



DECISION

Fair Work Act 2009
s.185—Enterprise agreement

Central Australian Aboriginal Congress Aboriginal Corporation
(AG2022/3348)

CENTRAL AUSTRALIAN ABORIGINAL CONGRESS ENTERPRISE AGREEMENT 2022-2025

Health and welfare services

COMMISSIONER SIMPSON

BRISBANE, 12 OCTOBER 2022

Application for approval of the Central Australian Aboriginal Congress Enterprise Agreement 2022-2025

[1] An application has been made for approval of an enterprise agreement known as the *Central Australian Aboriginal Congress Enterprise Agreement 2022-2025* (**the Agreement**). The application was made pursuant to s.185 of the *Fair Work Act 2009* (**the Act**). It has been made by Central Australian Aboriginal Congress Aboriginal Corporation (**the Applicant**). The Agreement is a single enterprise agreement.

[2] The Applicant has provided written undertakings. I am satisfied that the undertakings will not cause financial detriment to any employee covered by the Agreement and that the undertakings will not result in substantial changes to the Agreement.

[3] Subject to the undertakings referred to above, I am satisfied that each requirement of ss186, 187 and 188 as are relevant to this application for approval have been met. The undertakings are taken to be a term of the Agreement.

[4] The Australian Nursing and Midwifery Federation (**ANMF**), the Australian Salaried Medical Officers Federation (**ASMOF**) and the United Workers' Union (**UWU**) all lodged a Form F18 statutory declaration giving notice under s.183 of the Act that they want the Agreement to cover them. In accordance with s.201(2) of the Act, I note that the Agreement covers the ANMF, ASMOF and UWU.

[5] The Agreement is approved and will operate in accordance with s.54 of the Act.



COMMISSIONER

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Annexure A



**Central Australian
Aboriginal Congress**
ABORIGINAL CORPORATION | ICN 7823

20 September 2022

Commissioner Simpson
Fair Work Commission
Via email: chambers.simpson.c@fwc.gov.au

Dear Commissioner Simpson

RE: AG2022/3348 Central Australian Aboriginal Congress Enterprise Agreement 2022-2025 – Employer undertakings

Central Australian Aboriginal Congress Aboriginal Corporation (Congress) gives the following undertakings in respect to the abovementioned Enterprise Agreement.

16.3.1 Remote worker allowance – Nurses/AHP

Congress will review all hours worked by Nurses/AHP/midwives entitled to remote worker allowances as per clause 16.3.1 (the on call/overtime allowance per hour) every 6 months.

If the total on call/overtime allowance paid for the period of review is less than the employee would have received as per clause 19 (on-call and overtime) of the Nurses Award 2020, the employee will be paid the difference.

Yours sincerely

Brett Capes
GENERAL MANAGER HUMAN RESOURCES

**Central Australian Aboriginal Congress
Aboriginal Corporation**

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Central Australian Aboriginal Congress

Enterprise Agreement 2022-2025

Note - this agreement is to be read together with an undertaking given by the employer. The undertaking is taken to be a term of the agreement. A copy of it can be found at the end of the agreement.

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PART ONE – OPERATION

1 Title

This agreement shall be referred to as the Central Australian Aboriginal Congress Enterprise Agreement 2022-2025 (EA).

2 Duration

This agreement will operate seven days after it is approved by the Fair Work Commission (FWC) and will nominally expire three years from the date of commencement.

3 Coverage & operations

- a) This agreement is a single enterprise agreement as envisaged by *section 172 of the Fair Work Act 2009* (Cth).
- b) This agreement covers the employees of Central Australian Aboriginal Congress Aboriginal Corporation (Congress) excluding the following:
 - CEO
 - Congress Executive
 - Board Directors
- c) Except where this agreement expressly states otherwise this agreement operates to the exclusion of all other awards, agreements or industrial instruments.
- d) This agreement will be read and interpreted in conjunction with the *National Employment Standards* (NES). Where there is an inconsistency between this agreement and the NES, and the NES provides a greater benefit, the NES provision will apply to the extent of the inconsistency.
- e) Policies, guidelines, procedures and the Code of Conduct of Congress, whether referred to in this agreement or not, do not form part of this agreement and the agreement prevails over any inconsistencies. It is the employee's responsibility to familiarise themselves with, and abide by, all of Congress' policies and procedures (as amended from time to time).
- f) The following Unions have coverage of this Agreement:
 - United Workers Union (UWU NT)
 - The Australian Nursing and Midwifery Federation Northern Territory Branch (ANMF NT);
and
 - Australian Salaried Medical Officers Federation Northern Territory (ASMOF NT)
- g) If any provision of this agreement is declared or determined to be illegal or invalid by determination of any court or tribunal of competent jurisdiction, the validity of the remaining parts, clauses or provisions of this agreement shall not be affected, and the illegal or invalid part, clause or provision shall be deemed not to be part of this agreement.
- h) For the purpose of *section 193 of the Fair Work Act 2009*, the parties suggest that the following awards are the relevant awards for the purpose of the "Better Off Overall" (BOOT) test:
 - Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award 2020
 - Nurses Award 2020
 - Medical Practitioners Award 2020
 - Health Professionals and Support Services Award 2020
 - Children's Services Award 2010

4 Developing Aboriginal capacity and providing opportunity

- a) The parties to this agreement acknowledge Congress' focus on people by supporting the career aspirations and cultural needs of all employees, but with a particular focus on Aboriginal employees.
- b) The parties to this agreement agree to take all reasonable steps, through sound recruitment, employment practices and professional development, to ensure that Congress employs, develops and promotes Aboriginal people across all parts of Congress.

5 Definitions

Term	Meaning
Aboriginal	Refers to a person who is of Aboriginal descent, who identifies as such and who is accepted as such by the community in which they live or did live.
Act / FWA	Fair Work Act 2009 (Cth)
AHP	"Aboriginal Health Practitioner" (AHP) is a person who is registered with the Aboriginal and Torres Strait Islander Health Practice Board of Australia. An employee cannot use the title unless they have evidence of current registration with the Aboriginal and Torres Strait Islander Health Practice Board of Australia and AHPRA.
ATO	Australian Taxation Office
Base salary/ base rate of pay / ordinary hourly rate	The rate of pay payable to the employee for their ordinary hours of work as listed in 47 <i>Salary schedules</i> .
Board Director	As defined by the <i>Corporations (Aboriginal and Torres Strait Islander) Act</i> . Directors are not considered an employee.
CEO	Chief Executive Officer of Central Australian Aboriginal Congress Aboriginal Corporation or a person authorised in writing to act on the CEO's behalf
Child (Parental Leave)	Child for the purpose of parental leave means: <ul style="list-style-type: none"> • A child (or children from a multiple birth) born to an employee or a staff member's partner; or • A child/ children who is/ are placed with a staff member through an adoption process and/ or legal guardianship
Classification structure	Describes the scope, nature, knowledge, skills, expertise and accountability of work that is undertaken at each classification level.

Close relative (DV leave purposes)	<ul style="list-style-type: none"> • An employee's: <ul style="list-style-type: none"> ○ Spouse or former spouse ○ De facto partner or former de facto partner ○ Child ○ Parent ○ Grandparent ○ Grandchild ○ Sibling ○ Household member • An employee's current or former spouse or de facto partner's child, parent, grandparent, grandchild or sibling • A person related to the employee according to Aboriginal or Torres Strait Islander kinship rules
Congress / Employer	Central Australian Aboriginal Congress Aboriginal Corporation
Continuous Service	Period of service at Congress without a break in employment of more than two months and which counts towards accruing leave entitlements. This excludes any period of unpaid leave.
Employee / employees / Staff	A person or persons employed by Central Australian Aboriginal Congress Aboriginal Corporation under this Agreement. Directors are not employees.
Executive Management	The Chief Executive Officer and General Managers as defined by the organisational structure of Congress.
Extended family members (Compassionate leave)	<p>An employee's:</p> <ul style="list-style-type: none"> • Immediate family aunts (sister of employee's parent) • Immediate family uncles (brother of employee's parent)
General Manager	Employee managing/overseeing a Division of Congress
GP	General practitioners, medical practitioner, doctors
GPR	GP Registrar
Household member	A household member is any person who lives with the employee
Immediate Family Members (Personal/Carer's leave and Compassionate leave)	<p>An employee's:</p> <ul style="list-style-type: none"> • Spouse or former spouse • De facto partner or former de facto partner • Child • Parent • Grandparent • Grandchild • Sibling, or • Child, parent, grandparent, grandchild or sibling of the employee's spouse or de facto partner (or former spouse or de facto partner) <p>This definition includes step-relations (e.g. step-parents and step-children) as well as adoptive relations.</p>

MBoFA	Medical Board of Australia
NES	National Employment Standards as contained in the <i>Fair Work Act 2009</i> (Cth).
Parental Leave	An unbroken period of adoption leave, primary carer leave or partner leave.
Primary Carer (Parental leave)	Primary carer means the child's parent who has the dedicated responsibility for the day-to-day care of the child
Relevant classification	The classification level as defined in the position description
Remote Location	A clinic or health service based outside of the 85-kilometre radius of Alice Springs, excluding the Amoonguna Health Service and/ or the Amoonguna Community.
Sexual violence	Sexual violence covers a wide range of behaviours perpetrated against adults, including but not limited to : <ul style="list-style-type: none"> • Sexual harassment • Stalking • Forced or deceptive sexual exploitation (such as having images taken and/or distributed without freely given consent); • Indecent assault • Rape

6 Individual flexibility arrangements

1. Congress and an employee covered by this agreement may agree to make an individual flexibility arrangement (IFA) to vary the effect of terms of the EA if:
 - a) The arrangement deals with one or more of the following matters:
 - i Arrangements about when work is performed;
 - ii Overtime rates;
 - iii Penalty rates;
 - iv Allowances;
 - v Remuneration;
 - vi Leave and leave loading; **and**
 - b) The arrangement meets the genuine needs of Congress and employee in relation to one or more of the matters mentioned in *paragraph a)*; **and**
 - c) The arrangement is genuinely agreed to by Congress and employee.
2. Congress must ensure that the terms of the IFA:
 - a) Are about permitted matters under *section 172 of the Fair Work Act 2009*; **and**
 - b) Are not unlawful terms under *section 194 of the Fair Work Act 2009*; **and**
 - c) Result in the employee being better off overall than the employee would be if no arrangement was made.
3. Congress must ensure that the IFA:
 - a) Is in writing; **and**
 - b) Includes the name of the employer and employee; **and**
 - c) Is signed by congress and employee and if the employee is under 18 years of age, signed by a parent or guardian of the employee; and includes details of:

- i The terms of this agreement that will be varied by the arrangement; **and**
 - ii How the arrangement will vary the effect of the terms; **and**
 - iii How the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; **and**
- d) States the day on which the arrangement commences.
- 4. Congress must give the employee a copy of the individual flexibility arrangement within 14 days after it is agreed to.
- 5. Congress or employee may terminate the individual flexibility arrangement:
 - a) By giving no more than 28 days written notice to the other party to the arrangement; **or**
 - b) If Congress and employee agree in writing — at any time.

PART TWO- CONSULTATION

7 Consultation over change

This term applies if Congress:

- a) Has made a definite decision to introduce a major change to production, program, organisation, structure or technology in relation to its enterprise that is likely to have a significant effect on the employees; **or**
- b) Proposes to introduce a change to the regular roster or ordinary hours of work of employees.

7.1 Major change

For a major change referred to in *subclause 7a*);

1. Congress must notify the relevant employees of the decision to introduce the major change; **and**
2. *Paragraph 3 to 8* apply.
3. The relevant employees may appoint a representative, including a union representative, for the purposes of the procedures in this term. If:
 - a) A relevant employee or employees appoints a representative for the purposes of consultation; **and**
 - b) The employee or employees advise congress of the identity of the representative; Congress must recognise the representative.
4. As soon as practicable after making its decision, Congress must:
 - a) Discuss with the relevant employees:
 - i The introduction of the change; **and**
 - ii The effect the change is likely to have on the employees; **and**
 - iii Measures Congress is taking to avert or mitigate the adverse effect of the change on the employees; **and**
 - b) For the purposes of the discussion—provide, in writing, to the relevant employees:
 - i All relevant information about the change including the nature of the change proposed; **and**
 - ii Information about the expected effects of the change on the employees; **and**
 - iii Any other matters likely to affect the employees.
5. However, Congress is not required to disclose confidential or commercially sensitive information to the relevant employees.

6. Congress must give prompt and genuine consideration to matters raised about the major change by the relevant employees.
7. If a term in this EA provides for a major change to production, program, organisation, structure or technology in relation to the enterprise of Congress, the requirements set out in *paragraph 1* and *paragraph 3* and *4* are taken not to apply.
8. In this term, a major change is likely to have a significant effect on employees if it results in:
 - a) The termination of the employment of employees; **or**
 - b) Major change to the composition, operation or size of congress’s workforce or to the skills required of employees; **or**
 - c) The elimination or diminution of job opportunities (including opportunities for promotion or tenure); **or**
 - d) The alteration of hours of work; **or**
 - e) The need to retrain employees; **or**
 - f) The need to relocate employees to another workplace; **or**
 - g) The restructuring of jobs.

7.2 Change to regular roster or ordinary hours of work

For a change referred to in *subclause 7b*):

- a) Congress must notify the relevant employees of the proposed change; and
- b) *Paragraph 9* to *13* apply.
9. The relevant employees may appoint a representative for the purposes of the procedures in this term. If:
 - a) A relevant employee or employees appoints a representative for the purposes of consultation; **and**
 - b) The employee or employees advise Congress of the identity of the representative;
 - c) Congress must recognise the representative.
10. As soon as practicable after proposing to introduce the change, Congress must:
 - a) Discuss with the relevant employees the introduction of the change; **and**
 - b) For the purposes of the discussion—provide to the relevant employees:
 - i All relevant information about the change, including the nature of the change; **and**
 - ii Information about what congress reasonably believes will be the effects of the change on the employees; **and**
 - iii Information about any other matters that Congress reasonably believes are likely to affect the employees; **and**
 - c) Invite the relevant employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).
11. However, Congress is not required to disclose confidential or commercially sensitive information to the relevant employees.
12. Congress must give prompt and genuine consideration to matters raised about the change by the relevant employees.
13. In this term: “**relevant employees**” means the employees who may be affected by a change referred to in *Clause 7 Consultation over change*.

8 Dispute resolution

1. If a dispute relates to a matter arising under the EA, or the NES, this clause sets out procedures to settle the dispute.
2. An employee who is a party to the dispute may appoint a representative for the purposes of the procedures in this term.
3. In the first instance, the parties to the dispute must try to resolve the dispute at the workplace level, by discussions between the employee or employees and relevant supervisors and/or management. If the dispute cannot be resolved at this stage, it will be referred to the relevant Executive Manager for review.
4. If discussions at the workplace level and the Executive Management review do not resolve the dispute, a party to the dispute may refer the matter to the Fair Work Commission (FWC).
5. The FWC may deal with the dispute in two stages:
 - a) The FWC will first attempt to resolve the dispute as it considers appropriate, including by mediation, conciliation, expressing an opinion or making a recommendation; **and**
 - b) If the FWC is unable to resolve the dispute at the first stage, the FWC may then:
 - i Arbitrate the dispute; **and**
 - ii Make a determination that is binding on the parties.

Note: If the FWC arbitrates the dispute, it may also use the powers that are available to it under the Act. A decision that the FWC makes when arbitrating a dispute is a decision for the purpose of Div. 3 of Part 5.1 of the Act. Therefore, an appeal may be made against the decision.

6. While the parties are trying to resolve the dispute using the procedures in this term:
 - a) An employee must continue to perform their work as they would normally unless they have a reasonable concern about an imminent risk to their health or safety; **and**
 - b) An employee must comply with a direction given by Congress to perform other available work at the same workplace, or at another workplace, unless:
 - i The work is not safe; **or**
 - ii Applicable occupational health and safety legislation would not permit the work to be performed; **or**
 - iii The work is not appropriate for the employee to perform; **or**
 - iv There are other reasonable grounds for the employee to refuse to comply with the direction.
7. The parties to the dispute agree to be bound by a decision made by the FWC in accordance with this term.

PART THREE – EMPLOYMENT TYPES

9 Employment arrangements

- a) Employees under this agreement will be employed under one of the following employment types:
 - i Full time or part time - continuous
 - ii Full time or part time – maximum term
 - iii Casual
- b) All employees will be advised of their employment arrangement in writing before commencement of employment which details their employment condition and employment type.

- c) All new employees, other than casual employees, will be subject to a probation period of up to six months.

9.1 Continuous

Continuous employees are employed on an ongoing basis with no specified end date to their employment.

