

ENTERPRISE AGREEMENT

NO: E.A. 370 /1994

DATE REGISTERED: 23-9-94

PRICE: \$ 38.00

NURSES, PRETERM FOUNDATION, ENTERPRISE AGREEMENT

1. TITLE

This agreement shall be known as the Nurses, Preterm Foundation Enterprise Agreement.

2. PARTIES BOUND

(i) The parties to this agreement are

(a) The Preterm Foundation, 300 Bridge Road, Camperdown and

(b) The New South Wales Nurses' Association.

(ii) The parties to this agreement declare that it has been fully discussed between them and no party has entered into it under duress.

3. DEFINITIONS

Unless the context otherwise indicates or requires, the several expressions hereinafter defined shall have the respective meanings assigned to them.

"Assistant in Nursing" means a person, other than a registered nurse, student nurse, trainee or enrolled nurse who is employed on nursing duties.

"Association" means the New South Wales Nurses Association

"Award" means the Public Hospital Nurses (State) Award.

"Board" means the Nurses' Registration Board of New South Wales.

"Casual Employee" means an employee engaged on an hourly basis other than as a permanent part-time or full-time employee.

"Clinical Nurse Consultant" means a registered nurse appointed to such a position approved by the Foundation and who has had at least 5 years post-basic registration experience and who has in addition approved post basic nursing qualifications in the field in which they are appointed, or such other qualifications or experience deemed appropriate by the Foundation.

"Clinical Nurse Specialist" means a registered nurse with specific qualifications and twelve months' experience working in the clinical area of her/his specified post-basic qualification.

"Employer" means the Preterm Foundation.



"Enrolled Nurse" means a person enrolled by the Board as such.

"Experience" means (in relation to an assistant in nursing, enrolled nurse, or trainee enrolled nurse) experience both before and after the commencement of this agreement whether within New South Wales or elsewhere, and in the case of a trainee enrolled nurse, enrolled nurse or assistant in nursing, who was formerly a student nurse, includes experience as such student nurse.

"Foundation" means the Preterm Foundation.

"Nurse" means a registered nurse or an enrolled nurse or an assistant in nursing.

"Nurse Managers Agreement" means the 1993 Nurse Managers Wages Agreement and the Nurse Managers Agreement.

"The Nurses Committee" means the Preterm Foundation Nurses Committee established pursuant to Clause 9 of this Agreement.

"Permanent Part-time Employee" means a person who is permanently appointed by the Foundation to work a specific number of hours which are less than those prescribed for a full time employee, such hours being not less than 12 hours per week.

"Registered Nurse" means a person registered by the Board as such.

"Service" means (in relation to a registered nurse) service before or after the commencement of this award in New South Wales or elsewhere as a general nurse, geriatric nurse, mental retardation nurse, infants' nurse, midwifery nurse, mothercraft nurse or psychiatric nurse as the case may be; provided that following initial registration as a general, mental retardation or psychiatric nurse, all subsequent registered service shall count.

A year of service for part time and casual service shall be 1976 hours.

Where a term in this agreement is not defined in this agreement, reference shall be made to the Public Hospital Nurses' (State) Award for interpretation.

4. PREAMBLE

- (a) The parties acknowledge that the productivity of the nurses employed in the Foundation has improved in recent years and agree that appropriate wage increases should be delivered to those nurses in the context of enterprise bargaining, as contemplated by this agreement.

- (b) The parties agree to work together to develop a committed, flexible and highly skilled nursing workforce that is focused on customer service and productivity and on a working environment which is mutually rewarding to the Foundation and all of the nurses employed by it.
- (c) The parties acknowledge and accept, however, that the move to enterprise agreements with the consequent need for both parties, and all nurses to develop an "enterprise focus" and a cooperative approach to work place issues.
- (d) The parties are committed to the concept of continuous improvement and to the delivery of a high standard of service to customers of the Foundation.
- (e) The parties agree to cooperate during the life of this agreement in such further discussions or consultative processes that may be seen as necessary or desirable in the interests of the implementation of this agreement.
- (f) The parties agree that the commitment of the nursing workforce to continuous improvement and their cooperation with projects and other initiatives designed to improve the efficiency and quality of the nursing services provided, is fundamental to the success of the enterprise bargaining process and to the Foundation achieving accreditation by the Australian Council on Health Care Standards.

