

ENTERPRISE AGREEMENT

NO: E.A. 205 /1994

DATE REGISTERED: 22-6-94

PRICE: \$ 10-00

Enterprise Agreement

Employees employed by Mater Dei Ltd at Teralba House

Arrangement

Clause No.	Subject Matter
1.	Parties to the Agreement
2.	Scope of Agreement
3.	Award
4.	Sleepover Arrangements
5.	Dispute Avoidance and Grievance Procedure
6.	Duress
7.	Term

1. Parties to the Agreement

This Agreement is made between Mater Dei Ltd (the "Employer") and the Non-Resident Social Educators appointed to Teralba House in 1994.

2. Scope of Agreement

This Agreement shall apply to all Non-Resident Social Educators employed at Teralba House.

3. Award

Except as provided by this Agreement, the conditions of employment of employees will be in accordance with the Social and Community Services Employees (State) Award (the "Award").

4. Sleepover Arrangements

- (a) This arrangement is entered into on an experimental basis to assess the on-going suitability of the arrangement for all parties.
- (b) The sleepover period at Teralba House will consist of a period of ten continuous hours, in accordance with the roster of hours determined from time to time by the employer in conjunction with the employees.
- (c) This arrangement will be evaluated during the term of this Agreement, to determine its suitability in meeting the needs of the employer, the employees and the clients of Mater Dei Ltd.

5. Dispute Avoidance and Grievance Procedure

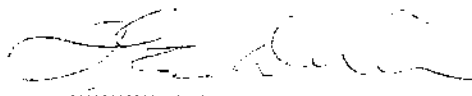
- (a) The objective of these procedures is the avoidance and resolution of industrial disputation, arising under this Agreement, by measures based on consultation, co-operation and negotiation.
- (b) Without prejudice to either party, the parties to this Agreement shall ensure the continuation of work in accordance with the Award, this Agreement and custom and practice at Mater Dei Ltd.
- (c) (i) In the event of any matter arising under this Agreement which is of concern or interest, the employee shall discuss this matter with the Family Resource Program Manager or his/her nominee.
- (ii) If the matter is not resolved at this level, the employee may refer this matter to the union, who will discuss the matter with the Principal/Chief Executive Officer or his/her nominee.
- (iii) If the matter remains unresolved, it may be referred to the General Secretary of the relevant union or his/her nominee and the Executive Director of the Catholic Industrial Office or his/her nominee for discussion and appropriate action.
- (iv) If this matter cannot be resolved at this level, it may be referred to the Industrial Relations Commission of New South Wales.

6. Duress

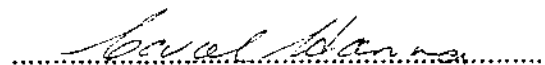
This Enterprise Agreement was not entered into by any party under duress from any other party or any other person or persons.

7. Term

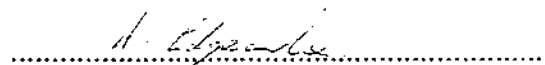
This Enterprise Agreement shall have a term of 18 months from the date of registration.



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Sue Dixon
Principal/Chief Executive Officer
Mater Dei Ltd



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Carol Hanna



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Nicky Edgecombe