9.2 Maximum Term

Maximum term employees are employed under a contract based on the following conditions:

- a) Employees may be employed on a contract with specified commencement and end date.
- b) A contract of employment may be linked to a specific grant or funding source where the end date may be variable, the employee will be advised at the time of engagement that employment will not be continuous.
- c) Where the grant or funding source is withdrawn prior to the nominated end date, employees employed in a maximum term position may be terminated with the appropriate notice periods as per *36 Notice of termination*. No payout of the appointment period will be payable.
- d) Where an employee is engaged on a maximum term contract no right to further employment exists after the end date of the contract, unless:
 - i) Employment continues beyond the specified end date without entering into a new contract, in which case the employee becomes a continuous full time or part time employee; **or**
 - ii) Congress and the employee agree in writing to enter into a new maximum term employment contract.

9.3 Casual

- a) A casual employee shall be engaged on an hourly basis with no guarantee of ongoing employment.
- b) A casual employee may be called to work at short notice and is engaged for a minimum of three hours when called to work.
- c) A casual employee who does not complete their rostered shift will be paid for the actual hours worked.
- d) Casual employees shall receive a penalty loading on the ordinary hourly rate of pay for all hours worked as defined in *Clause 48 Penalty interpretation* to compensate for the absence of paid leave entitlements.
- e) Casual employees are not entitled to receive paid leave of any type other than Long Service Leave.
- f) Casual employees are not required to give Congress a notice period for their resignation.
- g) Congress may provide a casual employee with one hours' notice or by payment of one hours' wages in lieu of notice.

9.3.1 Casual conversion

Congress will offer a casual employee a conversion to full time or part time employment, unless there are reasonable grounds not to offer the conversion, based on the following conditions:

- a) The casual employee has been engaged with Congress for a continuous period of 12 months; **and**
- b) The casual employee has been engaged on a regular and systematic basis over a period of 26 weeks; **and**

- c) The rostering pattern is not a result from coverage of extended absences such as parental leave, long service leave and workers compensation leave; **and**
- d) The casual employee could continue working these hours as a full time or part time employee without significant changes to Congress; **and**
- e) The offer will be provided in writing and the employee will have 21 days to respond after they have been offered the conversion.

9.4 Full time

Full time employees are employed to work an average of 37.5 hours per week.

9.5 Part time

- a) Part time employees are employed to work less than 37.5 hours per week.
- b) Part time employees will be rostered for a minimum of three hours per shift.
- c) Part time employees receive equivalent pay and conditions on a pro rata basis to those of full time employees.
- d) Prior to engagement the employer and the employee will agree in writing on the hours to be worked each week. The pattern of hours, which days of the week and actual start and finishing times will be mutually agreed.
- e) Any variation must be recorded in writing and mutually agreed.
- f) A part time employee may agree to temporarily work additional hours up to 37.5 hours per week at their ordinary hourly rate.

PART FOUR – HOURS OF WORK

10 Working hours

10.1 Ordinary hours of work

- a) Ordinary hours of work may be worked and rostered between 6:30am to 6:30pm (span of hours) Monday to Sunday. Hours worked on Saturday and Sunday will attract weekend penalties as described in *Clause 48.2 Shift and weekend penalties*.
- b) Up to ten ordinary hours, excluding meal breaks, can be worked in a day. Except for part time and casual employees working within the Early Childhood classification, where they can work up to a maximum of eight ordinary hours, excluding meal breaks, in a day.
- c) The ordinary hours of work for a full time employee will be 37.5 hours per week, 75 hours per fortnight or 150 hours over 28 days.
- d) Any pattern of work, as agreed by the employer and employee, can be worked within the following rostered day off (RDO) system:
 - i An employee working no more than 19 days in a four week period of 150 hours **or**
 - ii An employee working no more than nine days in a two week period of 75 hours.
- e) RDOs cannot be accumulated and will be part of the rostered period as included in the employment contract.
- f) Where an employee is directed by their manager to work on their RDO, any time worked will be paid at the appropriate rate as per *Clause 11 Overtime*.

10.2 Rostering of hours

- a) Employees will work in accordance with a fortnightly roster set by the employer.
- b) The roster will set out employees' daily ordinary working hours with start and finish times and will be available in a place accessible to employees at least seven days before the commencement of the roster period.
- c) Congress may make changes to the regular roster with at least 14 days' notice, or less notice if agreed.
- d) A roster may be altered at any time for urgent operational requirements or with an employee's consent.
- e) An employee may vary start and finish times, while maintaining their contracted working hours, with the agreement of their manager.
- f) An employee may, with the agreement of their manager, take time off during ordinary hours and make up that time by working at another time during ordinary hours within the pay period.
- g) Congress will provide 24 hours' notice of change of daily start and finish times for casual employees, unless a lesser period is agreed.
- h) At least an eight hour break applies between successive periods of duty.

10.3 Meal breaks during ordinary hours

- a) Employees will be rostered for a one hour unpaid meal break.
- b) A shorter meal break with a minimum of 30 minutes may be taken by mutual agreement.
- c) An employee will not work more than five hours without taking an unpaid break.
- d) Employees working without direct supervision are responsible for ensuring they take a meal break.

10.4 Rest periods

- a) Employees may take a paid rest break of 15 minutes in the first and second half of the work day.
- b) These breaks are taken, with the agreement of the supervisor, at times with minimal operational impact.
- c) Rest periods may not be accumulated and must be taken separately in the first and second half of the day.
- d) Rest periods are counted as time worked.

10.5 Broken shifts

For all work performed by a full-time or part-time employee rostered to work a broken shift, the employee will be paid:

- a) 150% of the minimum hourly rate for work outside a spread of nine hours from the time of commencing work; **and**
- b) 200% of the minimum hourly rate for work outside a spread of 12 hours from the time of commencing work.

11 Overtime

11.1 Eligibility for overtime

- a) Overtime provisions will not apply, unless otherwise agreed with their General Manager, to employees paid at;

- i NL5 or AHP5 and above; **and**
 - ii All other classifications with a salary level equivalent to GOL8 and above
- b) These classifications are managerial or senior professional positions and their salary is inclusive of compensation to work reasonable overtime.
- c) An employee is only entitled to compensation for overtime when they have been directed by their manager.
- d) Part time employees will be entitled to overtime when they have worked in excess of the rostered daily full time hours.

11.2 Payment of overtime

- a) Hours worked by full time, part time and casual employees in excess of the ordinary hours on any day or shift prescribed in *Clause 10.1 Ordinary hours of work*, are to be paid as follows:
 - i Monday to Saturday (inclusive)—time and a half for the first two hours and double time thereafter
 - ii Sunday—double time
 - iii Public holidays—double time and a half
- b) Overtime rates under this clause will be in substitution for and not cumulative upon the shift and weekend premiums prescribed in *Clause 48 Penalty interpretation* and *Clause 12 Shift work*.
- c) Casual employees will be paid at the applicable rate for authorised overtime, in addition to the casual loading, calculated on the base rate of pay.

11.3 Time in Lieu (TIL)

Eligible full time and part time employees may request TIL for authorised overtime as per *Clause 11.2*, where agreed, and compensated as follows:

- a) The period of time off that an employee is entitled to take is equivalent to the overtime worked.
- b) Upon termination of employment any unused TIL will be paid out at the rate of time and half.

11.4 Break following overtime

- a) Where an employee works overtime they must have at least ten hours off duty prior to commencing work the next shift.
- b) If directed to commence work without a ten-hour break, double time will apply for work performed until a ten-hour break has been taken.
- c) The employee will not lose pay if they start their normal hours later and are not required to make up the time absent, due to the imposition of the ten-hour break.
- d) These provisions do not apply to the break between two ordinary shifts, where at least an eight hour break applies.

11.5 Breaks during overtime

- a) Prior to commencing a period of more than two hours overtime following working ordinary hours of 7.5 hours an employee shall have a 30 minute paid break prior to commencing the overtime.
- b) If the overtime continues, a 20 minute break, without deduction of pay, after every three hours of overtime worked will apply.

12 Shift work

12.1 Shift workers

- a) Employees who are rostered to regularly work hours as part of their ordinary daily working hours as defined in *Clause 12.1 c)* are considered to be shift workers.
- b) Shift work hours can be rostered Monday to Sunday inclusive.
- c) For the purposes of this clause:
 - i Afternoon shift means any shift commencing not earlier than 12:00 noon and finishing after 6:00pm on the same day; **and**
 - ii Night shift means any shift where an employee is rostered to start or finish between 7:00pm and 7:00am.
- d) If a shift worker is required to work ordinary hours continuously for a period exceeding four weeks on a shift wholly within the hours of 7:00pm and 7:00am, the employee will be paid a continuous shift penalty as described in *Clause 48 Penalty interpretation*.

12.2 Shift work penalties

- a) Shift work penalties are not applicable to GPs and GPRs, whose arrangements are outlined in *Clause 13 Shift work allowance - GP*.
- b) The shift penalties are calculated on the payment for a full shift, based on the ordinary hourly rate.
- c) Shift penalties are calculated as per *Clause 48 Penalty interpretation*.

13 Shift work allowance - GP

- a) GPs and GPRs working the after-hours clinic (currently Gap Clinic at Gap Road) will be paid a GP shift allowance for the session they work in lieu of shift work rates, in addition to their ordinary hourly rate for work performed. A session is generally four hours.
- b) A GP or GPR may request to have an RSO in lieu of payment as described per *Clause 13a)*
- c) A GP shift allowance is calculated as per *Clause 48 Penalty interpretation*.

PART FIVE – SALARIES AND ALLOWANCES

14 Payment of salaries

14.1 Frequency of payment

- a) Wages will be paid fortnightly in arrears.
- b) New employees will be paid in the next full pay period after they commence employment.
- c) Pay may be paid in advance or delayed one day in a week where a public holiday falls.

14.2 Transition from weekly to fortnightly pays

- a) Congress will provide a minimum of three months' notice to all staff prior to transitioning from weekly to fortnightly pays.
- b) Congress will work with staff on an individual basis, where required, to minimise the financial impact the transition may have.

14.3 Method of payment

Wages will be paid by electronic funds transfer into the bank or financial institution account nominated by the employee.

14.4 Time records and sheets

- a) Time records are to be maintained in line with the requirements of the ATO and the FWA.
- b) All employees will use the rostering system as required by Congress to maintain accurate time records against their rostered hours.

15 Salary rates

15.1 Classification of position descriptions

- a) The classification and pay structure are described in *Clause 46 Classification descriptors* and *Clause 47 Salary schedules* and will apply for the term of this agreement.
- b) The classification level will be determined as per *Clause 44 Classification framework and principles*.
- c) Position descriptions will be reviewed as required.
- d) All employees will be advised of their salary level on commencement of employment or where there are changes to their employment.

15.2 Annual salary increases

- a) Annual salary increases are effective from the first full pay period on or after the effective date as per *subclause 15.2 b)*.
- b) The salary rate increases are:

Annual salary increase	Effective from
2.25%	First full pay period on or after 28 November 2021
2.25%	First full pay period on or after 28 November 2022
2.25%	First full pay period on or after 28 November 2023
2.25%	First full pay period on or after 28 November 2024

15.3 Incremental increases

- a) Progression through pay points (increments) within the relevant classification will be based on the banding of the position description relevant to the employee.
- b) Full time and part time employees will progress to their next pay point after 12 months of continuous service in the same salary level up to the highest pay point of their relevant position description.
- c) Casual employees will progress to their next pay point after completing a total of 1460 hours worked.
- d) Congress may defer an incremental increase where an employee is on a formal process for unsatisfactory work performance, including disciplinary action for up to 12 months. If the matter has not been resolved at this stage the increment will be applied.

16 Allowances

16.1 Higher duties

- a) An employee may be called upon to temporarily perform the duties of a position with a different classification level to their own.
- a) An employee may refuse to undertake higher duties.
- b) A higher duties allowance will be paid if the work is undertaken at a higher classification level for a minimum of one day.
- c) The higher duties rate will be based on the first pay point of the relevant classification level of the position description or a percentage thereof in consultation with the General Manager Human Resources
- d) A period of higher duties will be for a maximum of three months. Any further period will require CEO approval.

16.2 Bilingual Allowance

- a) Bilingual means a recognised proficiency in English and any one or more of the Central Australian Aboriginal languages normally used by Congress clients.
- b) Eligible employees will receive an annual allowance, paid per pay period, based on the following rates:

Language level	% of rate per year
Level 1	4.8% of GOL1.1
Level 2	12.5% of GOL1.1

- c) **Language level 1** is provided to any employee where bilingual proficiency is a requirement of their role or any other employee who has bilingual proficiency to a conversational level.
- d) **Language level 2** is provided to any employee who has an accredited interpreting qualification in one or more Central Australian Aboriginal language and is available to translate as required.

16.3 Remote worker allowance

All employees working in a remote location will receive the applicable remote worker allowance (RWA) as detailed below.

16.3.1 Remote worker allowance – Nurses/AHP

- a) This allowance is paid for all ordinary hours, including all paid leave as per the following rates:

Resident allowance per hour	\$5.00
On call/ Overtime allowance per hour	\$17.00

- b) Nurses/ AHP's/ midwives who are a resident of a remote community will receive the resident allowance.
- c) Nurses/ AHP's/ midwives who have the potential to be first on call will receive the on call/ overtime allowance for all hours worked.

16.3.2 Remote worker allowance – GP

- a) GP's/ GPR's who attend a remote community for one day will receive the day allowance for all hours worked.
- b) GP's/ GPR's who attend remote community and stay overnight will receive the overnight allowance for all hours worked whilst working in community.
- c) GP's/ GPR's residing in a remote community will receive the resident allowance for all ordinary hours, including all paid leave.
- d) This allowance will be paid as per the following rates:

Day allowance per hour	\$10.00
Overnight allowance per hour	\$25.00
Resident allowance per hour	\$50.00

16.3.3 Remote worker allowance – Other residents

All employees, excluding GP's/ GPR's/ Nurses/ Midwives and AHP's, who are residents of a remote community will receive an allowance of \$5.- per hour for all ordinary hours, including all paid leave.

16.4 On-call allowance

- a) An on-call allowance is paid to an employee who is required by the employer to be on call at their private residence, or at any other mutually agreed place.
- b) The employee will be paid an allowance of \$3.50 per hour in respect of any 24 hour period or part thereof during which the employee is on-call.
- c) This allowance does not apply to GP or GPR's, whose arrangements are outlined in *Clause 16.6 GPs recall allowance*.
- d) This allowance does not apply to GP's/ GPR's/ Nurses/ Midwives and AHP's entitled to arrangements as outlined in *Clause 16.3 Remote worker allowance*
- e) Where an employee who is rostered to be on-call is not available when called upon, they will not be paid the on-call allowance.

16.5 Call out and recall

Any person recalled to work after the completion of their shift shall be paid a minimum of three hours at the appropriate rate of pay, except for:

- a) Employees not entitled to overtime as per *Clause 11.1 Eligibility for overtime*
- b) Employees entitled to *Clause 16.6 GPs recall allowance*
- c) Employees recalled for a meeting as per *Clause 16.5.1 Meetings*
- d) Employees subject to *Clause 16.5.2 Customary short recalls*

16.5.1 Meetings

- a) Employees may be required to attend a scheduled meeting outside of their normal rostered hours, for which they will receive a minimum of one hours pay at the appropriate rate.
- b) Employees will receive a minimum of one week notice of the requirement to attend a meeting.

16.5.2 Customary short recalls

Where it is customary for an employee to return to work (including remotely where approved) for periods up to 30 minutes to perform a specific job outside their ordinary working hours, they shall be paid for a minimum of one hour's work at the appropriate rate for each occasion.

16.6 GPs recall allowance

- a) GPs and GPRs recalled to work will be paid a one off payment in addition to their ordinary hourly rate for hours worked.
- b) This allowance is in lieu of on-call and recall entitlement as per *Clause 16.4 On-call allowance* and *Clause 16.5 Call out and recall*
- c) The GP recall allowance is calculated as per below table:

Timing of work	Recall payment
Evening work	1 hour of pay at GP1.1 hourly rate of pay
Saturday, Sunday or Public Holiday	1.5 hour of pay at GP1.1 hourly rate of pay

16.7 Uniforms and protective personal equipment

- a) Where Congress requires an employee to wear a Congress uniform this will be provided.
- b) Where the wearing of protective personal equipment (PPE) is required, Congress will supply required PPE in quantities sufficient to safely wear that PPE.