The parties further agree that it is "necessary and appropriate" to establish a nexus to such commitment and cooperation and the productivity improvement payments contemplated by this agreement. This is because:-

- (i) The existence of a nexus between such bona fide cooperation to improve efficiency and quality and wage increases will help to overcome staff inertia or resistance to change and to encourage active participation in the enterprise bargaining process, as nurses will see that a real incentive exists for such active participation;
- (ii) The specific projects and initiatives contained in Clause 7 and 8 all demand considerable time, effort and commitment from the nurses by participation on committees, investigation of work place issues, formulation of programs and strategies to improve efficiency and the formulation of new policies and guidelines to improve nursing practice and increase quality of nursing services delivered; and

- (iii) Accordingly, it would be entirely inappropriate if such bona fide commitment, cooperation and participation was not reflected and rewarded by increased wage rates for the nurses.

- (g) The objective of this Agreement is to achieve the full participation of nurses in the productivity improvement projects and initiatives undertaken in the Foundation and the measure of success or failure with respect to this objective will be assessable by consideration of whether the nurses can be said to have taken all steps as were reasonable required of them by way of support for, and contribution to the planning, implementation and monitoring of the agreed productivity projects and initiatives.

The parties further agreed that it is both necessary and desirable that the Committee as contemplated by Clause 9 of this agreement have the responsibility, from an early stage in the term of this agreement for establishing in clear terms a charter for what the nurses could be reasonable required or expected to do to satisfy the demands of this Agreement.

5. WAGE RATES AT THE COMMENCEMENT OF THIS AGREEMENT

The parties agree that all nurses in the Foundation will receive a pay rise of 4% of the base award rates applicable immediately prior to the date of this agreement as and from the first pay period commencing on or after 8 July 1994. The parties further agree that the actual wage rates payable as and from that date are set out in Column 1 of the Table in Schedule A to this agreement.

6. WAGE INCREASES DURING THE TERM OF THIS AGREEMENT

- (a) The parties agree that, subject to compliance with the terms of this agreement, the nurses covered by it will receive:-
 - (i) A performance improvement payment by way of a 1.5% increase in the wage rates payable to them at the commencement of this agreement as set out in Column 1 of the Table in Schedule A to this agreement. This performance improvement payment will be payable commencing no later than the first pay period commencing on or after 8 December 1994 and the parties agree that the actual rates of that shall thereafter apply are set out in Column 2 of the Table in Schedule A to this agreement; and

- (ii) A further performance improvement payment by way of a 1.5% increase in the wage rates payable to them at the commencement of this agreement as set out in Column 1 of Table 1 in Schedule A to this agreement. This performance improvement payment will be payable commencing no later than the first pay period commencing on or after 8 July 1995. The parties agree that the actual rates of pay and pay related allowances that shall apply thereafter are as set out in Column 3 of the Table in Schedule A to this agreement.
- (b) The parties agree that the nurses covered by this agreement will be eligible for both the performance improvement payments referred to in (a) hereof provided that in each period before each performance improvement payment is due they meet the performance indicator objectives set out in Schedule B to this agreement;
- (c) The parties agree that the nurses covered by this agreement will be eligible for only one of the performance improvement payments referred to in (a) hereof if they only meet the performance indicator objectives set out in Schedule B of this agreement in only one of the periods before each performance improvement payment is due to be paid.

7. PERFORMANCE INDICATORS

- (a) Consistent with the commitment in Clause 4 of this, the parties acknowledge and agree that appropriate performance indicators should be established in order to measure the productivity of the nurses working in the Foundation and that the criteria associated therewith need to be focused not only on issues of quantity (and cost per unit of output) but also on the important matter of the quality and effectiveness of the health services offered by the Foundation, with the parties intending that a broad view be taken with respect to the matters to be taken into account when assessing "quality".
- (b) The parties agree to utilise those performance indicator listed in Schedule B to this agreement and agree to work cooperatively to establish appropriate performance objectives with respect to each of those indicators.
- (c) It is further agreed that the achievement of each stated objective for an indicator shall only be taken into account for the purposes of determining the entitlement of nurses to performance improvement payments if the objective(s) has been set at

least 9 months prior to the dates specified in Clause 6(a)(i) and (ii) of this agreement.

