

ENTERPRISE AGREEMENT

NO: E.A. 3/0 /1996

DATE REGISTERED: 4-11-96.

PRICE: \$ 10-00

Enterprise Agreement

Dementia Home Support Programme Co-ordinators
employed by Centacare, Archdiocese of Sydney

Arrangement

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1. Parties to the Agreement

This agreement is made between Centacare, Archdiocese of Sydney (the "employer") and Dementia Home Support Programme Co-ordinators employed by Centacare, Archdiocese of Sydney.

2. Scope of Agreement

This agreement shall apply to staff covered by the award as defined in Clause 3, Definitions on or after the date of registration of this agreement.

3. Definitions

The "relevant award" is the Social and Community Services Employees (State) Award.

4. Award

Except as provided by this agreement, the conditions of employment for staff employed by the employer will be in accordance with the award.

5. Payment of Salary

- (a) A staff member who has been allocated a motor vehicle by the employer has the option to:
- (i) Have the full private use of employer's motor vehicle with a deduction from their salary; or
 - (ii) Have limited private use of the employer's vehicle with no deduction from their salary;
 - (iii) "Limited private use" means travel to and from work and travel within a 10

kilometre radius of the staff member's residence. Use of the motor vehicle during annual leave or extended leave is not permitted. Motor vehicles must be returned to Centacare for use by other Programs.

- (iv) To give effect to the deduction from an employee's salary, an amount in salary equal to the difference between salary calculated in accordance with the rates of pay prescribed by the relevant award and the amount specified by the employer from time to time for the benefit received by the staff member in subclause (i) of this clause by the employer;
 - (v) In all other matters regarding the use of the employer motor vehicle, the employer policy on motor vehicles is to be observed.
- (b) A staff member who takes any paid leave shall receive the benefits and salary in accordance with paragraphs (i) and (ii) of subclause (a) of this clause.
- (c) Any other award payment calculated by reference to the staff member's salary, and payable:
- (i) during employment;
 - or
 - (ii) on termination of employment in respect of untaken paid leave;
 - or
 - (iii) on death

shall be at the rate of pay which would have applied to the staff member under the relevant award.

6. 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 this agreement and custom and practice.
- (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 Program Manager or his/her nominee.
 - (ii) If the matter is not resolved at this level, the employee may refer this matter to the nominated representative of the employee, who will discuss the matter with the Executive Director or his/her nominee.
 - (iii) If the matter remains unresolved, it shall be referred to the nominated representative of the employee 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.

7. Duress

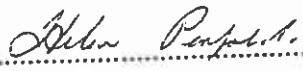
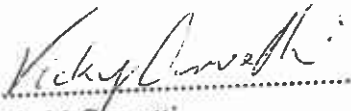
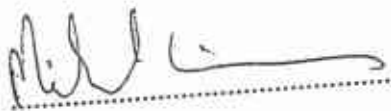
This enterprise agreement was not entered into by any party under duress from the other party or any other person or persons.

8. Term

This enterprise agreement shall have a nominal term of 12 months after the date of registration.



Richard Lord
Executive Director
Centacare
Archdiocese of Sydney


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Jenni Bousfield
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Sue McGettigan
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Helen Penfold
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Vicki Corvetti
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Michael King