16.8 Travel allowance

- a) Where an employee is required to travel by Congress all reasonably incurred expenses in respect to transport, fares, meals and accommodation will be met by Congress up to the amounts set in the most current ATO Taxation Determination for travel, meals and accommodation.
- b) Prior to any travel arrangement, an agreement between the employee and Congress has to be reached regarding the standard of travel, accommodation and meals.
- c) Congress will pay a meal and incidental allowance to an employee who is required to work away from their usual place of work and is unable to return to their usual place of residence after completing their shift.
- d) Where an employee is rostered to work at a location with meal preparation facilities and access to grocery supplies, Congress will pay meal and incidental allowance up to one week.
- e) Travel allowance will not be paid where the employee is travelling to their usual place of work based on their employment contract or published roster.

16.9 Meals - overtime

- a) When an employee is required to work overtime for more than two hours before or after ordinary hours the employee will be entitled to a provided meal or a meal allowance of \$22.00 for each meal.
- b) The meal allowance will be paid to the employee weekly at the time when the employee is normally paid.

16.10 Camping

- a) Where employees are required to camp out overnight, Congress will supply adequate camping equipment and the equipment will remain the property of Congress.
- b) An allowance of \$110 per night shall be paid to cover incidentals and food.

16.11 Vehicle

An employee required and authorised by their manager, in advance, to use their own motor vehicle in the course of their duties will be paid an allowance of \$0.80 per kilometre.

16.12 District allowance

- a) A district allowance will be paid to all employees, except to employees working in a remote location eligible for RWA as per *Clause 16.3 Remote worker allowance*.
- b) The district allowance is determined as follows and employees cannot receive both:
 - \$2,770 p.a. to employees with dependants
 - \$1,510 p.a. to employees without dependants
- c) District allowance is paid in the pay period on a pro-rata basis and is payable during the period of any paid leave.

17 Benefits and incentives

17.1 NAIDOC

- a) NAIDOC Week celebrations are held across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples. Congress fully supports the celebrations and encourages all employees to participate in celebrations.
- b) Employees will be given an opportunity to participate in official NAIDOC day celebrations and activities as agreed with their supervisor to ensure operations are not adversely affected.
- c) Employees attending an approved NAIDOC Day activity will attend without loss of pay or decrease to any entitlements.

17.2 Remote location incentive

- a) All staff, excluding casuals, residing and working in a remote location as defined will be eligible for a remote location incentive as per *Clause 17.1 b*).
- b) Eligible employees will receive a retention incentive as follows:

After completing a period of continuous service in a remote area	Retention incentive payment
12 months	5% of base salary
24 months	15% of base salary

- c) The payment is not paid out on termination on a pro-rata basis.
- d) Existing staff who are still residing and working in a remote location as defined, at the time of transition, will receive the difference between the incentive they have received and the new incentive arrangement
- e) Employees who have been recruited from interstate to a remote location, as defined, will be given five flights per year to the nearest capital city of the place they were recruited from up to a limit of \$5,000.

17.3 Relocation assistance

- a) Congress recognises that assistance with relocation expenses is an incentive in the recruitment of employees from outside Central Australia.
- b) Repatriation costs to Alice Springs from a remote community will be reimbursed to employees, who have completed their probationary period, up to \$1,000 upon presentation of receipts.

17.4 Medical indemnity

- a) All GPs, GPRs and dentists are required to maintain appropriate individual medical indemnity insurance for their clinical practice at all times as part of their registration with the MBoFA and the Dental Board of Australia.
- b) Congress will provide a reimbursement of \$4,000 per annum for full time and part time (pro rata) GPs and dentists after they have been continuously employed for a period greater than six months.
- c) GPR's are not eligible to receive this payment.
- d) Payment will be made weekly after completion of the probationary period.
- e) GPs, GPRs and Dentists will provide HR with a copy of their certificate of insurance.

17.5 Salary packaging

- a) Provided Congress maintains its Public Benevolent Institution (PBI) status and Fringe Benefits Tax (FBT) exemption, continuous and maximum term employees can participate in salary packaging.
- b) The policy is subject to amendment at any time by Congress.
- c) Employees should refer to the *Salary Packaging Policy* for details of how salary packaging operates.
- d) Participation in the salary packaging is voluntary and does not reduce gross salary with respect to calculating agreement entitlements.
- e) If the PBI status is removed or changed or associated tax treatments change, Congress is not liable for any disadvantage incurred by an employee as a result of changed salary packaging arrangements.
- f) Congress will ensure that it complies with the relevant FBT legislation, and this arrangement will be reviewed in light of any legislative changes to determine if any amendments are required.
- g) To limit FBT payable by Congress, access to fringe benefits will be limited to the grossed up limit under the FBT legislation.
- h) The provision of benefits supplied by Congress are excluded from this limit.

17.6 Medical Services

Congress offers full time and part time employees' access to Congress provided services in accordance with the relevant policy and procedure.

18 Superannuation

18.1 Employer contributions

Congress will make employer superannuation contributions as required by legislation.

18.2 Complying fund

- a) Contributions will be made into an employee nominated complying fund, provided that fund complies with superannuation legislation for this purpose.
- b) Where an employee does not nominate a complying superannuation fund in accordance with this clause, the employer will pay superannuation contributions into the employees' stapled super fund as directed by the ATO.
- c) If an employee does not choose a superannuation fund in accordance with *Clause 18.2 a)* and a stapled fund is not identified by the ATO, the default fund to which superannuation contributions will be made is AustralianSuper for all employees, except employees in the Nurses/ Midwives classification where the default fund will be HESTA.

18.3 Employee contributions

Employees may also make post or pre-tax voluntary contributions, subject to superannuation and tax legislation.

PART SIX – LEAVE ARRANGEMENTS

19 Public holidays

- a) Employees, other than casuals, who are ordinarily required to work on the day that a public holiday falls will be paid for those days (or part days) at their ordinary rate of pay.
- b) Public holidays for the purpose of this clause are those as proclaimed or gazetted as a public holiday pursuant to the *Public Holidays Act (NT)*.
- c) Where an employee is absent on unpaid leave for a period of time which includes a public holiday, there is no entitlement to payment for that day. This does not apply to leave applied for under *Clause 20.5 Close-down*.
- d) Employees (except for shift workers rostered to work on a public holiday) required to work on a public holiday will be compensated in accordance with *Clause 11 Overtime*.

20 Annual leave

20.1 Entitlement and accrual annual leave

- a) Employees, other than casuals, are entitled to six weeks paid annual leave per completed year of service.
- b) In addition to their ordinary pay during annual leave, an employee, other than a shift worker, will be paid leave loading of 17.5% at their base salary for the period of leave.
- c) A shift worker will receive the applicable shift penalties as per *Clause 48 Penalty interpretation* or leave loading of 17.5%, whichever is the greater.
- d) Annual leave accrues daily based on ordinary time worked, including paid leave and approved community services leave.
- e) The leave accumulates from year to year of service.
- f) Annual leave will not accrue during periods of unpaid leave.

20.2 Accessing annual leave

- a) Annual leave will need to be applied for in advance and approved by the supervisor before the leave can be taken.

- b) Employees are required to provide four weeks' notice prior to taking annual leave, unless otherwise agreed with the manager.
- c) No request for annual leave will be unreasonably refused provided a reasonable period of notice is given and the leave period will not significantly disrupt operations.
- d) Where an employee fails to attend work without a valid reason or is absent without approval, such absence will not be retrospectively be approved as annual leave.

20.3 Excessive annual leave accrual

- a) An employee has an excessive leave accrual if they have accrued more than eight weeks' paid annual leave or ten weeks' for shift workers.
- b) If an employee has an excessive leave accrual, the manager and employee may seek to reach an agreement on how to reduce or eliminate the excessive leave accrual.
- c) Where the manager has genuinely tried to reach agreement with the employee under *Clause 20.3 b)* but agreement is not reached (including because the employee refuses to discuss the matter), Congress may direct an employee to take annual leave.
- d) The employee must take the leave within a reasonable period determined by their manager.
- e) The amount of annual leave directed to be taken will not exceed the amount required to reduce the employee's leave balance to no less than six weeks and will not be less than one week.

20.4 Ill during annual leave

- a) An employee who falls ill or suffers an injury while on annual leave is entitled to take personal/carer's leave for the period of illness.
- b) The employee must supply reasonable evidence for that period of time.
- c) The relevant period of annual leave will be re-credited to the employee's leave accrual and any leave loading paid will be deducted from the employee's pay.

20.5 Close-down

- a) Congress may determine a period where a close-down period is required, such as the Christmas and New Year period.
- b) For any close-down period the employee will be required to utilise annual leave entitlements.
- c) Congress will provide a minimum of four weeks' notice of any close-down period.
- d) Eligible employees with insufficient annual leave balances may be granted annual leave in advance as per *Clause 20.7*, other employees are required to use leave without pay (LWOP).

20.6 Cashing out annual leave

- a) An employee and Congress may agree in writing to Congress cashing out a period of the employee's paid annual leave (including applicable loading), provided that the employee's remaining accrued entitlement to paid annual leave is not less than six weeks.
- b) The agreement shall be in writing and outline the amount of leave being cashed out, the amount the employee will be paid and the date it will be paid.

20.7 Annual leave in advance

- a) Employees with insufficient annual leave due to recent commencement of employment may be granted annual leave in advance during a close-down period.
- b) A GPR can request annual leave in advance (pro rata) during their placement at Congress where the funding body will cover the cost of their placement and leave.

- c) If an employee resigns or their employment is terminated prior to the accumulation of leave hours sufficient to cover the leave debt, payment for those hours may be deducted, with consent from the employee, from the employee's final pay.

20.8 On termination of employment

On termination, including resignation or dismissal, accrued annual leave and leave loading will be paid out.

21 Remote area leave

21.1 Entitlement remote area leave

- a) This entitlement applies to all employees, excluding casual employees, who reside and work permanently in a remote community as defined.
- b) These employees will receive a week of remote area leave in the following periods:
- First pay period in April
 - First pay period in July
 - First pay period in October
- c) Remote area leave must be taken prior to the receipt of the next date of entitlement.
- d) The entitlement may not accumulate for more than one week.
- e) The entitlement is not payable on termination and does not attract leave loading.

21.2 Accessing remote area leave

The leave must be taken by agreement with the employee's manager and applied for and approved in advance of the requested period.

21.3 Driving allowance

- a) An employee who has relocated to work at the remote location and who travels during the leave period in their own personal vehicle will be paid an allowance as per *Clause 16.11 Allowances - Vehicle* for the distance to and from the community of residence and Alice Springs on one occasion during the leave period.
- b) If the employee chooses other transportation they will be reimbursed reasonable expenses on presentation of the invoice, up to the allowance they would have received if they had driven their own motor vehicle.
- c) No allowance is payable if a Congress vehicle is used.

22 Personal and carers' leave

22.1 Eligibility personal carers' leave

- a) Employees, other than casuals, accrue personal/carer's leave entitlements.
- b) A casual employee can access unpaid leave in accordance with the NES.
- c) An employee may take paid personal/ carer's leave when the leave is taken:
- i Because the employee is not fit to work because of a personal illness or injury;
 - ii To provide care or support to a member of the employee's immediate family, or a member of the employee's household, who require care or support:
 - o Because of a personal illness or injury affecting the member
 - o To attend an unexpected emergency affecting the member

- o As a result of experiencing Domestic, Family and Sexual Violence
- d) Where an employee has exhausted their paid leave entitlements they will be entitled to utilise unpaid Personal/ Carer's leave.

22.2 Accessing personal carers' leave

- a) Notice of the absence and the period or expected period of the absence must be given to Congress prior to commencement of the employee's ordinary hours of work on the first day of the absence or as soon as practicable.
- b) Congress is entitled to request reasonable evidence substantiating the reason for leave at any time.
- c) Failure to provide evidence as requested means the leave taken is an Unauthorised Absence.
- d) A GPR can request personal carers' leave in advance (pro rata) during their placement at Congress where the funding body will cover the cost of the leave.

22.3 Entitlement and accrual personal carers' leave

- a) Eligible employees accrue 15 working days of paid personal/ carer's leave each 12 months of service.
- b) Personal/ Carer's leave accrues daily based on ordinary time worked, including paid leave and approved community services leave.
- c) The leave accumulates from year to year of service.
- d) Personal/ Carer's leave does not accrue;
 - i During unpaid leave types (e.g. Leave Without Pay)
 - ii Periods of worker's compensation
 - iii During a claim period for Income Protection Insurance as provided for in *Clause 42 Income protection insurance*.

23 Compassionate leave

23.1 Eligibility compassionate leave

Full time or part time employees are eligible for compassionate leave when:

- a) A member of the employee's immediate or extended family or a household member dies or suffers a life threatening illness/ injury.
- b) An employee, or the employee's spouse or de facto partner, has a miscarriage or stillbirth.
- c) An employee who is, or would have been, an immediate family or household member of the stillborn infant.

23.2 Entitlement compassionate leave

- a) Eligible employees are entitled up to a total of four days on each occasion as described in *Clause 23.1*.
- b) At the discretion of the General Manager an extended period of compassionate leave may be granted.
- c) Casual employees are entitled to unpaid compassionate leave and may take up to four days on each occasion.

23.3 Accessing compassionate leave

- a) The leave may be taken as a continuous period of four days or

- b) As four separate periods of one day related to the same compassionate leave occasion

24 Parental leave

24.1 Eligibility parental leave

- a) Employees, except casual employees, who have or will have the primary responsibility for the care of a child and has completed 12 months of continuous service with Congress:
 - i Before the date or expected date of birth if the employee is pregnant,
 - ii Before the date of adoption, **or**
 - iii When the leave starts (if the leave is taken after another person cares for the child or takes parental leave).
- b) Adoption leave is applicable when the child is, or will be, at the day of placement:
 - i Under the age of 16 years of age; **and**
 - ii Has not, or will not have, lived continuously with the employee for six months or more; **and**
 - iii Is not (otherwise than because of the adoption) a child or stepchild of the employee's spouse or de facto partner.
- c) An employee on a maximum term contract will cease to have an entitlement to paid or unpaid parental leave upon the cessation of the contract period.
- d) Casual employees are entitled to unpaid parental leave
 - i When they have completed 12 months continuous service and are employed on a regular an systematic basis; **and**
 - ii There is a reasonable expectation of continuing work with Congress on this basis

24.1.1 Parental leave - Primary carer

- a) Employees, except casuals, who will be or will become the primary carer for a child are entitled to:
 - i Up to 12 weeks paid parental leave after 12 months of continuous service; **or**
 - ii Up to 14 weeks paid parental leave after 24 months of continuous service
- b) **Birth related** paid primary carer's leave can be taken:
 - i Up to six weeks before the expected due date of the child; **and**
 - ii Can start no later than the date of birth of the child.
- c) **Adoption** related paid primary carer's leave can be taken:
 - i On the date of birth of the adopted child; **or**
 - ii From the date of adoption; **or**
 - iii From the date of placement for permanent foster care purposes.
- d) Where 24.1.1 b) and c) does not apply, paid primary carer's leave must be taken no later than the date of birth or the placement of the child.
- e) Eligible employees will be able to access unpaid parental leave up to a combined leave period of 52 weeks.
- f) A further period of unpaid parental leave after completing 52 weeks of parental leave is subject to the approval of the manager and operational requirements and has to be requested at least eight weeks prior to the expected return date.

24.1.2 Parental leave - partner

- a) An employee who is not the primary care giver of a child is entitled to:
 - i Up to two weeks paid partner leave after 12 months of continuous service; **or**

- ii Up to four weeks paid partner leave after 24 months of continuous service.
- b) Employees who have not completed 12 months continuous service with Congress are entitled to access two weeks unpaid partner leave.
- c) Partner leave has to be taken within 12 months after the birth or placement of the child.

24.1.3 Concurrent and flexible leave

Congress will offer unpaid concurrent and flexible parental leave as provided for in the NES.

24.2 Accessing parental leave

- a) Employees are required to notify their supervisor and Human Resources Division as soon as practicable when they are aware of when the leave will commence and when they expect to return.
- b) Documentary evidence must be submitted upon application for all parental leave;
 - i Document stating date of placement, which may include a Permanent Foster Care Order;
 - or**
 - ii Medical certificate with expected date of birth; **and**
 - iii Medical certificate clearing the employee who is giving birth to safely continue working up to the date they are commencing parental leave
- c) All parental leave, paid and unpaid, has to be taken in a continuous period.
- d) All parental leave is inclusive of public holidays and will not be extended because a public holiday falls during a period of paid or unpaid maternity or parental leave.
- e) Payment of parental leave will be paid at the employee's base rate of pay.
- f) All parental leave can be taken at half pay.

25 Ceremonial leave

25.1 Eligibility and entitlement ceremonial leave

- a) Employees who are legitimately required by, and adheres to, Aboriginal culture for ceremonial purposes and/ or tradition to be absent from work for Aboriginal ceremonial purposes; **and**
- b) Has been continuously employed for a minimum of six months before taking ceremonial leave.
- c) Eligible employees are entitled to ten days of paid ceremonial leave.
- d) Ceremonial leave is non-cumulative.