- (d) The parties acknowledge and agree that, in setting performance indicators and objectives and the criteria associated therewith, the following principles will be adhered to, namely:-
- (i) That close consideration needs to be given to exactly what needs to be, and what can reasonably be measured for the purposes of evaluating nurses' productivity.
 - (ii) That particular attention needs to be paid to how a particular feature of the work undertaken in the Foundation (or in any specific part thereof) is to be measured and how often it is to be measured in relation to nursing work;
 - (iii) That objectives set need to be realistic and achievable and that agreement must be reached between the parties as to the basis upon which, and the means by which, an assessment will be made as to whether or not any particular objective or goal has been achieved;
 - (iv) That principles must be established by agreement to enable the measurement of success with respect to the objectives and the "conversion" of that success into increased remuneration for nurses by way of productivity improvement payments.

8. PRODUCTIVITY IMPROVEMENT PROJECTS

(a) Relationship with Productivity Improvement Payments

Whilst the Association acknowledges and accepts that objectives or targets for the productivity projects provided for by this Clause may be set following the investigation process contemplated in this Clause, the parties agree that the productivity improvement payments payable to nurses pursuant to Clause 6 of this agreement, will not be linked to the achievement of specified numerical or percentage targets for those projects.

(b) Customer Satisfaction Survey

The parties agree that the unique nature of the service provided by the Foundation poses difficulties in developing a customer satisfaction indicator linked to payment. The major difficulty is in undertaking the survey using appropriate survey techniques while maintaining client confidentiality.

However, the parties acknowledge that information regarding customer satisfaction is an important factor in analysing quality of service. Further the parties agree that the results of any customer satisfaction survey carried out by the Foundation will be considered by the Nurses Enterprise Committee, who will make recommendations regarding strategies to be implemented to overcome any deficiencies in the nursing service identified in the survey.

(c) Examination of work flow

The parties agree that the efficient flow of clients through the various sections of the Foundation is an important aspect of productivity.

Further, the parties agree that the results of the study of work flow proposed by the Foundation will be examined by the Nurses Enterprise Committee.

The Committee will identify those factors which impinge on the efficiency of nurses and make recommendations on strategies for implementation which will address those problems.

(d) Value for Money

The parties agree that the development of a value for money indicator with respect to the Foundation's expenditure on the provision of nursing services should be undertaken as a project but acknowledge and accept that the data currently available imposes serious limitation on what can be reasonably measured in this context.

The parties agree to work cooperatively towards the establishment of an appropriate value for money indicator with respect to the Foundation's nursing services following an investigation as to the nature and extent of the data readily available, or likely to be available in the foreseeable future, that would be relevant for the measurement of such an indicator.

The parties acknowledge that in developing such an indicator that there are a number of factors which would need to be taken into account when assessing outcomes for this indicator which are largely outside the control of nursing staff.

9. ENTERPRISE COMMITTEE

The parties agree that to achieve the objectives set out in Clause 4 of this agreement it is critical that an atmosphere of mutual trust and cooperation be developed.

Whilst the parties intend that there shall be an ongoing high level of informal cooperation in the interests of achieving the objectives of this enterprise agreement, the parties agree that the following formal consultative mechanisms should be established to achieve the specific objectives enunciated in this agreement. They are:-

(A) The Preterm Foundation Nurses Committee ("the Nurses Committee")

This Committee shall consist of three senior representatives from the Foundation Management, as nominated by the Foundation, and three representatives of the nursing workforce in the Foundation, as nominated by the Association and is intended by the parties to be the principal forum for information exchange, consultation and/or negotiation between the parties.

The parties agree that this Committee will meet during normal working hours as often as is required but in any event, not less than every three months during the term of this agreement.

The quorum shall comprise four members of the Committee, at least two of whom shall be management representatives and two of whom shall be representatives from the nursing workforce.

The parties intend and agree that the Nurses Committee will take the responsibility for the proper implementation and monitoring of the operation of this agreement and in particular will:-

- (i) Consider any proposals that may emanate from the Foundation or the Association for the establishment of further performance indicators and provide the Foundation and the Association with advice and recommendations with respect to the utility of any such proposals in the context of this agreement, especially given the principles enunciated in Clause 7 of this agreement.
- (ii) Take responsibility for the establishment of agreed objectives for each of the performance indicators and for the timely collection of all data necessary to enable the Committee to evaluate whether or not performance objectives have been met.
- (iv) Undertake the work associated with the productivity improvement projects referred to in Clause 8 of this agreement.
- (v) Consider any other matter seen as appropriate to the parties to this agreement for it to consider.

