committee will be established across Mayne Health Diagnostic Imaging practices in New South Wales which will comprise both employee elected representatives and management representatives.
- (ii) Of the employee elected representatives, one will be a Registered Nurse.
- (iii) The committee's purpose will be to consult on matters affecting the improvement of efficiency, productivity and conditions of employment.

15. Uniforms

Uniforms will be supplied by the employer and these uniforms are to be worn by all employees. Uniforms must be worn on duty excluding on call/call back. Each uniform comprises two pieces and does not include shoes or stockings. Other allowances will therefore remain unaffected with respect to stockings, shoes and socks.

The yearly allocation after probation is:

First year of service	
Employees working	Allocation
1 - 2 days	1.5 uniforms
3 - 4 days	3 uniforms
5 days or more	4 uniforms
Subsequent years of service	
Employees working	Allocation
1 - 2 days	1.5 uniforms
3 - 4 days	2 uniforms
5 days or more	3 uniforms

Upon termination, uniforms must be returned to the employer as they remain the property of the Employer.

16. NSWNA Workplace Representatives and Trade Union Leave

A. NSWNA Workplace Representatives

- (i) The Employer shall recognise NSWNA workplace representatives and undertakes to permit such representatives to perform their role without discrimination and victimisation in their employment.
- (ii) The NSWNA workplace representatives shall be allowed to approach or be approached by a member of the Association to discuss any matter related to the member's employment, at any time during working hours without disruption to normal business activities. The NSWNA workplace representative/s shall also be granted reasonable time during working hours to:
 - a) consult with union members and with officials of the Association;
 - b) represent the interests of Association members to the employer; and
 - c) participate in the affairs of the Association.
- (iii) The employer will consult with the NSWNA workplace representatives prior to introducing change which will, or which is likely to, impact on nursing employment levels, employee duties or other employment-related issues.
- (iv) The employer will allow access to telephone, facsimile, post, photocopying, internet and e-mail facilities for the purpose of carrying out work as a NSWNA representative and consulting with workplace colleagues and the Association without disruption to normal work practices.
- (v) The employer shall provide a notice board in a prominent location in the workplace on which notices/information relevant to the Association activities can be displayed.

B. Trade Union Training Leave

- (i) The employer will provide paid leave of absence of up to 3 days per year for one (1) nominated NSWNA representative employed by the employer to attend TUTA, ACTU, specific NSWNA training courses, NSWNA Annual Conference, Committee of Delegates and Council, providing that prior approval is obtained from the employer.
- (iii) Upon employer approval, a nominated NSWNA representative may request additional trade union leave in order to participate in activities as prescribed in clause 16B(i).
- (iii) The time that an employee is engaged in any NSWNA training course will be taken as service for all purposes.

17. Anti-Discrimination

- (i) It is the intention of the parties to this agreement to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity and age.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure set out in this agreement the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this agreement are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the agreement which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this agreement from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

NOTES-

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in this Act affectsany other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

18. Grievance and Dispute Procedures

- (i) At any stage of the procedure, the employee(s) may be represented by the Association and/or NSWNA workplace representative.
- (ii) It is the intention of this procedure to resolve grievances as promptly and as near as possible to the local level.
- (iii) Any grievance or conflict is to be resolved without disruption to work, except where a bona fide safety issue is involved.
- (iv) The process for resolving grievances is as follows:
 1. The employee shall attempt to resolve the matter with their immediate supervisor, or if this is inappropriate with the next level of management.
 2. Should an employee submit their grievance in writing, written acknowledgment of receipt of the grievance shall be provided.
 3. If no satisfactory resolution is achieved at this level then the matter shall be referred to a higher level of management ie. senior nurse and/or Regional Manager level.
 4. If no satisfactory resolution is achieved at the senior nurse and/or Regional Manager level it may be referred to the General Manager.
 5. Where possible steps 1 and 2 shall take place within 14 days, taking into account any investigation that may be necessary.
 6. Disputes Committee: With a view to an amicable and speedy settlement of all disputes which cannot be resolved between the employees or their representatives and the supervising staff, such dispute shall be referred to the management of the facility who will arrange for the matter to be discussed with the employee concerned and a representative or representatives of the Association.

7. Failing settlement of the issue at this level the matter shall be submitted to a committee consisting of not more than four members, two of whom shall be appointed by the employer and two by the Association.
8. If the matter remains unresolved, or if either party considers the matter of such importance, it may be referred to the NSWIRC for conciliation and/or arbitration in order to settle the matter(s) in dispute.

19. Jury Duty

- (i) An employee required to attend for jury service during ordinary working hours shall be paid normal hours by the practice.
- (ii) The employee will forward reimbursement by the court to the employer.
- (iii) An employee shall notify the employer as soon as possible of the date upon which they are required to attend for jury service.

20. Copy of Agreement

- (i) A copy of this Agreement and the Award will be given to all existing and new employees covered by this Agreement.
- (ii) A copy of this Agreement and the Award will be supplied to each practice.

21. Leave Reserved

- (i) In the event that the employer decides to engage nursing staff in a classification other than as prescribed by Table 1 of this agreement, the parties will reach agreement on rates of pay and conditions of employment prior to such engagement.

TABLE 1

MONETARY RATES - SALARIES

Classification	First Pay period on or after (insert date) Per Week \$
Enrolled Nurse - First year of experience Second year of experience Third year of experience Fourth year of experience Thereafter	664.30 678.70 693.40 707.90 722.80
Enrolled Nurse - Special Grade	745.30
Nurse undergoing pre-registration training	649.30
Registered Nurse - First year of experience	753.10

Second year of experience	794.10
Third year of experience	835.10
Fourth year of experience	878.90
Fifth year of service	922.40
Sixth year of service	966.10
Seventh year of service	1015.70
Eighth year of service	1057.50
Clinical Nurse Specialist	1100.70
Nurse Unit Manager	1326.50

TABLE 2

ALLOWANCES AND EXPENSES

Item No.	Clause No.	Brief Description	First Pay Period on or after (insert date)
1	7(i)	In Charge	\$18.42 per shift
2	7(ii)	On call	\$ 16.38 per 24 hrs or part thereof
3	7(iii)	On call on rostered days off	\$32.82 per 24 hrs or part thereof
4	7(iv)	On call during meal break	\$9.17 per break
5	7(v)	Lead apron allowance	\$1.32 per hr or part thereof
6	7(vi)	Shoes	\$1.69 per week
7	7(vii)	Stockings	\$2.65 per week
8	7(viii)	Socks	\$0.56 per week
9	7(x)	Laundry	\$4.55 per week
10	7(xi)	(i) Car Allowance - Under 2.5 litres (ii) Car Allowance - 2.5 litres and over	\$0.61 cents per kilometer \$0.72 cents per kilometer
11	7(xviii)	Meal on overtime	\$15.09 per meal