25.2 Accessing ceremonial leave

- a) Applications for ceremonial leave must be made in writing as soon as practicable.
- b) Leave applications will be verified through the appropriate cultural authority based on family name and location.

26 Infectious diseases leave

- a) An employee who contracts an infectious disease due to close contact with children, clients, and/or the environment in which they work, will be entitled to paid infectious disease leave without deduction from personal/carer's leave credits, as determined by a Senior GP of Congress.
- b) All applications for infectious diseases leave must be accompanied by a medical certificate from a medical practitioner noting the infectious disease.
- c) Leave shall be granted to the extent of the medical certificate of unfitness where:

- i The employee is infected with, or has been in contact with, an infectious disease as defined under the *Notifiable Diseases Act*;
 - ii By reason of any law of the Territory or any State or Territory of the Commonwealth is required to be isolated from other persons.
- d) Infectious diseases include:
- German Measles (Rubella)
 - Chicken Pox (Varicella)
 - Measles (Morbilli)
 - Mumps (Parotitis)
- e) Applications for infectious disease leave for an infectious disease not listed above may be authorised by the General Manager or CEO, via a written recommendation of the manager and a Medical Practitioner.

27 Special leave

- a) Special leave is paid leave up to a total of three days per annum where there is no other applicable leave provided for elsewhere in this agreement and may be granted to an employee under special circumstances and at the discretion of Congress.
- b) Special leave is subject to the approval of the CEO and must be applied for in writing in advance, unless there is an absolute emergency a statutory declaration will need to be provided if absent without permission
- c) This leave does not accumulate from year to year.
- d) The CEO may extend the duration of special leave in exceptional circumstances and upon written application by the employee.

28 Purchased leave

Purchased leave allows employees to fund an additional period of leave through salary deductions as per the applicable pay period.

28.1 Eligibility and accessibility to purchased leave

- a) Full time or part time employees can access up to two weeks of purchased leave in any 12 month period with the following conditions:
 - The employee does not have an annual leave balance in excess of eight weeks at time of application; **and**
 - The employee provides the dates of when the leave will be taken upon application; **and**
 - The application has been approved by the direct supervisor and relevant General Manager
- b) Approved purchased leave requests will be provided to Payroll who will implement regular fixed amount deductions from the employee's weekly or fortnightly salary (after tax).
- c) The leave must be used on the indicated dates of the application, unless a variation is mutually agreed.

28.2 Payment of purchased leave

- a) The purchased leave rate of pay will be calculated based upon the salary rate at the commencement of the deduction.
- b) Purchased leave will not attract leave loading.

29 Long service leave

- a) This clause is read with and is subject to the *Long Service Leave Act (NT)*.
- b) An employee who has completed 10 years of continuous service is entitled to 13 weeks of paid Long Service Leave (LSL).
- c) An employee whose period of employment is less than 10 years, but not less than seven years who ceases to be an employee for any reason, other than serious misconduct, is entitled to 1.3 weeks of paid LSL for each completed year of service.
- d) An employee who has completed a period of 10 years of continuous service, is entitled to take paid LSL on the completion of each subsequent period of five years continuous service equal to 1.3 weeks for each completed year of that five years continuous service.

30 Professional development leave

- a) Employees, excluding casuals, are eligible to apply for professional development leave (PD leave) once they have successfully completed their probationary period.
- b) PD leave can only be accessed if it will increase the effectiveness of the employee by enhancing their knowledge and skills in their roles and to assist Congress to meet its strategic goals.
- c) PD leave can be accessed for PD activities such as:
 - Training courses not provided by Congress
 - Conferences / Seminars
 - Personal study
 - Attending exams
 - Placements
- d) PD leave is not required for any professional development where Congress has given a direction to attend any of the above
- e) Eligible employees are entitled to take 15 days of PD leave every 12 months of continuous service with Congress
- f) PD leave is not cumulative.
- g) PD leave will be taken with mutual agreement between the employee and their direct supervisor.

31 Leave without pay

- a) Leave without pay (LWOP) is only to be used when all applicable paid leave entitlements have been exhausted unless otherwise approved by CEO.
- b) Can be applied for in exceptional circumstances including:
 - i Christmas shutdown period
 - ii Planned leave as identified at commencement of employment
- c) Access to up to six months of LWOP is subject to CEO approval.
- d) Access for more than six months of LWOP requires Board approval if a clear benefit to Congress has been identified.

32 Community service leave

Subject to this clause, an employee shall be entitled to community service leave in accordance with the NES.

32.1 Jury service leave

- a) An employee, other than a casual, required to attend jury service or requested by court to testify at court during ordinary work hours will be paid at their base rate of pay.
- b) The amount payable to the employee is reduced by the total amount of jury service pay that has been paid, or is payable, to the employee by the court.
- c) An employee shall notify Congress as soon as possible of the dates for jury service.
- d) The employee is required to provide proof of attendance which includes the duration of attendance.
- e) An employee called up and subsequently not required for jury service shall report for work as soon as practicable after being informed that they are not required.

32.2 Voluntary emergency service

Unpaid leave is available for reasonable absences by employees engaged in voluntary emergency service as a member of a recognised emergency management body.

32.3 Blood donation

An employee may donate blood up to four times per year with no loss of pay provided they have obtained their supervisor's prior approval for the absence.

32.4 Defence services

- a) An employee who is a member of a defence service reserve may apply for up to a maximum of four weeks unpaid leave in any 12 month period for purposes of deployment or training.
- b) Evidence to support the application must be provided to the employer.

33 Union training leave

33.1 Eligibility union training leave

- a) Congress employees who are recognised as union delegates as notified to Congress and have completed a minimum of 12 months' service shall be allowed leave without loss of pay for ordinary working hours (excluding penalty payments) to attend union training courses conducted by a relevant union.
- b) Up to two union delegates per union per annum may attend union training leave.

33.2 Entitlement

- a) Recognised union delegates shall be granted no more than five days' union training leave within any 12 month period.
- b) No more than one Congress employee per union shall be on union training leave at any one time, unless Congress agrees otherwise. In cases where union training opportunities are limited and there is a need for more than one delegate (from a particular union) to attend such training, agreement from Congress will not unreasonably be withheld.
- c) Congress shall not be liable for any additional costs, other than the payment of wages in accordance with this clause, to the employee while the employee is on union training leave.
- d) Congress may recall an employee attending a course pursuant to this clause for reasons unforeseen at the time of granting the leave, and all time spent at the course prior to recall shall be reinstated as if no leave had been taken.

33.3 Accessing union training leave

- a) Notice of application for union training leave should, where possible, be made eight weeks prior to the date of commencement of the course.
- b) If less than four weeks' notice is given, Congress may not grant the leave.
- c) Leave will only be granted if there is no disruption to Congress' business.
- d) An application for union training leave must be made in writing by the union to Congress and shall include the following details:
 - The name of the employee for whom leave is sought
 - The period of time for which leave is sought
 - The title, description and agenda of the course or courses to be attended
 - The place or places where the course will be held
 - The name of the person or persons and organisation conducting the course
- e) Where an employee fails to attend a course for which leave has been granted by Congress, the union shall notify Congress as soon as possible of both the non-attendance and the period of non-attendance.
- f) Congress is not required to pay wages for any period of leave during which the employee does not attend the designated course unless the employee demonstrated that failure to attend the course/s was due to illness and evidence acceptable to Congress is provided.

34 Sexual, domestic and family violence leave

- a) Domestic and family violence is violent, threatening or other abusive behaviour by a close relative of an employee that:
 - i Seeks to coerce or control the employee; **and**
 - ii Causes the employee harm or to be fearful
- b) While sexual violence can overlap with, and be a feature of, family and domestic violence, the dynamics of sexual violence incidents can be very different and occur in the context of a wider range of relationships between perpetrators and victims (e.g. where the victim and perpetrator are not known to one another).
- c) Employees can access up to ten days paid sexual and/or domestic and family violence leave per year to deal with the consequences of sexual and/or domestic and family violence directed against the employee.
- d) Congress may require the employee to support their leave application through evidence.
- e) Any personal information provided by the employee concerning the sexual and/ or domestic and family violence is kept confidential and not included in their personnel file.
- f) An employee who is supporting a close relative experiencing domestic violence may use personal leave as per *Clause 22 Personal and carers' leave* of the agreement.
- g) Sexual and/or domestic and family violence does not accumulate from year to year.

35 Gender transition leave

Gender Transition Leave is available to support employees who wish to transition from their gender.

35.1 Eligibility gender transition leave

- a) Employees, except casual employees, who have completed 24 months of continuous service with Congress; **and**
- b) Commenced transitioning their gender.

35.2 Entitlement gender transition leave

- a) Employees, other than casuals, are entitled to four weeks paid leave and 48 weeks of unpaid leave.
- b) Leave may be taken for essential and necessary gender affirmation procedures.

35.3 Accessing gender transition leave

- a) Gender transition leave may be taken in a continuous period or in single days over a three year period.
- b) An employee must provide at least two weeks' notice of the need to take leave under this clause and the expected duration of leave.
- c) Applications for leave will be dealt with confidentially and sensitively.
- d) An employee may be required to provide reasonable supporting documentation for any leave granted under this clause. Evidence to support an application will only be sighted by the manager and no copies will be made or recorded.

PART SEVEN – TERMINATION OF EMPLOYMENT

36 Notice of termination

36.1 Notice periods

- a) The employer and employee are required to provide a period of notice that reflects their period of continuous service. The notice periods are:

Period of continuous service on the day notice is provided	Period of notice
Not more than 1 year	1 week
More than 1 year but not more than 3 years	2 weeks
More than 3 years but not more than 5 years	3 weeks
More than 5 years	4 weeks

- b) Where the employer is ending employment, this period of notice is increased by one week if the employee is over 45 years old and has completed at least two years of continuous service with the employer.

36.2 Payment in lieu of notice

- a) Congress may, at any time at commencement of or during the notice period, decide to end the employee's employment.
- b) The employee will receive the amount they would have been paid if they had worked the notice period by paying in lieu of notice or part thereof.
- c) In this case the employee doesn't stay employed during the notice period or continue to accrue entitlements, such as annual leave.
- d) Where Congress pays out the notice period, the employee's employment ends on the date that the notification of payment in lieu of notice is made.

36.3 Resignation

- a) Employees are required to provide the employer with notice of their resignation.
- b) If an employee is at least 18 years old and does not give the period of notice required under *Clause 36.1 Notice periods*, then the employer may deduct no more than one week's wages from wages due to the employee under this agreement.
- c) If the employer has agreed to a shorter period of notice than required under *Clause 36.1 Notice periods*, then no deduction can be made.
- d) Any deduction made under *subclause 36.3 b)* must not be unreasonable in the circumstances.

36.4 Termination of employment

- a) Congress may, after review of the circumstances, terminate employment where an employee:
 - i Is unable to reach or sustain a satisfactory standard of work performance
 - ii Can't perform duties because of physical or mental incapacity, or loss of an essential qualification
 - iii Does not meet a satisfactory standard of work performance during the probation period
 - iv Has abandoned their employment as described in *Clause 36.4.1 Unauthorised Absence*
- b) Congress may, after review of the circumstances, terminate employment where an employee has breached the *Congress Code of Conduct* and it is a serious matter requiring formal discipline that leads to the decision to terminate employment.

36.4.1 Unauthorised Absence

- a) If an employee has been on Unauthorised Absence (unapproved leave) for a continuous period of three working days without notification to Congress or reasonable evidence, the employee may be deemed to have abandoned their employment.
- b) Congress will make a reasonable effort to contact the employee during this period through their last known address and contact details.
- c) After three consecutive days of Unauthorised Absence, Congress will issue an official notification to the employee regarding their Unauthorised Absence.
- d) If there is no response to Congress' letter within five working days, the employee's employment will be terminated due to abandonment of employment. Notice provisions of *Clause 36.1 Notice periods* will apply.
- e) An employee responding within five working days, may still be subject to disciplinary processes based upon the merits of their response.

36.4.2 Summary Dismissal - Serious misconduct

- a) Congress may end the employment of an employee without notice when it has reasonable grounds to believe that the employee is guilty of serious misconduct. In all circumstances the misconduct must be investigated in line with procedural fairness by or arranged by the Human Resources Division.
- b) Serious misconduct includes but is not limited to:
 - i Wilful or deliberate behaviour by an employee that is inconsistent with the continuation of the contract of employment
 - ii Conduct that causes serious and imminent risk to:
 - o The health or safety of a person; **or**
 - o The reputation, viability or profitability of the employer's business
 - iii Being intoxicated at work

- iv Refusing to carry out a lawful and reasonable instruction that is consistent with the employee’s contract of employment
- v Theft, fraud, assault or sexual harassment
- vi Possession of illegal substances, or alcohol in a prescribed area, either on person or in premises or vehicle occupied or utilised by the employee (consistent with legislation).

37 Redeployment and redundancy

37.1 Redundancy

- a) Redundancy occurs where Congress has made a definite decision that it no longer wishes the job the employee has been doing to be done by anyone, and that decision leads to the termination of the employment of the employee, except where this is due to the ordinary and customary turnover of labour.
- b) An employee whose employment is terminated by reason of redundancy is entitled to redundancy pay as per *Clause 37.3 Redundancy pay*.
- c) These provisions do not apply to:
 - i Casual employees **or**
 - ii Maximum term employees who have completed the term of their employment contract **or**
 - iii Employees who have been offered acceptable alternative employment by Congress, subject to an application under *section 120* of the *Fair Work Act 2009*.

37.2 Transfer to lower paid duties

- a) Where an employee agrees to be transferred to lower paid duties by reason of redundancy, the same period of notice the employee would have been entitled to, if the employment had been terminated, must be given.
- b) Congress will pay the difference between the former base rate of pay and the new base rate of pay for the number of weeks of notice that would have applied.

37.3 Redundancy pay

- a) The payment is calculated on an employee’s base rate of pay for ordinary hours of work and does not include incentive-based payments and bonuses, loadings, monetary allowances, overtime or penalty rates.
- b) Redundancy pay is calculated on the employee’s period of continuous service with Congress, as determined in the FWA and is paid on termination as per the following table:

Period of continuous service	Redundancy entitlement in weeks
Less than 1 year	Nil
1 year and less than 2 years	4 weeks
2 years and less than 3 years	6 weeks
3 years and less than 4 years	7 weeks
4 years and less than 5 years	8 weeks
5 years and less than 6 years	10 weeks
6 years and less than 7 years	11 weeks

7 years and less than 8 years	13 weeks
8 years and less than 9 years	14 weeks
9 years and less than 10 years	16 weeks
At least 10 years	18 weeks

37.4 Job search entitlement

- a) An employee given notice of termination in circumstances of redundancy must be allowed up to one days' time off without loss of pay during each week of notice for the purpose of seeking other employment.
- b) If the employee has been allowed paid leave for more than one day during the notice period for the purpose of seeking other employment, the employee must, at the request of Congress, produce proof of attendance at an interview or they will not be entitled to payment for the time absent. For this purpose, a statutory declaration is sufficient.

PART EIGHT – SPECIFIC CONDITIONS

38 Midwifery group practice salary arrangements

- a) Midwives employed by Congress in Maternity Services as part of the Midwifery Group Practice (MGP) model will be paid an annual salary consisting of the base salary and an MGP allowance of 29.5% of the base salary.
- b) This annual salary is paid in satisfaction of the following clauses of the EA:
 - Clause 11 Overtime
 - Clause 12 Shift work
 - Clause 15 Salary rates
 - Clause 16 Allowances
- c) Midwives in the MGP model are considered shift workers who work irregular hours based on individual client needs.
- d) Hours worked by MGP Midwives in excess of an average of 40 hours per week over a 12 month period will be compensated by payment for the excess hours at the overtime penalty rate of time and a half.
- e) The quantum of the MGP Allowance in comparison to the actual patterns of work will be reviewed every six months while this agreement operates.
- f) The MGP Allowance will be included in calculations for employer contributions to superannuation purposes.

38.1 MGP Allowance

- a) Eligible employees will be paid a wage based on the base salary and MGP Allowance.
- b) The quantum of the allowance has been calculated taking into account:
 - Ordinary hours worked as per the pay period
 - Estimated on call allowance
 - Shift penalties
 - An average of 2.5 hours overtime per week
 - Work performed on public holidays

38.2 Review

- a) Annually, Congress will review an employee's annualised salary based on the actual hour's worked and applicable allowances/penalties during the review period.
- b) If the wages paid are less than actual entitlements, the employee will be paid the difference.
- c) Congress may review the annualised salary against actual work more frequently.
- d) For the purposes of the NES, the base rate of pay of an employee receiving an annualised salary under this clause comprises the portion of the annual salary equivalent to the relevant rate of pay as per 47 *Salary schedules* of this EA and excludes any incentive-based payments, bonuses, loadings, monetary allowances, overtime and penalties.
- e) Congress may with 28 days' notice require an employee to enter an annualised MGP arrangement.
- f) Congress may with 28 days' notice terminate an annualised salary arrangement.