(B) Occupational Health and Safety

- (i) The parties are committed to achieving healthier and safer jobs via work place changes and agree that this can be achieved in tandem with improved efficiency and productivity. The parties intend that this will be accomplished by establishing a comprehensive and cooperative approach to managing occupational health and safety issues which aims to:-
 - (a) Control hazards at source;
 - (b) Reduce the incidence and cost of occupational injury and illness;
 - (c) Review work and management practices affecting the inter-relationship between efficiency, productivity and health and safety; and
 - (d) Provide a rehabilitation system for nurses affected by occupational injury or illness.
- (ii) The parties agree that the Nurses Committee shall obtain external expert advice on occupational health and safety matters affecting nurses as may be appropriate.

- (iii) The Foundation recognises that it bears the legal responsibility both at common law and by statute to provide a safe and healthy place/system of work and acknowledges that the involvement of the Association and nurse employees on the Nurses Committee does not render those nurse employees liable at law for any adverse outcomes or consequences arising out of the application of the standards and criteria established by that committee.

10. OVERTIME

- (a) Except as provided for by this clause, overtime shall be paid in accordance with the Public Hospital Nurses (State) Award.
- (b) Any nurse that works overtime outside normal rostered hours may be compensated by way of time in off lieu of overtime.
- (c) This agreement is subject to the following provisos:-
 - (i) Time off in lieu must be taken within six months of it being accrued at ordinary rates;
 - (ii) Where it is not possible for a nurse to take the time off in lieu within the six month period, it is to be paid out at the appropriate overtime rate based on the rates of pay applying at the time payment is made.
 - (iii) Nurses cannot be compelled to take time off in lieu of overtime.
 - (iv) Time off in lieu of overtime should only be considered as an option in those circumstances where the Foundation is able to provide adequate replacement staff to ensure that the level of quality of service that would otherwise have been provided had overtime been worked, is in fact provided.
 - (v) Records of all time off in lieu owing to nurses and taken by nurses must be maintained.
 - (vi) Each employee shall notify the Foundation as to the method by which they wish to be compensated for working overtime. Such election is to be made in writing by the employee within one month of the commencement of this

agreement and at the commencement of each year of employment thereafter. Such election shall be irrevocable during the term of the year of employment except by agreement in writing between the employee and the Foundation.

- (d) The parties further agree to work together to establish strategies, policies and procedures to maximise the chances that in each location or setting where nurses elect to take time off in lieu of overtime that it will, in fact, be possible for those nurses to have the time off within the specified six month period.

11. HOURS OF DUTY

(i) Full-time Employees

The hours of duty shall be as prescribed in the Public Hospital Nurses' (State) Award, provided that ordinary hours shall not exceed 152 in any four week period

(ii) Permanent Part-time Employees

The hours of duty shall be as prescribed in the Public Hospital Nurses' (State) Award, provided that:-

- (a) the minimum payment for an employee working less than full-time hours, on any shift on a Monday to Friday, shall be six hours;
- (b) the minimum payment for an employee working less than full-time hours, on any other days, shall be four hours;
- (c) permanent part-time employees shall be employed for not less than 12 hours in each period of seven days.
- (iii) Each employee shall be allowed a break of not less than thirty minutes and not more than sixty minutes for the midday meal. Such break shall occur between 12.00 noon and 3.00pm. Provided that any time worked during such break shall count as working time and unless the employee is permitted to finish duty early on the same shift then overtime becomes payable once the total ordinary work time of the shift has elapsed. Provided further that where practicable an employee engaged to work for five hours or



less in any one shift may elect not to take a meal break as otherwise provided for in this subclause without penalty to the employer. The term "where practicable" encompasses regard being paid to the service requirements of the employer.

- (iv) At least two intervals of ten minutes (in addition to meal breaks) shall be allowed each employee on duty for light refreshments during each ordinary shift of 8 or 10 hours as the case may be. Provided that an employee who works less than the full time number of hours shall be allowed at least one interval of ten minutes. Such time shall count as working time.

12. PENALTY RATES

- (i) Employees working afternoon or night shift shall be paid the following percentages in addition to the ordinary rate for such shift: Provided that employees who work less than 38 hours per week shall only be entitled to the additional rates where their shifts commence prior to 6am or finish subsequent to 6pm.

Afternoon shift commencing at or after 10.00am and before 1.00pm	- 10%
Afternoon shift commencing at or after 1.00pm and before 4.00pm	- 12½%
Night shift commencing at 4.00am and before 4.00am	- 15%
Night shift commencing at 4.00am and before 6.00am	- 10%

- (ii) "Ordinary rate" and "ordinary time" shall not include any percentage addition by reason of the fact that any employee works less than 38 hours per week.
- (iii) Employees whose ordinary working hours include work on a Saturday shall be paid at the rate of time and one half. This rate shall be in substitution for and not cumulative upon the shift penalties prescribed in subclause (i).

