

ENTERPRISE AGREEMENT

NO: E.A. 154 /1995

DATE REGISTERED: 16-5-95

PRICE: \$ 10-00

1. ENTERPRISE AGREEMENT FOR SLEEPOVER ARRANGEMENT BETWEEN NAREEN GARDENS RETIREMENT VILLAGE AND NAREEN GARDENS HOSTEL AND EMPLOYEES IN TRADES AND OCCUPATIONS OF PERSONAL CARE ASSISTANTS, LOCATED AT 5 YAKKALLA STREET, BATEAU BAY.
2. All conditions of employment will remain the same as those under the Charitable Sector Aged and Disability Care Services (State) Award except for Clause 25 ii (H) and (J). These conditions will be as follows:-

To replace 25 ii (H)

An employee will be able to work their shift on both side of a sleepover ie they will be able to commence their shift prior to sleepover and finish their shift the next morning after the sleepover and this would be considered one shift - not separate shifts.

To replace 25 ii (J)

The employee working their shift both sides of the sleepover when called out to work during the sleepover will be paid as per clause 25 ii g (3). The employee would have at least 8 consecutive hours off duty from the end of his shift which is completed after the sleepover and commencement of his next shift. If on the instruction of the employer such an employee resumes or continues to work without having such eight consecutive hours off duty they shall be paid at double time of the appropriate rate applicable on such day until they are released from duty for such period and then shall be entitled to be absent until they have had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

3. Employees required to work their shift as per this agreement will be paid as follows:-
 - * Appropriate penalties for the first part of shift prior to sleepover and callouts through the night .
 - * 100% overtime for the hours worked the next morning after sleepover.
 - * Sleepover allowance
 - * Special allowance of 7.5% on all hours worked
 - * Special allowance of 5% to allow for work on Saturday/Sunday.
4. This agreement has been negotiated without duress between Nareen Gardens Retirement Village and Nareen Gardens Hostel PCA.
5. This agreement shall be effective from the date of registration for a period of three years.
6. Resolution procedures to be followed in relation to grievances of individual employees and in relation to disputes etc between employers and their employees. This agreement shall adopt Clause 27, Grievance and Dispute Resolution Procedures, of the Charitable Sector Aged and Disability Care Services (State) Award.

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Signed:
For THE UNITING CHURCH IN AUSTRALIA PROPERTY TRUST (N.S.W.)

having as Nansen Gardens
Returned Village and
Nansen Gardens Hostel.

Member. Member
Date:

On behalf of employer.

[Handwritten signatures and initials on a dotted line grid]

All Hostel Personal Care Assistant Staff.