PART NINE – OTHER MATTERS

39 Medicare and other income

- a) All Medicare and other income generated by employees while they are consulting with clients on behalf of Congress must be directed to Congress.
- b) All clinical staff eligible for Medicare income must ensure they have the required Medicare registration to make all relevant claims.

40 GP Medicare incentive scheme

- a) GPs will continue to participate in the GP Medicare incentive scheme. Any changes need to be negotiated between management, employees and their representatives.
- b) If during the lifetime of this agreement there are changes in the organisations ability to claim Medicare, Congress will negotiate with GPs and their representatives for an introduction of an alternative performance based incentive scheme or bonus.
- c) Congress will commit to reviewing the incentive scheme within six months of the ratification of this agreement.

41 Other employment

- a) A full time employee may only be engaged in paid employment outside Congress with the written consent of the relevant General Manager.
- b) A part time employee may engage in secondary paid employment provided this does not adversely affect their performance at Congress.
- c) Any secondary employment must;
 - i Not adversely affect the performance of the employees' duties and responsibilities at Congress including work health and safety obligations, **and/ or**
 - ii Give rise to a conflict of interest.

42 Income protection insurance

- a) Employees of Congress who were continuously employed prior to or on 25 January 2015 will be provided with Income Protection Insurance (IPI) in accordance with the published terms and conditions of the Sickness and Accident Income Protection Plan.
Any employees, employed after 25 January 2015 are not eligible for IPI through Congress.

43 Signatories to this agreement

Signed on behalf of Central Australian Aboriginal Congress Aboriginal Corporation:



Date: 09-Aug-2022

Graham Dowling
Chairperson (Director and employer)
14 Leichhardt Terrace, Alice Springs, Northern Territory

Signed on behalf of Central Australian Aboriginal Congress employee:



Date: 08-Aug-2022

Tanya White (Employee representative)
14 Leichhardt Terrace, Alice Springs, Northern Territory

Signed on behalf of The Australian Nursing and Midwifery Federation NT Branch (ANMF NT):



Date: 08-Aug-2022

Cath Hatcher
Branch Secretary (Employee representative)
16 Caryota Court, Coconut Grove, Northern Territory

Signed on behalf of United Workers NT Branch (UWU NT):



Date: 09-Aug-2022

Godfrey Moase (Employee representative)
38 Woods Street, Darwin, Northern Territory

Signed on behalf of Australian Salaried Medical Officers' Federation NT Branch (ASMOF NT):



Date: 10-Aug-2022

Fiona Crombie
Executive Officer (Employee representative)
2/25 Parap Road, Parap, Northern Territory

PART TEN- CLASSIFICATION STRUCTURE & PENALTY INTERPRETATION

44 Classification framework and principles

- a) The aim of the classification structure is to be clear, consistent, equitable and transparent with classification descriptions clearly defining the appropriate banding for a position description.
- b) Positions are classified based on the duties, skills and knowledge require to perform the role as per the position description (PD). PD's must accurately reflect the requirements of the role. Classifications of a PD will be based on:
 - i **The level of work** to be performed, not the individual qualities of the employee who may be performing the role. Employees operating at a higher level than their PD will not be eligible for a higher classification, where the change of duties have not been agreed to by Congress.
 - ii **The balance of duties regularly performed.** The mix of duties can include a range that will be higher and/ or lower than the classification level. No single task or qualification should determine the classification; it should be allocated on the balance of regular duties performed.
 - iii **Complexity of duties and skills** required to perform tasks. Work volume should not impact on the classification, but rather determine the number of employees needed to perform the duties.
- c) Based on the PD an employee will be paid according to the allocated classification.

Positions falling within Modern Award	Congress classification	Salary schedule
Aboriginal and Torres Strait Islander Health Workers and Practitioners and Aboriginal Community Controlled Health Services Award	Aboriginal Health Practitioner / General Officers	AHPL / GOL
Children Services Award	Childcare	ECL
Health Professionals and Support Services Award	Allied Health Professionals & Social Workers / Psychologist & Dentist	ALL/ PSD
Medical Practitioners Award	General Practitioners	GP/ GPR
Nurses Award	Nurses and Midwives	NL

45 Transitional arrangement

- a) Employees who are affected by the new classification structure and associated salary schedules will be advised in writing after the position descriptions have been reviewed and/ or when the agreement is agreed upon.
- b) Employees will transition to the salary level closest equal or higher to their salary level under the Central Australian Aboriginal Congress Enterprise Agreement 2017-2021 (2017 EA) within their new relevant classification.
- c) Where the salary level of the 2017 EA is higher than the top increment of the new relevant classification, the 2017 EA salary level will be maintained until the new salary level is equal or higher.

46 Classification descriptors

46.1 General Officer Classification				
	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making & Authority
Level	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
GOL 1	<ul style="list-style-type: none"> • May be undertaking studies towards a relevant field • No relevant work experience required • Task competence is anticipated after limited training or experience 	<ul style="list-style-type: none"> • Planning is from task to task within a shift • Performs a limited range of administrative or procedural tasks as directed while learning a defined range of skills 	<ul style="list-style-type: none"> • Tasks are conducted under close supervision • Assistance from other staff is available when required 	<ul style="list-style-type: none"> • Tasks are conducted within clear and established policies and procedures with no decision making expected or required
GOL 2	<ul style="list-style-type: none"> • Undertaking studies towards a relevant field • Previous work experience may be required • Basic literacy and numeracy are typically required 	<ul style="list-style-type: none"> • Planning is from task to task within a shift • Performs routine administrative or procedural tasks potentially involving computers and other equipment 	<ul style="list-style-type: none"> • Tasks are completed under general direction with regular checks • May include some basic guidance to other staff 	<ul style="list-style-type: none"> • Tasks are conducted within clear and established practices, policies and procedures • May require the use of limited judgment with assistance from a supervisor or other staff available as required • May provide input into task and procedure improvements
GOL 3	<ul style="list-style-type: none"> • Undertaking studies towards a relevant field or may have tertiary level qualifications • Typically requires experience and knowledge related to the main activities of the program, work area or service • Basic literacy and numeracy are required 	<ul style="list-style-type: none"> • Planning and time management typically ranges from a day to a week timeframe • May undertake some complex operational work • May liaise with staff to plan work flow and enhance performance 	<ul style="list-style-type: none"> • Tasks are completed under general guidance • May assist, supervise and review work completed by subordinates or team members • May supervise staff at lower levels, and have responsibility for training operational or administrative staff 	<ul style="list-style-type: none"> • Tasks are typically conducted within clear and established practices, policies and procedures with some professional judgement required • May provide input into task and procedure improvements

		<ul style="list-style-type: none"> • May involve the preparation and provision of basic data and reports within set deadlines 		
GOL 4	<ul style="list-style-type: none"> • Typically has a relevant Certificate III level qualification in relevant field or equivalent relevant experience • Experience and knowledge related to the range of tasks and activities associated with the program, work area or service 	<ul style="list-style-type: none"> • Planning, time management and scheduling typically ranges from a week to a month timeframe • May involve communicating with and coordinating staff from multiple work areas and functions • May involve the development and communication of findings and recommendations within deadlines 	<ul style="list-style-type: none"> • Tasks are completed under general direction within established practices, priorities and goals • May supervise staff across multiple work areas and have responsibility for training others 	<ul style="list-style-type: none"> • Tasks are typically conducted within clear and established practices, policies and procedures with some professional judgement required • May include facilitating decision-making on issues related to the work area
GOL 5	<ul style="list-style-type: none"> • Minimum of relevant Certificate IV qualification or working towards and/or equivalent experience • Experience and knowledge related to the range of tasks and activities associated with the program, work area or service 	<ul style="list-style-type: none"> • Planning, time management and scheduling typically ranges from a one to three-month timeframe • Likely to involve communicating with and coordinating staff within own work area • Responsible for setting priorities and monitor work flow in the area of responsibility • May be responsible for reporting of findings and recommendations • May coordinate priorities for other staff 	<ul style="list-style-type: none"> • Tasks are completed under limited direction within established practices, priorities and goals • May supervise and manage staff within own work area and have responsibility for training others • May undertake the management function of a small team 	<ul style="list-style-type: none"> • Tasks are typically conducted within clear and established practices, policies and procedures with professional judgement required • Contributes to decision making on issues related to own work area
GOL 6	<ul style="list-style-type: none"> • Minimum of relevant Certificate IV qualification or equivalent relevant experience • Typically has experience in a complex range of duties relevant to program, work area or service • May require specialist or technical knowledge related to the range of tasks and activities associated with the program, work area or service • May have team leadership and people management experience 	<ul style="list-style-type: none"> • Planning, time management and scheduling typically ranges from a one to three-month timeframe • Likely to involve communicating with and coordinating staff from multiple work areas and functions, and liaising with groups and agencies outside Congress • Responsible for reporting findings and recommendations within area of expertise within deadlines • Likely to set and achieve priorities, monitor work flow and/or manage staffing resources to meet objectives 	<ul style="list-style-type: none"> • Fully accountable for own performance and case load with limited supervision required • May supervise and manage staff across multiple work areas • May have responsibility for training others 	<ul style="list-style-type: none"> • May require to provide professional or technical advice upon request in their area of expertise • Contribute to and implement decisions on issues related to their range of responsibilities • Participate in the development of relevant policies and procedures within area of expertise

<p>GOL 7</p>	<ul style="list-style-type: none"> • Minimum of relevant Diploma level qualification or equivalent relevant experience • Experience in a complex range of duties relevant to program, work area or service • Specialist or technical knowledge related to the range of tasks and activities associated with the program, work area or service • Typically has team leadership and people management experience • Ability to share knowledge within area of expertise or project 	<ul style="list-style-type: none"> • Planning, time management and scheduling typically ranges from a three to six-month timeframe • Set and achieve priorities and monitor work flow • Responsible for communication with and coordination of staff from multiple work areas and functions • May liaise with organisations outside Congress • May assist with funding submissions as required 	<ul style="list-style-type: none"> • Operates largely independently, with access to a manager for advice as required • May manage a team and staff across multiple work areas • Responsible for training other staff members within work area • May be responsible to develop and maintain professional relationships 	<ul style="list-style-type: none"> • Responsible for providing professional or technical advice upon request in their area of expertise • May have a financial delegation and responsibility for the use and allocation of resources within constraints provided by Senior Management • Contribute to and implement decisions on issues related to their range of responsibilities • Participate in the development of relevant policies and procedures within area of expertise
<p>GOL 8</p>	<ul style="list-style-type: none"> • Minimum Diploma qualification in relevant discipline or relevant experience • Considerable experience in relevant discipline in a complex range of duties relevant to program, work area or service • Typically has team leadership and people management experience • Roles requires professional or specialised knowledge related to the range of tasks and activities associated with the program, work area or service • Knowledge and experience to develop materials for sharing knowledge • Ability to share knowledge with internal and/ or external stakeholders 	<ul style="list-style-type: none"> • Planning, time management and scheduling typically ranges from a six to twelve-month timeframe • Responsible for communication with and coordination of staff from multiple work areas and functions • May liaise with organisations outside Congress • May be responsible for managing operational risks related to function, project, section or program • May develop and initiate funding submissions for new or continuing programs 	<ul style="list-style-type: none"> • Operate independently and fully accountable for a function, project or section • Set and achieve priorities, monitor work flow and/or manage staffing resources to meet objectives • May have final authority on approving expenditure of funds within constraints provided by Executive or Senior Management • Typically manages a team and staff across multiple work areas, and has responsibility for training others • May be responsible to develop and maintain professional relationships 	<ul style="list-style-type: none"> • May have a financial delegation and responsibility for the use and allocation of resources within constraints • Contribute to and implement decisions on issues related to their range of responsibilities • Participate in the development of relevant policies and procedures within area of expertise • Accountable for implementation of quality improvement initiatives as directed

<p>GOL 9</p>	<ul style="list-style-type: none"> • Minimum Degree level qualification or relevant industry experience • Typically has significant management experience • Roles requires professional or specialised knowledge with ability to provide professional advice to other staff and/or Executive management 	<ul style="list-style-type: none"> • Typically oversees a budget • Planning, time management and scheduling is typically across a twelvemonth timeframe or more • Develops and initiates funding submissions for new or continuing programs • Likely to involve communicating with and coordinating staff from multiple work areas and functions • Liaise with groups and agencies outside Congress • Responsible for managing operational risks related to function, project, section or program 	<ul style="list-style-type: none"> • Operate independently and fully accountable for a function, project or section • Responsible for the management of all aspects of human and material resources within a specified area, including managing a multidisciplinary team • May have final authority on approving expenditure of funds within constraints provided by Executive Management • Responsible to develop and maintain professional relationships 	<ul style="list-style-type: none"> • Leads the development and improvement of practice, policies and procedures • Responsible for implementation of quality improvement initiatives within specified area • Facilitating decision-making on issues related to their range of responsibilities • May represent Congress with a diverse range of stakeholders
<p>GOL 10</p>	<ul style="list-style-type: none"> • Minimum Degree level qualification or relevant industry experience • Extensive experience in relevant field with managerial responsibilities • Roles requires professional or specialised knowledge with ability to provide professional advice to other staff, Executive management and/or Board members 	<ul style="list-style-type: none"> • Typically oversees multiple budgets • Planning, time management and scheduling is typically across a twelvemonth timeframe or more • Responsible for communicating with and coordinating staff from multiple work areas and functions • Liaise with groups and agencies outside Congress • Responsible for managing organisational risks related to function, section or program 	<ul style="list-style-type: none"> • Overall responsibility for a function, project or section • Responsible for the management of all aspects of human and material resources within a specified area, including managing a multidisciplinary team • Accountable for approvals of expenditure within constraints provided by Executive Management 	<ul style="list-style-type: none"> • Leads the development and improvement of practice, policies and procedures • Responsible for implementation of quality improvement initiatives across multiple programs or practices • Responsible for decision-making on issues related to their range of responsibilities • May represent Congress with a diverse range of stakeholders
<p>GOL 11</p>	<ul style="list-style-type: none"> • Minimum Degree level qualification or relevant industry experience • May have post-graduate level qualification • Extensive managerial experience at strategic level 	<ul style="list-style-type: none"> • Planning, time management and scheduling is typically in line with the Strategic Plan • Oversees funding submissions for new or continuing programs • Responsible for communicating with and coordinating staff within a Division • Liaise with groups and agencies outside Congress • Responsible for managing organisational risks related to Division • Typically oversees multiple budgets 	<ul style="list-style-type: none"> • Overall responsibility for a Division • Responsible for the management of all aspects of human and material resources within a Division • Accountable for approvals of expenditure 	<ul style="list-style-type: none"> • Leads the development and improvement of practice, policies and procedures • Responsible for implementation of quality improvement initiatives within Division • Final decision making responsibility within Division • Represents Congress with a diverse range of stakeholders

GOL 12	<ul style="list-style-type: none"> Minimum Degree level qualification or relevant industry experience May have post-graduate level qualification Extensive managerial experience at strategic level 	<ul style="list-style-type: none"> Planning, time management and scheduling is in line with the Strategic Plan Liaise with groups and agencies outside Congress Oversees multiple budgets Coordinates organisation wide communication Oversees management of organisational risks 	<ul style="list-style-type: none"> Overall responsibility for the organisation as delegated by the Board Delegates authority to relevant management levels Responsible for the management of all aspects of human and material resources 	<ul style="list-style-type: none"> Oversees the development and improvement of practice, policies and procedures Oversees implementation of quality improvement initiatives Final decision making responsibility as delegated by the Board Represents Congress with a diverse range of stakeholders
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46.2 Childcare Classification