13. PART-TIME AND CASUAL EMPLOYEES

- (i) The salaries paid to permanent part-time employees employed prior to 9.2.89 shall, in addition to the hourly rate prescribed, attract an additional ten (10) per centum.
- (ii) Casual employees employed prior to 9.2.89 shall be paid the hourly rates prescribed in the Public Hospital Nurses' (State) Award plus an additional twenty (20) per centum.
- (iii) Entitlements for part-time and casual employees employed after 9.2.89 shall be as prescribed in the Public Hospital Nurses' (State) Award, as subject to the terms and conditions of this agreement.

14. DIRECTOR OF NURSING

- (i) There shall be established a position of Director Of Nursing
- (ii) An employee who relieves in the position of Director Of Nursing for a period of five days or more shall be paid at the higher rate for such period.
- (iii) The Director of Nursing shall be paid the amounts set out for the classification in the table in Schedule A on and from the first pay period commencing on or after the respective dates provided for in the said table.
- (iv) Clauses 5 to 8 of this Agreement do not apply to the Director of Nursing.

15. BRANCH SECRETARY

The accredited Branch Secretary or an approved delegate of the Branch 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.

The Branch Secretary or an accredited delegate shall be entitled to confer with management during working hours, without loss of pay, on any matter affecting or likely to affect in any way members of the Association employed by the Foundation.

16. ANNUAL LEAVE

Annual leave shall be granted in accordance with the Public Hospital Nurses' (State) Award.

17. ANNUAL LEAVE LOADING

Annual leave loading shall be granted in accordance with the Public Hospital Nurses' (State) Award.

18. LONG SERVICE LEAVE

Long service leave shall be granted as prescribed in the Long Service Leave Act, 1955, as amended.

19. SICK LEAVE

Sick leave shall be granted in accordance with the Public Hospital Nurses' (State) Award., provided that during the first three months of continuous employment with the Foundation an employee shall be entitled to 1 week of the sick leave provided for by the Award.

20. COMPASSIONATE LEAVE

Compassionate leave shall be granted in accordance with the Public Hospital Nurses' (State) Award.

21. PARENTAL LEAVE

- (i) Maternity leave shall be granted in accordance with the Public Hospital Nurses' (State) Award.
- (ii) Parental Leave, other than Maternity Leave, shall be as provided for by Chapter 2 of the Industrial Relations Act, 1991.

22. PUBLIC HOLIDAYS

Public holidays shall be granted in accordance with the Public Hospital Nurses' (State) Award.

23. PAYMENT OF SALARY

- (i) All salaries and other payments shall be paid fortnightly, provided that payment for any overtime worked may be deferred to the pay day next following the completion of the working cycle within which such overtime is worked, but for no longer. Provided further that, for the purpose of adjustments of wages related to variations in the basic wage, the pay period shall be deemed to be weekly.
- (ii) Employees shall have their salary paid into one account with a bank or other financial institution in New South Wales as nominated by the employee. Salaries shall be deposited in sufficient time to ensure that wages are available for withdrawal by employees by no later than payday, provided that this requirement shall not apply where employees nominate accounts with non-bank financial institutions which lack the technological or other facilities to process salary deposits within 24 hours of the deposit being made, but in such cases the employer shall take all reasonable steps to ensure that the wages of such employees are available for withdrawal by no later than pay day. Employees who are rostered off duty on pay day shall be entitled to have their salary deposited before proceeding on annual leave or long service leave.

- (iii) Notwithstanding the provisions of subclause (ii) of this clause, an employee who has given or has been given the required notice of termination of employment, in accordance with Clause 24, Termination of Employment, of this Agreement, shall be paid all monies due to him/her prior to ceasing duty on the last day of employment.

Where an employee is summarily dismissed or his/her services are terminated without due notice, any monies due to him/her shall be paid as soon as possible after such dismissal or termination but in any case not more than three days thereafter.

- (iv) On each payday an employee, in respect of the payment then due, shall be furnished with a written statement containing the following particulars: name, the amount of ordinary salary, the total number of hours of overtime worked, if any, the amount of any overtime payment, the amount of any other monies paid and the purpose for which they are paid, and the amount of the deductions made from the total earnings and the nature thereof.
- (v) The amount of occupational superannuation shall be shown on the employee's pay slip on a monthly basis.