Level	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making
	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
ECL 1	<ul style="list-style-type: none"> Undertaking studies towards a relevant qualification No relevant work experience 	<ul style="list-style-type: none"> Performs a limited range of clinical tasks as directed while learning a defined range of skills May contribute to daily planning with peer or team leader support 	<ul style="list-style-type: none"> Works under close and direct supervision in a team environment and receives guidance and direction at all times 	<ul style="list-style-type: none"> Tasks are conducted within clear and established policies and procedures with no decision making expected
ECL2	<ul style="list-style-type: none"> Minimum qualification Certificate III in Children's Services or equivalent experience Typically has 1-2 years' experience within relevant field 	<ul style="list-style-type: none"> Contributes to daily and weekly planning within established routines 	<ul style="list-style-type: none"> Tasks are conducted under general guidance of supervisor 	<ul style="list-style-type: none"> Procedures are predictable with limited requirement for professional judgement to be exercised Implements quality improvement initiatives as directed
ECL3	<ul style="list-style-type: none"> Minimum of Diploma level qualification in Children's Services Typically has 3 years' experience within relevant field 	<ul style="list-style-type: none"> Contributes to the weekly to monthly planning Undertakes reflective practice about how to improve outcomes and development of others 	<ul style="list-style-type: none"> Fully accountable for own performance with limited supervision required May mentor less qualified staff within their team 	<ul style="list-style-type: none"> May contribute to the improvement of policies and procedures Implements quality improvement initiatives

ECL 4	<ul style="list-style-type: none"> • Relevant Diploma level qualification in Children’s Services or other relevant field as recognised by licensing authorities • Minimum of 5 years’ experience within relevant field • Typically has team leadership and people management experience 	<ul style="list-style-type: none"> • Oversees the programming of a room within the Centre • Planning, time management and scheduling is on a monthly to quarterly basis • Coordinates the day-to-day running for the room and can run the group independently as required 	<ul style="list-style-type: none"> • May provide supervision, support and direction to less experienced staff • Accountable for own work load • Be the responsible person of the centre as required and directed 	<ul style="list-style-type: none"> • Contributes to the preparation, implementation and evaluation of the program • Accountable for implementation of quality improvement initiatives
ECL5	<ul style="list-style-type: none"> • Relevant Degree level qualification in Early Childhood Teaching • Minimum of 3 years’ experience post-qualification 	<ul style="list-style-type: none"> • Oversees day-to-day operational matters • Coordinate own work load and of their team • Planning, time management and scheduling is on a quarterly to annual basis 	<ul style="list-style-type: none"> • Be the responsible person of the centre as required • Fully accountable for own performance with limited supervision required • Supervises and/ or provides professional guidance and advice to a team 	<ul style="list-style-type: none"> • Contributes to and develops quality improvement initiatives for the Centre • Develops and plans the curriculum of the Centre • Participate in the development of relevant policies and procedures within area of expertise
ECL6	<ul style="list-style-type: none"> • Relevant Degree level qualification in Early Childhood Education or other relevant field as recognised by licensing authorities • Typically has a minimum of 5 years’ experience with leadership and people management responsibilities 	<ul style="list-style-type: none"> • Planning, time management and scheduling is on an annual basis • Manages the delivery of programs within Centre, in line with funding agreements as applicable • Contributes to annual plans and budgets • Typically manages a budget 	<ul style="list-style-type: none"> • Responsible for the management of all aspects of human and material resources within the Centre, including managing a multidisciplinary team • Responsible and accountable the Centre adheres to all regulatory and statutory requirements • Overall responsibility for the professional development of staff 	<ul style="list-style-type: none"> • Leads development of quality improvement initiatives • Leads the development and improvement of practice policies and procedures • Represents the program(s) and Congress with a diverse range of stakeholders

46.3 Allied Health Professionals (including Social Workers) Classification

	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making
Level	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
ALL 1	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification Typically has up to two years practising experience 	<ul style="list-style-type: none"> Planning and coordination ranges from a week to month timeframe Delivery of tasks is coordinated under clear direction/clear work plan 	<ul style="list-style-type: none"> Tasks are conducted under close and often direct supervision of a Senior Practitioner May provide supervision to students of relevant discipline 	<ul style="list-style-type: none"> Procedures are predictable with requirement for professional judgement to be exercised under supervision Tasks are conducted within clear and established practice policies and procedures
ALL 2	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification Typically has more than two years' practising experience 	<ul style="list-style-type: none"> Planning and coordination ranges from a week to month timeframe Is responsible for planning and coordinating services relating to particular group of clients as delegated or particular portfolio within area of expertise 	<ul style="list-style-type: none"> Works independently and is required to exercise professional judgment on routine matters May require advice from senior members of the profession or health team when performing novel, complex, or critical tasks May provide supervision to graduates and students of relevant discipline 	<ul style="list-style-type: none"> Provides input into the development and improvement of practices, policies and procedures May contribute to evaluation and analysis of guidelines, policies and procedures applicable to their clinical/ professional work
ALL 3	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification or above Considerable experience in relevant field May have high levels of specialist knowledge and skills 	<ul style="list-style-type: none"> Planning and coordination ranges from a one to six-month timeframe Is responsible for planning and coordinating services relating to particular group of clients as delegated or particular portfolio May have responsibility for coordinating a team May contribute to funding submissions for new or continuing programs 	<ul style="list-style-type: none"> Works independently and is required to exercise professional judgment when performing novel, complex, or critical tasks Supporting the provision of efficient, cost effective and timely services May be responsible for providing regular feedback and analysis to senior staff to improve health outcomes May be the lead practitioner in their area of expertise 	<ul style="list-style-type: none"> Ability to provide advice upon request in their area of expertise Leads the development of improvement of relevant practices, policies and procedures within area of expertise May be actively engaged in ensuring clinical governance is being followed May be actively involved in quality improvement activities or research to demonstrate program effectiveness

ALL 4	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification or above Considerable experience in relevant field Has high levels of specialist knowledge and skills Typically has team leadership and people management experience 	<ul style="list-style-type: none"> Is responsible for planning and coordinating services relevant to their area of expertise Has responsibility for coordinating a team or a program May contribute to funding submissions for new or continuing programs 	<ul style="list-style-type: none"> Is the lead practitioner providing clinical governance and supervision Leads a team or a service or may manage a program 	<ul style="list-style-type: none"> Ability to provide advice upon request in their area of expertise Oversees the development of improvement of relevant practices, policies and procedures within area of expertise Oversees clinical governance is being followed Responsible for quality improvement activities or research to demonstrate program effectiveness
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46.4 Psychologist & Dentist Classification

Level	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making
	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
PSD 1	<ul style="list-style-type: none"> Provisionally registered with the relevant registration authority as applicable Relevant degree level qualification Typically has up to two years practising experience 	<ul style="list-style-type: none"> Planning and coordination ranges from a week to month timeframe Delivery of tasks is coordinated under clear direction/clear work plan 	<ul style="list-style-type: none"> Tasks are conducted under close and often direct supervision of a Senior Practitioner May provide supervision to students of relevant discipline 	<ul style="list-style-type: none"> Procedures are predictable with requirement for professional judgement to be exercised under supervision Tasks are conducted within clear and established practice policies and procedures
PSD 2	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification Typically has more than two years' practising experience 	<ul style="list-style-type: none"> Planning and coordination ranges from a week to month timeframe Is responsible for planning and coordinating services relating to particular group of clients as delegated or particular portfolio within area of expertise 	<ul style="list-style-type: none"> Works independently and is required to exercise professional judgment on routine matters May require advice from senior members of the profession or health team when performing novel, complex, or critical tasks 	<ul style="list-style-type: none"> Provides input into the development and improvement of practices, policies and procedures May contribute to evaluation and analysis of guidelines, policies and procedures applicable to their clinical/ professional work

			<ul style="list-style-type: none"> May provide supervision to graduates and students of relevant discipline 	
PSD 3	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification or above Considerable experience in relevant field May have high levels of specialist knowledge and skills 	<ul style="list-style-type: none"> Planning and coordination ranges from a one to six-month timeframe Is responsible for planning and coordinating services relating to particular group of clients as delegated or particular portfolio May have responsibility for coordinating a team May contribute to funding submissions for new or continuing programs 	<ul style="list-style-type: none"> Works independently and is required to exercise professional judgment when performing novel, complex, or critical tasks Supporting the provision of efficient, cost effective and timely services May be responsible for providing regular feedback and analysis to senior staff to improve health outcomes 	<ul style="list-style-type: none"> Ability to provide advice upon request in their area of expertise Leads the development of improvement of relevant practices, policies and procedures within area of expertise May be actively engaged in ensuring clinical governance is being followed May be actively involved in quality improvement activities or research to demonstrate program effectiveness
PSD 4	<ul style="list-style-type: none"> Registered with the relevant registration authority as applicable Relevant degree level qualification or above Considerable experience in relevant field Has high levels of specialist knowledge and skills Typically has team leadership and people management experience 	<ul style="list-style-type: none"> Is responsible for planning and coordinating services relevant to their area of expertise Has responsibility for coordinating a team or a program May contribute to funding submissions for new or continuing programs 	<ul style="list-style-type: none"> Is the lead practitioner providing clinical governance and supervision Leads a team or a service or may manage a program 	<ul style="list-style-type: none"> Ability to provide advice upon request in their area of expertise Oversees the development of improvement of relevant practices, policies and procedures within area of expertise Oversees clinical governance is being followed Responsible for quality improvement activities or research to demonstrate program effectiveness

46.5 Aboriginal Health Practitioner Classification

	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making
Level	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
AHP 1	<ul style="list-style-type: none"> Undertaking studies towards Certificate IV Aboriginal and Torres Strait Islander Primary Health Care (Practice) No relevant work experience 	<ul style="list-style-type: none"> Performs a limited range of clinical tasks as directed while learning a defined range of skills 	<ul style="list-style-type: none"> Tasks are only conducted under close and direct supervision by a more experienced AHP, Registered Nurse or General Practitioner 	<ul style="list-style-type: none"> Tasks are conducted within clear and established policies and procedures with no decision making expected
AHP 2	<ul style="list-style-type: none"> Certificate IV Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) Registered with the relevant registration authority as an AHP Knowledge to perform a broad range of clinical tasks within the clinic and/or program 	<ul style="list-style-type: none"> Planning ranges from a day to a week timeframe Allocated case load is coordinated fairly autonomously under the general supervision of a Team Leader or more experienced practitioner 	<ul style="list-style-type: none"> Tasks are conducted under close and often direct supervision when required Tasks are conducted within clear and established practices, policies and procedures May provide supervision and/ or professional guidance to less experienced staff 	<ul style="list-style-type: none"> Procedures are predictable, with limited choices available and with some requirement for professional judgement to be exercised
AHP 3	<ul style="list-style-type: none"> Diploma Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) or equivalent clinical skill and theoretical knowledge Registered with the relevant registration authority as an AHP Knowledge to perform a broad range of clinical tasks within the clinic and/or program at an advanced level 	<ul style="list-style-type: none"> Planning, time management and scheduling ranges from a week to a three-month timeframe May be responsible to coordinate and supervise other staff within the program, and may have other team members reporting to them. Undertakes and oversees a range of advanced clinical and administrative functions 	<ul style="list-style-type: none"> Fully accountable for own performance and case load with limited supervision required May supervise and/or provide professional guidance to a team, including facilitating training for trainees 	<ul style="list-style-type: none"> Procedures typically require professional judgement to be exercised Provides input into the development and improvement of practice policies and procedures

<p>AHP 4</p>	<ul style="list-style-type: none"> • Diploma Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) or equivalent clinical skill and theoretical knowledge • May hold business or management qualifications • Registered with the relevant registration authority as an AHP • Knowledge to perform of a broad range of clinical skills within the clinic and/or program at an advanced level 	<ul style="list-style-type: none"> • Planning, time management and scheduling ranges from a three to twelve-month timeframe. • Coordinates a service or part of a service • May provide highly specialised clinical services. • Undertakes and oversees a range of advanced clinical and administrative functions 	<ul style="list-style-type: none"> • Fully accountable for own performance and case load, while also taking responsibility for all or part of a program • Supervise and/or provide professional guidance to a team, including coordinate training programs • Responsible for rostering, staffing and recruiting within the program 	<ul style="list-style-type: none"> • High levels of autonomy, responsibility and decision-making within the program or clinic or when first on-call • Procedures typically require professional judgement to be exercised • Contributes to the development and improvement of practice policies and procedures
<p>AHP 5</p>	<ul style="list-style-type: none"> • Advanced Diploma Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent clinical skill and theoretical knowledge • May hold business or management qualification • Registered with the relevant registration authority as an AHP • Knowledge to perform of a broad range of clinical skills within the clinic and/or program at an advanced level • May have specialist knowledge and experience • Typically has team leadership and people management experience 	<ul style="list-style-type: none"> • Planning, time management and scheduling ranges from a three to twelve-month timeframe • Coordinates a service providing highly specialised clinical services • Undertakes and oversees a range of advanced clinical and administrative functions 	<ul style="list-style-type: none"> • Fully accountable for own performance including clinical practice, while also taking responsibility for the performance of clinic staff • Supervises and provides leadership to a multi-disciplinary team and is accountable for service quality improvement initiatives within the clinic • Provide budgetary management and reporting of clinical performance 	<ul style="list-style-type: none"> • High levels of autonomy, responsibility and decision-making within the program or clinic • Procedures typically require professional judgement to be exercised • Leads the development and improvement of practice policies and procedures
<p>AHP 6</p>	<ul style="list-style-type: none"> • Advanced Diploma Aboriginal and/or Torres Strait Islander Primary Health Care or equivalent clinical skill and theoretical knowledge • May hold business or management qualification • Registered with the relevant registration authority as an AHP • Knowledge to perform of a broad range of clinical skills within the clinic and/or program at an advanced level 	<ul style="list-style-type: none"> • Planning, time management and scheduling ranges from a twelve-month timeframe and more • Coordinates a service providing highly specialised clinical services • Undertakes and oversees a range of advanced clinical and administrative functions • Contributes to funding submissions for new or continuing programs 	<ul style="list-style-type: none"> • Accountable for one or more programs • Manages a large multidisciplinary teams of people across a range of duties, including all aspects of human and material resources 	<ul style="list-style-type: none"> • Represents the program(s) and Congress with a diverse range of stakeholders • Leads the development and improvement of practice policies and procedures • Accountable for implementation of quality improvement initiatives across multiple programs or practices

<ul style="list-style-type: none"> Has specialist knowledge and experience Has team leadership and people management experience 	<ul style="list-style-type: none"> Project manages the delivery of programs within the scope of services in the funding agreement 		
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46.6 Nurses and Midwives Classification

	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making
Level	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
NL Students	<ul style="list-style-type: none"> Working towards Diploma in Nursing A Nursing Assistant or Student Enrolled Nurse working towards relevant training to become a Enrolled Nurse Knowledge and skills are restricted to a limited range of roles and tasks 	<ul style="list-style-type: none"> Performs a limited range of clinical tasks as directed while learning a defined range of skills 	<ul style="list-style-type: none"> Tasks are only conducted under close and direct supervision by a Senior AHP, Clinical Educator, Registered Nurse or General Practitioner 	<ul style="list-style-type: none"> Tasks are conducted within clear and established policies and procedures with no decision making expected
NL 1	<ul style="list-style-type: none"> Registered with the relevant registration authority as an Enrolled Nurse Relevant diploma level qualification 	<ul style="list-style-type: none"> Planning is from task to task within a shift Delivery of tasks is coordinated under clear direction, or through observation 	<ul style="list-style-type: none"> Tasks are conducted under close and direct supervision of a Registered Nurse/Midwife, Senior AHP or General Practitioner at all times 	<ul style="list-style-type: none"> Procedures are predictable with limited requirement for professional judgement to be exercised
NL 2	<ul style="list-style-type: none"> Registered with the relevant registration authority as a Registered Nurse (RN) or midwife 	<ul style="list-style-type: none"> Is responsible for planning and coordinating services, including those of other disciplines or agencies, relating to clients as delegated by the Clinic Manager 	<ul style="list-style-type: none"> Tasks are conducted under general guidance of, or with access to, a more competent Registered Nurse or General Practitioner Providing support, direction and education to newer or less experienced staff 	<ul style="list-style-type: none"> Tasks are conducted within clear and established practice, policies and procedures with limited professional judgement required

NL 3	<ul style="list-style-type: none"> Registered with the relevant registration authority as a Registered Nurse (RN) or midwife Typically has five year's broad based nursing/ midwifery experience Has a qualification in a relevant specialist area of nursing 	<ul style="list-style-type: none"> Is responsible for planning and coordinating services, including those of other disciplines or agencies, relating to a particular group of clients as delegated by the Clinic Manager Planning and time management ranges from a day to a week timeframe Coordinates own case load 	<ul style="list-style-type: none"> Tasks are conducted independently within area of expertise, policies and procedures with limited supervision required Providing support, direction, orientation and education to less experienced staff 	<ul style="list-style-type: none"> Tasks are typically conducted within clear and established practice policies and procedures, with some professional judgement required
NL 4	<ul style="list-style-type: none"> Registered with the relevant registration authority as a Registered Nurse (RN) or midwife Typically holds a relevant qualification in Remote Area Nursing or Clinical Education Typically has more than five years' broad based nursing/ midwifery experience 	<ul style="list-style-type: none"> Planning, time management and scheduling ranges up to a three-month timeframe Coordinates own work load and of their allocated portfolio or team 	<ul style="list-style-type: none"> Fully accountable for own performance and case load with limited supervision required Supervises and/or provides professional guidance to a small team Provides task supervision for students and less experienced nurses 	<ul style="list-style-type: none"> Ability to provide advice upon request in their area of expertise Tasks are conducted within clear and established practice policies and procedures with professional judgement required Participate in the development of relevant policies and procedures within area of expertise
NL 5	<ul style="list-style-type: none"> Registered with the relevant registration authority as a Registered Nurse (RN) or midwife May have a relevant post-graduate qualification Typically has more than five years' broad based nursing/ midwifery experience Typically has team leadership and people management experience 	<ul style="list-style-type: none"> Planning, time management and scheduling ranges up to twelve-month timeframe Typically oversees a budget 	<ul style="list-style-type: none"> Supervises others or leads a team that may include general staff outside of nursing Fully accountable for own performance and case load with limited supervision required Responsible for the management of all aspects of human and material resources within a specified area, including managing a multidisciplinary team 	<ul style="list-style-type: none"> Ability to provide advice within their area of expertise Procedures typically require professional judgement to be exercised within the area of specialisation Participate in the development of relevant policies and procedures Accountable for implementation of quality improvement initiatives as directed
NL 6	<ul style="list-style-type: none"> Registered with the relevant registration authority as a Registered Nurse (RN) or midwife Minimum of relevant post-graduate qualification Typically has a minimum of three years' experience with leadership and people management responsibilities 	<ul style="list-style-type: none"> Planning, time management and scheduling is typically twelve months or more Contribute to annual plans and budgets within multiple areas Contributes to funding submissions for new or continuing programs Project manages the delivery of programs within the scope of 	<ul style="list-style-type: none"> Accountable for one or more programs Manages a large multidisciplinary teams of people across a range of duties, including all aspects of human and material resources 	<ul style="list-style-type: none"> Represents the program(s) and Congress with a diverse range of stakeholders Leads the development and improvement of practice policies and procedures Accountable for implementation of quality improvement initiatives

		services detailed in the funding agreement		across multiple programs or practices
NL 7	<ul style="list-style-type: none"> Registered with the relevant registration authority as a Registered Nurse (RN) or midwife Extensive experience in business management at a senior level Minimum of relevant Master level post-graduate qualification Experience in team leadership and people management 	<ul style="list-style-type: none"> Contribute to strategic planning of the clinical operation Develop and initiate funding submissions for new or continuing programs 	<ul style="list-style-type: none"> Accountable for multiple programs Manages a large multidisciplinary teams of people across a range of duties, including all aspects of human and material resources 	<ul style="list-style-type: none"> Represents the program(s) and Congress with a diverse range of stakeholders Accountable for multiple or more complex programs or practices Responsible for implementation of programs and quality improvement initiatives

46.7 General Practitioner Classification

	Knowledge and Experience	Planning and Coordination	Supervision & Accountability	Decision Making
Level	The clinical and general knowledge that is required to perform the job, independent of whether it is gained through study or experience.	The complexity of planning that is required and how far ahead, and what needs to be coordinated to perform the job. Number of programs/ sections/ budgets the role is required to oversee determines level of complexity.	The level of guidance required for the role which is provided by a manager/supervisor and the kind of impact the role has on the organisation. For higher level roles it is more about the accountability and managerial responsibilities.	The level of authority within the role which is determined by internal processes or level of expertise. Role will follow predetermined standard procedures or is required to make decisions based on expertise.
GPR 1	<ul style="list-style-type: none"> Participating in an approved Australian General Practice training program 	<ul style="list-style-type: none"> Planning patient care Performs a range of clinical tasks as directed while learning a defined range of skills 	<ul style="list-style-type: none"> Tasks are conducted under close supervision of a General Practitioner Accountable for high quality care 	<ul style="list-style-type: none"> Tasks are conducted within clear and established practices, policies and procedures with limited professional judgement required
GPR 2	<ul style="list-style-type: none"> Participating in an approved Australian General Practice training program Between six months and 12 months of GPR training in primary care 	<ul style="list-style-type: none"> Planning and coordinating patient care with other practitioners Coordinates own work load and study responsibilities 	<ul style="list-style-type: none"> Tasks are conducted under close supervision of a General Practitioner Accountable for high quality care 	<ul style="list-style-type: none"> Tasks are conducted within clear and established practices, policies and procedures with some professional judgement required
GPR 3	<ul style="list-style-type: none"> Participating in an approved Australian General Practice training program Minimum of 12 months of GPR training in primary care 	<ul style="list-style-type: none"> Is responsible for planning and coordinating services relating to particular group of clients Coordinates own work load and study responsibilities 	<ul style="list-style-type: none"> Fully accountable for own performance and case load with limited supervision required 	<ul style="list-style-type: none"> Tasks are conducted within clear and established practices, policies and procedures with some professional judgement required

<p>GPR 4</p>	<ul style="list-style-type: none"> • Participating in an approved Australian General Practice training program • Successfully completed exams of FRACGP or FACRRM • More than 18 months GPR working experience 	<ul style="list-style-type: none"> • Is responsible for planning and coordinating services relating to particular group of clients or a particular portfolio within area of expertise • Coordinates own work load 	<ul style="list-style-type: none"> • Accountable for own performance and case load with access to GP when performing novel, complex, or critical tasks • Provides supervision to GPR 1s and GPR 2s • Provides relevant professional guidance to other staff, including student placements 	<ul style="list-style-type: none"> • Works independently and is required to exercise professional judgement • Tasks are conducted within clear and established practices, policies and procedures • Provides input into the development and improvement of practices, policies and procedures
<p>GP1</p>	<ul style="list-style-type: none"> • Registered with relevant registration authority as a General Practitioner • Typically has a minimum of 5 years' experience as a GP 	<ul style="list-style-type: none"> • Is responsible for planning and coordinating services relating to a particular group of clients as delegated or within a particular portfolio in an efficient, cost effective and timely manner 	<ul style="list-style-type: none"> • Fully accountable for own performance and case load with access to a senior GP for novel, complex, or critical tasks • Provides relevant professional guidance to GPR's 	<ul style="list-style-type: none"> • Works independently and is required to exercise professional judgment • Tasks are conducted within clear and established practice policies and procedures • Provides input into the development and improvement of practice policies and procedures • May be involved in quality improvement activities or research to demonstrate program effectiveness
<p>GP 2</p>	<ul style="list-style-type: none"> • Registered with relevant registration authority as a General Practitioner • Typically has a minimum of 5 year' post fellowship experience as a GP • Typically has team leadership and people management experience 	<ul style="list-style-type: none"> • Planning and time management ranges from a week to six-month timeframe • Is responsible for planning and coordinating services relating to a particular group of clients or within a particular portfolio in an efficient, cost effective and timely manner • May be responsible for a program or team 	<ul style="list-style-type: none"> • Fully accountable for own performance and case load • Provides relevant professional guidance to GP's and GPR's when required • May provide clinical governance and supervision to other medical staff 	<ul style="list-style-type: none"> • Works independently and is required to exercise a high level of professional judgment • Clinical tasks are conducted within clear and established practice policies and procedures • Contributes to quality improvement activities or research to demonstrate program effectiveness
<p>GP3</p>	<ul style="list-style-type: none"> • Registered with relevant registration authority as a General Practitioner • Typically has a minimum of 10 year' post fellowship experience as a GP with managerial responsibilities 	<ul style="list-style-type: none"> • Contribute to annual planning of clinical services • Develop and initiate funding submissions for new or continuing programs • Oversees a program or team 	<ul style="list-style-type: none"> • Responsible for the management of all aspects of human and material resources within a specified area • Is a lead practitioner providing clinical governance and supervision 	<ul style="list-style-type: none"> • Applies a high level of professional judgment when performing a wide range of novel, complex, and critical tasks, specific to their discipline • Develops and implements to quality improvement activities • Contributes to improvement of relevant practices, policies and procedures

<p>GP4</p>	<ul style="list-style-type: none"> Registered with relevant registration authority as a General Practitioner Relevant post-graduate qualification in Public Health/Business Administration or equivalent experience Minimum of 10 years' experience in a senior GP role with leadership and people management responsibilities 	<ul style="list-style-type: none"> Contribute to strategic planning of clinical services Develop annual plans and budgets within multiple areas Oversees funding submissions for new or continuing programs Coordinates a program or team Involved in quality improvement activities or research to demonstrate program effectiveness 	<ul style="list-style-type: none"> Responsible for the management of all aspects of human and material resources within a specified area, including managing a multidisciplinary team Responsible for providing efficient, cost effective and timely services Is a lead practitioner providing clinical governance and supervision 	<ul style="list-style-type: none"> Ability to provide advice in their area of expertise Applies a high level of professional judgment when performing a wide range of novel, complex, and critical tasks, specific to their discipline Leads the development of improvement of relevant practices, policies and procedures
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47 Salary schedules

These annual salary rates and corresponding hourly rates apply to employees engaged the relevant classifications as per their Position Description. Increments apply as described in *Clause 15.3 Incremental increases*. The column with “Rates from” are effective as of the first full pay period after the 28 November.

47.1 General officers

GOL level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
GOL 1.1	\$47,229.00	\$24.22	\$48,301.50	\$24.77	\$49,393.50	\$25.33	\$50,505.00	\$25.90
GOL 1.2	\$47,658.00	\$24.44	\$48,730.50	\$24.99	\$49,842.00	\$25.56	\$50,973.00	\$26.14
GOL 2.1	\$48,106.50	\$24.67	\$49,198.50	\$25.23	\$50,310.00	\$25.80	\$51,460.50	\$26.39
GOL 2.2	\$48,438.00	\$24.84	\$49,530.00	\$25.40	\$50,661.00	\$25.98	\$51,811.50	\$26.57
GOL 2.3	\$48,789.00	\$25.02	\$49,900.50	\$25.59	\$51,031.50	\$26.17	\$52,182.00	\$26.76
GOL 2.4	\$49,471.50	\$25.37	\$50,602.50	\$25.95	\$51,753.00	\$26.54	\$52,923.00	\$27.14
GOL 2.5	\$50,836.50	\$26.07	\$51,987.00	\$26.66	\$53,157.00	\$27.26	\$54,366.00	\$27.88
GOL 3.1	\$51,597.00	\$26.46	\$52,767.00	\$27.06	\$53,956.50	\$27.67	\$55,185.00	\$28.30
GOL 3.2	\$52,474.50	\$26.91	\$53,664.00	\$27.52	\$54,873.00	\$28.14	\$56,121.00	\$28.78
GOL 3.3	\$53,352.00	\$27.36	\$54,561.00	\$27.98	\$55,789.50	\$28.61	\$57,057.00	\$29.26
GOL 3.4	\$54,093.00	\$27.74	\$55,321.50	\$28.37	\$56,569.50	\$29.01	\$57,856.50	\$29.67
GOL 3.5	\$54,970.50	\$28.19	\$56,218.50	\$28.83	\$57,486.00	\$29.48	\$58,792.50	\$30.15

GOL 4.1	\$58,227.00	\$29.86	\$59,553.00	\$30.54	\$60,898.50	\$31.23	\$62,283.00	\$31.94
GOL 4.2	\$59,202.00	\$30.36	\$60,547.50	\$31.05	\$61,912.50	\$31.75	\$63,316.50	\$32.47
GOL 4.3	\$59,787.00	\$30.66	\$61,132.50	\$31.35	\$62,517.00	\$32.06	\$63,940.50	\$32.79
GOL 4.4	\$60,781.50	\$31.17	\$62,166.00	\$31.88	\$63,570.00	\$32.60	\$65,013.00	\$33.34
GOL 5.1	\$62,458.50	\$32.03	\$63,882.00	\$32.76	\$65,325.00	\$33.50	\$66,807.00	\$34.26
GOL 5.2	\$64,389.00	\$33.02	\$65,851.50	\$33.77	\$67,333.50	\$34.53	\$68,854.50	\$35.31
GOL 5.3	\$66,007.50	\$33.85	\$67,509.00	\$34.62	\$69,030.00	\$35.40	\$70,590.00	\$36.20
GOL 5.4	\$67,684.50	\$34.71	\$69,225.00	\$35.50	\$70,785.00	\$36.30	\$72,384.00	\$37.12
GOL 6.1	\$69,459.00	\$35.62	\$71,038.50	\$36.43	\$72,637.50	\$37.25	\$74,275.50	\$38.09
GOL 6.2	\$71,565.00	\$36.70	\$73,183.50	\$37.53	\$74,841.00	\$38.38	\$76,537.50	\$39.25
GOL 6.3	\$73,573.50	\$37.73	\$75,231.00	\$38.58	\$76,927.50	\$39.45	\$78,663.00	\$40.34
GOL 6.4	\$75,406.50	\$38.67	\$77,122.50	\$39.55	\$78,858.00	\$40.44	\$80,632.50	\$41.35
GOL 6.5	\$77,278.50	\$39.63	\$79,033.50	\$40.53	\$80,827.50	\$41.45	\$82,660.50	\$42.39
GOL 7.1	\$79,462.50	\$40.75	\$81,256.50	\$41.67	\$83,089.50	\$42.61	\$84,961.50	\$43.57
GOL 7.2	\$81,724.50	\$41.91	\$83,577.00	\$42.86	\$85,468.50	\$43.83	\$87,399.00	\$44.82
GOL 7.3	\$84,162.00	\$43.16	\$86,073.00	\$44.14	\$88,023.00	\$45.14	\$90,012.00	\$46.16
GOL 7.4	\$88,861.50	\$45.57	\$90,870.00	\$46.60	\$92,917.50	\$47.65	\$95,023.50	\$48.73
GOL 7.5	\$92,664.00	\$47.52	\$94,750.50	\$48.59	\$96,895.50	\$49.69	\$99,079.50	\$50.81

GOL 8.1	\$95,823.00	\$49.14	\$97,987.50	\$50.25	\$100,210.50	\$51.39	\$102,472.50	\$52.55
GOL 8.2	\$104,851.50	\$53.77	\$107,211.00	\$54.98	\$109,629.00	\$56.22	\$112,105.50	\$57.49
GOL 8.3	\$107,328.00	\$55.04	\$109,746.00	\$56.28	\$112,222.50	\$57.55	\$114,757.50	\$58.85
GOL 8.4	\$114,679.50	\$58.81	\$117,273.00	\$60.14	\$119,925.00	\$61.50	\$122,635.50	\$62.89
GOL 9.1	\$126,867.00	\$65.06	\$129,733.50	\$66.53	\$132,658.50	\$68.03	\$135,661.50	\$69.57
GOL 9.2	\$132,990.00	\$68.20	\$135,993.00	\$69.74	\$139,054.50	\$71.31	\$142,194.00	\$72.92
GOL 10.1	\$141,843.00	\$72.74	\$145,041.00	\$74.38	\$148,317.00	\$76.06	\$151,671.00	\$77.78
GOL 10.2	\$149,155.50	\$76.49	\$152,529.00	\$78.22	\$155,961.00	\$79.98	\$159,471.00	\$81.78
GOL 11.1	\$162,786.00	\$83.48	\$166,452.00	\$85.36	\$170,215.50	\$87.29	\$174,057.00	\$89.26
GOL 11.2	\$184,918.50	\$94.83	\$189,091.50	\$96.97	\$193,362.00	\$99.16	\$197,730.00	\$101.40
GOL 12.1	\$272,629.50	\$139.81	\$278,772.00	\$142.96	\$285,051.00	\$146.18	\$291,466.50	\$149.47

47.2 Early childhood educators

ECL level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
ECL 1.1	\$44,557.50	\$22.85	\$45,571.50	\$23.37	\$46,605.00	\$23.90	\$47,658.00	\$24.44
ECL 1.2	\$46,098.00	\$23.64	\$47,151.00	\$24.18	\$48,223.50	\$24.73	\$49,315.50	\$25.29
ECL 1.3	\$47,560.50	\$24.39	\$48,633.00	\$24.94	\$49,744.50	\$25.51	\$50,875.50	\$26.09
ECL 2.1	\$50,232.00	\$25.76	\$51,363.00	\$26.34	\$52,533.00	\$26.94	\$53,722.50	\$27.55
ECL 2.2	\$51,889.50	\$26.61	\$53,059.50	\$27.21	\$54,268.50	\$27.83	\$55,497.00	\$28.46
ECL 2.3	\$53,469.00	\$27.42	\$54,678.00	\$28.04	\$55,926.00	\$28.68	\$57,193.50	\$29.33