24. EXAMINATION LEAVE

A permanent employee may apply for paid examination leave to a maximum of one day per subject per session, provided that such course is relevant to the employee's work and is approved by the Director of Nursing in consultation with the Chief Executive Officer.

25. TERMINATION OF EMPLOYMENT

Termination of employment shall be in accordance with the provisions of the Public Hospital Nurses' (State) Award.

26. DISPUTES

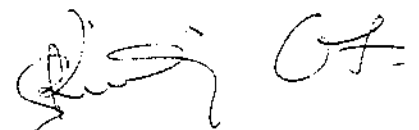
- (i) With a view to amicable and speedy settlement of all disputes that firstly cannot be settled by Preterm and the Association or its representatives, disputes may be submitted to a committee consisting of not more than four members with equal representation of the Preterm Council and the Association. Such committee shall have the power to investigate all matters in dispute and to report to the Council and the Association respectively with such recommendations as it may think right, and in the event of no mutual decision being arrived at by such a committee the matter in dispute may be referred to the Industrial Registrar.
- (ii) Nothing in (i) above shall prevent the Association commencing dispute proceeding without the conduct of a disputes committee where, in the opinion of the Association, the dispute involves matters of occupational health and safety.

27. RIGHT OF ENTRY

Right of entry shall be in accordance with the provisions of the Industrial Relations Act 1991, as amended.

28. AREA, INCIDENCE AND DURATION

- (i) This agreement shall apply to all nurses employed by the Foundation.
- (ii) This agreement shall determine all of the conditions of employment of the employees which are capable of inclusion on an award and operates to the full and total exclusion of the provisions of the Nurses', Other Than in Hospitals &c., (State) Award. Industrial Agreement No 8621, between the Preterm Foundation and the New South Wales Nurses' Association.

Two handwritten signatures in black ink, one appearing to be a stylized name and the other a set of initials.

- (iii) This agreement shall, having regard to Section 117 of the Industrial Relations Act, 1991, have effect from the date it is registered and shall operate from the beginning of the first pay period commencing on or after 8 July 1994 and will remain in force for 18 months thereafter.

PRETERM FOUNDATION

IN WITNESS whereof is affixed the Common Seal
of the Foundation



RUB Gantrell

Director

M. Cohen

Director

NEW SOUTH WALES NURSES' ASSOCIATION

IN WITNESS whereof is fixed the Common Seal
of the Association

[Signature]
General Secretary

SCHEDULE A**WAGE RATES**

Award Classification	Column 1 8 July 1994 \$ 4%	Column 2 8 December 1994 1994 \$ 1.5%	Column 3 8 July 1995 1995 \$ 1.5%
<u>Assistant in Nursing -</u>			
First year of experience	362.10	367.50	372.90
Second year of experience	373.70	379.30	384.90
Third year of experience	385.30	391.10	396.90
Thereafter	397.30	403.30	409.30
<u>Enrolled Nurse</u>			
First year of experience	405.60	411.70	417.80
Second year of experience	420.20	426.50	432.80
Third year of experience	440.30	446.90	453.50
Fourth year of experience	458.70	465.60	472.50
Thereafter	471.50	478.60	485.70
<u>Registered Nurse</u>			
First year of service	488.50	495.80	503.10
Second year of service	503.80	511.40	519.00
Third year of service	531.30	539.30	547.30
Fourth year of service	558.70	567.10	575.50
Fifth year of service	588.00	596.80	605.60
Sixth year of service	617.10	626.40	635.70
Seventh year of service	646.30	656.00	665.70
Eighth year of service	679.60	689.80	700.00
UG1	707.50	718.10	728.70
<u>Clinical Nurse Specialist</u>	707.50	718.10	728.70
<u>Clinical Nurse Consultant</u>	869.90	882.90	895.90
<u>Director of Nursing</u>	920.60	934.40	948.20

Notes

1. Provided that the commencing rate of salary payable to a registered nurse who has obtained an appropriate degree in Nursing or Applied Science (Nursing) or Health Studies (Nursing) referred to for the purposes of this award as a "UG1" qualification) shall be paid at the rate prescribed for the second year of service; and provided further that a registered nurse who has obtained the said qualification shall, on completion of the incremental scale denoted above, be entitled to proceed in the next year of service to the rate prescribed for such qualification in this award.