ECL 3.1	\$56,316.00	\$28.88	\$57,583.50	\$29.53	\$58,890.00	\$30.20	\$60,216.00	\$30.88
ECL 3.2	\$57,291.00	\$29.38	\$58,597.50	\$30.05	\$59,923.50	\$30.73	\$61,288.50	\$31.43
ECL 3.3	\$58,266.00	\$29.88	\$59,592.00	\$30.56	\$60,937.50	\$31.25	\$62,322.00	\$31.96
ECL 4.1	\$58,714.50	\$30.11	\$60,040.50	\$30.79	\$61,405.50	\$31.49	\$62,790.00	\$32.20
ECL 4.2	\$61,776.00	\$31.68	\$63,180.00	\$32.40	\$64,603.50	\$33.13	\$66,066.00	\$33.88
ECL 4.3	\$65,637.00	\$33.66	\$67,119.00	\$34.42	\$68,640.00	\$35.20	\$70,200.00	\$36.00
ECL 5.1	\$72,013.50	\$36.93	\$73,651.50	\$37.77	\$75,309.00	\$38.62	\$77,005.50	\$39.49
ECL 5.2	\$74,899.50	\$38.41	\$76,596.00	\$39.28	\$78,331.50	\$40.17	\$80,106.00	\$41.08
ECL 6.1	\$107,328.00	\$55.04	\$109,746.00	\$56.28	\$112,222.50	\$57.55	\$114,757.50	\$58.85
ECL 6.2	\$114,679.50	\$58.81	\$117,273.00	\$60.14	\$119,925.00	\$61.50	\$122,635.50	\$62.89
ECL 6.3	\$126,867.00	\$65.06	\$129,733.50	\$66.53	\$132,658.50	\$68.03	\$135,661.50	\$69.57

47.3 Allied health

ALL Level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
ALL 1.1	\$84,162.00	\$43.16	\$86,073.00	\$44.14	\$88,023.00	\$45.14	\$90,012.00	\$46.16
ALL 1.2	\$88,861.50	\$45.57	\$90,870.00	\$46.60	\$92,917.50	\$47.65	\$95,023.50	\$48.73
ALL 2.1	\$95,823.00	\$49.14	\$97,987.50	\$50.25	\$100,210.50	\$51.39	\$102,472.50	\$52.55
ALL 2.2	\$98,806.50	\$50.67	\$101,049.00	\$51.82	\$103,330.50	\$52.99	\$105,670.50	\$54.19
ALL 2.3	\$101,809.50	\$52.21	\$104,110.50	\$53.39	\$106,470.00	\$54.60	\$108,868.50	\$55.83
ALL 2.4	\$104,851.50	\$53.77	\$107,211.00	\$54.98	\$109,629.00	\$56.22	\$112,105.50	\$57.49
ALL 2.5	\$107,328.00	\$55.04	\$109,746.00	\$56.28	\$112,222.50	\$57.55	\$114,757.50	\$58.85
ALL 3.1	\$113,821.50	\$58.37	\$116,395.50	\$59.69	\$119,028.00	\$61.04	\$121,719.00	\$62.42

ALL 3.2	\$120,315.00	\$61.70	\$123,025.50	\$63.09	\$125,794.50	\$64.51	\$128,641.50	\$65.97
ALL 4.1	\$126,867.00	\$65.06	\$129,733.50	\$66.53	\$132,658.50	\$68.03	\$135,661.50	\$69.57
ALL 4.2	\$132,990.00	\$68.20	\$135,993.00	\$69.74	\$139,054.50	\$71.31	\$142,194.00	\$72.92

47.4 Psychologists & Dentists

PSD Level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
PSD 1.1	\$84,162.00	\$43.16	\$86,073.00	\$44.14	\$88,023.00	\$45.14	\$90,012.00	\$46.16
PSD 1.2	\$88,861.50	\$45.57	\$90,870.00	\$46.60	\$92,917.50	\$47.65	\$95,023.50	\$48.73
PSD 2.1	\$104,851.50	\$53.77	\$107,211.00	\$54.98	\$109,629.00	\$56.22	\$112,105.50	\$57.49
PSD 2.2	\$107,328.00	\$55.04	\$109,746.00	\$56.28	\$112,222.50	\$57.55	\$114,757.50	\$58.85
PSD 2.3	\$113,821.50	\$58.37	\$116,395.50	\$59.69	\$119,028.00	\$61.04	\$121,719.00	\$62.42
PSD 2.4	\$120,315.00	\$61.70	\$123,025.50	\$63.09	\$125,794.50	\$64.51	\$128,641.50	\$65.97
PSD 2.5	\$126,867.00	\$65.06	\$129,733.50	\$66.53	\$132,658.50	\$68.03	\$135,661.50	\$69.57
PSD 3.1	\$132,990.00	\$68.20	\$135,993.00	\$69.74	\$139,054.50	\$71.31	\$142,194.00	\$72.92
PSD 3.2	\$141,843.00	\$72.74	\$145,041.00	\$74.38	\$148,317.00	\$76.06	\$151,671.00	\$77.78
PSD 4.1	\$149,155.50	\$76.49	\$152,529.00	\$78.22	\$155,961.00	\$79.98	\$159,471.00	\$81.78
PSD 4.2	\$159,568.50	\$81.83	\$163,176.00	\$83.68	\$166,861.50	\$85.57	\$170,625.00	\$87.50

47.5 Aboriginal health practitioners

AHP Level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
AHPL 1.1	\$54,000.00	\$27.69	\$55,224.00	\$28.32	\$56,472.00	\$28.96	\$57,759.00	\$29.62
AHPL 1.2	\$56,900.00	\$29.18	\$58,188.00	\$29.84	\$59,514.00	\$30.52	\$60,859.50	\$31.21
AHPL 1.3	\$59,800.00	\$30.67	\$61,152.00	\$31.36	\$62,536.50	\$32.07	\$63,960.00	\$32.80
AHPL 2.1	\$71,994.00	\$36.92	\$73,632.00	\$37.76	\$75,289.50	\$38.61	\$76,986.00	\$39.48
AHPL 2.2	\$75,855.00	\$38.90	\$77,571.00	\$39.78	\$79,326.00	\$40.68	\$81,120.00	\$41.60
AHPL 2.3	\$79,735.50	\$40.89	\$81,549.00	\$41.82	\$83,401.50	\$42.77	\$85,293.00	\$43.74
AHPL 2.4	\$83,616.00	\$42.88	\$85,507.50	\$43.85	\$87,438.00	\$44.84	\$89,407.50	\$45.85
AHPL 3.1	\$99,216.00	\$50.88	\$101,458.50	\$52.03	\$103,759.50	\$53.21	\$106,099.50	\$54.41
AHPL 3.2	\$103,155.00	\$52.90	\$105,495.00	\$54.10	\$107,874.00	\$55.32	\$110,311.50	\$56.57
AHPL 3.3	\$105,982.50	\$54.35	\$108,381.00	\$55.58	\$110,838.00	\$56.84	\$113,334.00	\$58.12
AHPL 4.1	\$110,409.00	\$56.62	\$112,905.00	\$57.90	\$115,459.50	\$59.21	\$118,072.50	\$60.55
AHPL 4.2	\$114,270.00	\$58.60	\$116,844.00	\$59.92	\$119,476.50	\$61.27	\$122,167.50	\$62.65
AHPL 4.3	\$118,579.50	\$60.81	\$121,251.00	\$62.18	\$123,981.00	\$63.58	\$126,789.00	\$65.02
AHPL 5.1	\$126,582.50	\$64.91	\$129,441.00	\$66.38	\$132,366.00	\$67.88	\$135,349.50	\$69.41
AHPL 5.2	\$129,833.00	\$66.58	\$132,756.00	\$68.08	\$135,759.00	\$69.62	\$138,820.50	\$71.19
AHPL 6.1	\$133,633.50	\$68.53	\$136,656.00	\$70.08	\$139,737.00	\$71.66	\$142,896.00	\$73.28

47.6 Nurses and midwives

NL level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
NL S1	\$52,752.50	\$27.05	\$53,956.50	\$27.67	\$55,185.00	\$28.30	\$56,433.00	\$28.94
NL S2	\$53,995.50	\$27.69	\$55,224.00	\$28.32	\$56,472.00	\$28.96	\$57,759.00	\$29.62
NL 1.1	\$70,336.50	\$36.07	\$71,935.50	\$36.89	\$73,573.50	\$37.73	\$75,231.00	\$38.58
NL 1.2	\$71,994.00	\$36.92	\$73,632.00	\$37.76	\$75,289.50	\$38.61	\$76,986.00	\$39.48
NL 1.3	\$75,855.00	\$38.90	\$77,571.00	\$39.78	\$79,326.00	\$40.68	\$81,120.00	\$41.60
NL 1.4	\$79,735.50	\$40.89	\$81,549.00	\$41.82	\$83,401.50	\$42.77	\$85,293.00	\$43.74
NL 1.5	\$83,616.00	\$42.88	\$85,507.50	\$43.85	\$87,438.00	\$44.84	\$89,407.50	\$45.85
NL 2.1	\$71,994.00	\$36.92	\$73,632.00	\$37.76	\$75,289.50	\$38.61	\$76,986.00	\$39.48
NL 2.2	\$75,855.00	\$38.90	\$77,571.00	\$39.78	\$79,326.00	\$40.68	\$81,120.00	\$41.60
NL 2.3	\$79,735.50	\$40.89	\$81,549.00	\$41.82	\$83,401.50	\$42.77	\$85,293.00	\$43.74
NL 2.4	\$83,616.00	\$42.88	\$85,507.50	\$43.85	\$87,438.00	\$44.84	\$89,407.50	\$45.85
NL 2.5	\$88,179.00	\$45.22	\$90,168.00	\$46.24	\$92,215.50	\$47.29	\$94,302.00	\$48.36
NL 2.6	\$91,513.50	\$46.93	\$93,580.50	\$47.99	\$95,686.50	\$49.07	\$97,851.00	\$50.18
NL 2.7	\$95,238.00	\$48.84	\$97,383.00	\$49.94	\$99,586.50	\$51.07	\$101,829.00	\$52.22
NL 3.1	\$99,216.00	\$50.88	\$101,458.50	\$52.03	\$103,759.50	\$53.21	\$106,099.50	\$54.41
NL 3.2	\$103,155.00	\$52.90	\$105,495.00	\$54.10	\$107,874.00	\$55.32	\$110,311.50	\$56.57

NL 3.3	\$105,982.50	\$54.35	\$108,381.00	\$55.58	\$110,838.00	\$56.84	\$113,334.00	\$58.12
NL 4.1	\$110,409.00	\$56.62	\$112,905.00	\$57.90	\$115,459.50	\$59.21	\$118,072.50	\$60.55
NL 4.2	\$114,270.00	\$58.60	\$116,844.00	\$59.92	\$119,476.50	\$61.27	\$122,167.50	\$62.65
NL 4.3	\$118,579.50	\$60.81	\$121,251.00	\$62.18	\$123,981.00	\$63.58	\$126,789.00	\$65.02
NL 5.1	\$126,582.50	\$64.91	\$129,441.00	\$66.38	\$132,366.00	\$67.88	\$135,349.50	\$69.41
NL 5.2	\$129,833.00	\$66.58	\$132,756.00	\$68.08	\$135,759.00	\$69.62	\$138,820.50	\$71.19
NL 6.1	\$133,633.50	\$68.53	\$136,656.00	\$70.08	\$139,737.00	\$71.66	\$142,896.00	\$73.28
NL 6.2	\$138,957.00	\$71.26	\$142,096.50	\$72.87	\$145,294.50	\$74.51	\$148,570.50	\$76.19
NL 7.1	\$150,111.00	\$76.98	\$153,504.00	\$78.72	\$156,975.00	\$80.50	\$160,524.00	\$82.32
NL 7.2	\$155,493.00	\$79.74	\$159,003.00	\$81.54	\$162,591.00	\$83.38	\$166,257.00	\$85.26
NL 8.1	\$161,694.00	\$82.92	\$165,340.50	\$84.79	\$169,065.00	\$86.70	\$172,887.00	\$88.66
NL 8.2	\$167,115.00	\$85.70	\$170,878.50	\$87.63	\$174,739.50	\$89.61	\$178,678.50	\$91.63

47.7 General practitioners and registrars

GPR Level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
GPR1	\$168,129.00	\$86.22	\$171,912.00	\$88.16	\$175,792.50	\$90.15	\$179,751.00	\$92.18
GPR2	\$172,536.00	\$88.48	\$176,436.00	\$90.48	\$180,414.00	\$92.52	\$184,489.50	\$94.61
GPR3	\$179,068.50	\$91.83	\$183,105.00	\$93.90	\$187,239.00	\$96.02	\$191,470.50	\$98.19

GPR4	\$190,944.00	\$97.92	\$195,253.50	\$100.13	\$199,660.50	\$102.39	\$204,165.00	\$104.70
GP Level	Rate from 28 November 2021	Hourly rate	Rate from 28 November 2022	Hourly rate	Rate from 28 November 2023	Hourly rate	Rate from 28 November 2024	Hourly rate
GP 1.1	\$198,841.50	\$101.97	\$203,326.50	\$104.27	\$207,909.00	\$106.62	\$212,589.00	\$109.02
GP 1.2	\$202,810.00	\$104.01	\$207,382.50	\$106.35	\$212,062.50	\$108.75	\$216,840.00	\$111.20
GP 1.3	\$206,778.00	\$106.04	\$211,438.50	\$108.43	\$216,196.50	\$110.87	\$221,071.50	\$113.37
GP 1.4	\$210,840.00	\$108.12	\$215,592.00	\$110.56	\$220,447.50	\$113.05	\$225,420.00	\$115.60
GP 1.5	\$214,902.00	\$110.21	\$219,745.50	\$112.69	\$224,698.50	\$115.23	\$229,768.50	\$117.83
GP 1.6	\$218,965.50	\$112.29	\$223,899.00	\$114.82	\$228,949.50	\$117.41	\$234,117.00	\$120.06
GP 2.1	\$229,495.50	\$117.69	\$234,663.00	\$120.34	\$239,947.50	\$123.05	\$245,349.00	\$125.82
GP 2.2	\$233,895.50	\$119.95	\$239,167.50	\$122.65	\$244,549.50	\$125.41	\$250,068.00	\$128.24
GP 2.3	\$238,295.50	\$122.20	\$243,672.00	\$124.96	\$249,171.00	\$127.78	\$254,787.00	\$130.66
GP 3	\$272,025.00	\$139.50	\$278,148.00	\$142.64	\$284,407.50	\$145.85	\$290,823.00	\$149.14
GP 4	\$278,772.00	\$142.96	\$285,051.00	\$146.18	\$291,466.50	\$149.47	\$298,038.00	\$152.84

48 Penalty interpretation

48.1 Overtime penalties

	Minimum hourly rate	Monday to Saturday		Sunday	Public Holiday
		First 2 hours	After 2 hours		
Casuals	125%	175%	225%	225%	275%
Full time/ part time	100%	150%	200%	200%	250%

48.2 Shift and weekend penalties

	Minimum hourly rate	Shift work Monday - Friday		Saturday	Sunday
		Afternoon shift	Night shift		
Casuals	125%	137.5%	140%	175%	225%
Full time/ part time	100%	112.5%	115%	150%	200%
Continuous shift penalty			130%		

48.3 GP Shift loadings

Work performed	After Hours Clinic – one off payment equivalent to:
Evening work	1.5 times GP1.1 hourly rate of pay x one hour
Saturday, Sunday or Public Holiday:	3.5 times the GP1.1 hourly rate of pay x one hour



**Central Australian
Aboriginal Congress**
ABORIGINAL CORPORATION | ICN 7823

20 September 2022

Commissioner Simpson
Fair Work Commission
Via email: chambers.simpson.c@fwc.gov.au

Dear Commissioner Simpson

RE: AG2022/3348 Central Australian Aboriginal Congress Enterprise Agreement 2022-2025 – Employer undertakings

Central Australian Aboriginal Congress Aboriginal Corporation (Congress) gives the following undertakings in respect to the abovementioned Enterprise Agreement.

16.3.1 Remote worker allowance – Nurses/AHP

Congress will review all hours worked by Nurses/AHP/midwives entitled to remote worker allowances as per clause 16.3.1 (the on call/overtime allowance per hour) every 6 months.

If the total on call/overtime allowance paid for the period of review is less than the employee would have received as per clause 19 (on-call and overtime) of the Nurses Award 2020, the employee will be paid the difference.

Yours sincerely

Brett Capes
GENERAL MANAGER HUMAN RESOURCES

**Central Australian Aboriginal Congress
Aboriginal Corporation**

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**Aboriginal health
in Aboriginal hands.**