

N0175 [loose-leaf version]

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

AUSTRALIAN INDUSTRIAL REGISTRY LOOSE-LEAF CONSOLIDATION

NURSES (VICTORIAN HEALTH SERVICES) AWARD 2000

This consolidation as made at 11 September 2000 and varied on 20 September 2000 (variations V001 and V002) comprises pages:

1 2 3 4 5 6 7 8 9 10

11 12 13 14 15 16 17 18 19 20

21 22 23 24 25 26 27 28 29 30

31 32 33 34 35 36 37 38 39 40

41 42 43 44 45 46 47 48 49 50

51 52 53 54 55 56 57 58 59 60

61 62 63 64 65 66 67 68 69 70

71 72 73 74 75 76 77 78 79 80

81 82 83 84 85 86 87 88 89 90

91 92 93 94 95 96 97 98 99 100

101 102 103 104 105 106 107 108 109 110

111 112 113 114 115 116 117 118 119 120

121 122 123 124 125 126 127 128 129 130

131 132 133 134 135 136 137 138 139 140

141 142 143 144 145 146 147 148 149 150

151 152 153 154 155 156 157 158 159 160

161 162 163 164 165 166 167 168 169 170

171 172

<Total number of pages = 174>

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N0175 [loose-leaf version]

AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

Workplace Relations Act 1996
s.33 action on Commission's own motion
(C No. 24258 of 1997)

Review of award pursuant to Item 51 of Part 2 of Schedule 5 of the
Workplace Relations and Other Legislation Amendment Act 1996
(C No. 00172 of 1998)

NURSES (VICTORIAN HEALTH SERVICES) AWARD 1992
(ODN C No. 00606 of 1983)
[Print K6359 [N0175]]

Nurses

Health and welfare services

COMMISSIONER HINGLEY

MELBOURNE, 11 SEPTEMBER 2000

Award simplification.

ORDER

A. Further to the decision issued by the Commission on 12 May 2000 and 30 June 2000 [Prints S5853 and S7648], the above award is varied as follows:

By deleting all clauses and schedules and inserting the following:

PART A - PRELIMINARY

1. TITLE

This award shall be known as the Nurses (Victorian Health Services) Award 2000.

2. DIVISION INTO PARTS

This award is divided into the following parts:

Parts:

A - Preliminary

B - Common conditions

C - Registered Nurses and Mothercraft Nurses

D - Enrolled Nurses

3. ARRANGEMENT

Part A - Preliminary

1. Title
2. Division into parts
3. Arrangement
4. Incidence and application
5. Parties bound
6. Supersession and savings
7. Date and period of operation
8. Definitions
9. May 2000 Safety Net Adjustment
10. Federal minimum wage
11. Anti-discrimination
12. Relationship to National Training Wage Award 1994

Part B - Common Conditions

13. Posting award
14. No extra claims
15. Daylight savings time
16. Termination of employment
17. Annual leave
18. Leave to attend trade union training courses, seminars (public sector only)
19. Personal leave
20. Long service leave
21. Parental leave
22. Accident pay
23. Rosters
24. Public holidays
25. Special rates for Saturdays and Sundays
26. Time and salaries records
27. Legislative changes

28. Prevention and settlement of disputes

Part C - Registered and Mothercraft Nurses

29. Definitions

30. Modes of employment

31. Classification in grades

32. Salaries

33. Higher duties (registered nurses only)

34. Private hospitals (60 beds or less) classification structure

35. Advertisement of position

36. Posting of duties of registered mothercraft nurse

37. Incidental and peripheral duties (mothercraft nurses only)

38. Mixed functions (mothercraft nurses only)

39. Hours of work

40. Day off in each week
41. Rest intervals
42. Overtime
43. Allowances
44. Jury service
45. Redundancy (private sector and community health centres)

Part D - Enrolled Nurses

46. Definitions
47. Mode of employment
48. Jury service
49. Notification of classification
50. Salaries
51. Payment of salaries
52. Mixed functions/higher duties
53. Hours of work
54. Minimum engagement
55. Meal interval
56. Rest intervals
57. Incidental and peripheral
58. Overtime
59. Wash-up time
60. Travelling on duty
61. Allowances
62. Training (public sector only)
63. Redundancy (non-public sector only)

Schedule A

Schedule B

4. INCIDENCE AND APPLICATION

- 4.1 This award shall apply to the employment of Registered Nurses, State Enrolled Nurses and Mothercraft Nurses in the State of Victoria PROVIDED it shall not apply to persons employed under the *Public Service Act 1974* (Vic).
- 4.2 Part A and Part B of this award shall apply to the employment of all employees to whom this award applies.
- 4.3 Part C of this award shall apply to the work and employment of Registered Nurses and Mothercraft Nurses, as defined in clause 8 - Definitions.
- 4.4 Part D of this award shall apply to the work and employment of Enrolled Nurses, as defined in clause 8 - Definitions.

5. PARTIES BOUND

5.1 This award shall be binding upon:

5.1.1 the employers referred to in Schedule A hereto and the employers of persons in the places referred to in Schedule A hereto in respect of all their employees for whom provision is made herein;

5.1.2 the Australian Nursing Federation;

5.1.3 the Health Services Union of Australia in respect of Part A, Part B to the extent Part B applies to Enrolled Nurses, Part C to the extent Part C applies to Mothercraft Nurses and Part D.

5.1.4 The Victorian Employers' Chamber of Commerce and Industry, and its members;

5.1.5 The Victorian Hospitals Industrial Association; and

5.1.6 The Australian Industry Group, and its members.

6. SUPERSESSION AND SAVINGS

This award supersedes the Nurses (Victorian Health Services) Award 1992 [Print K6359 [N0175]] but no employee shall suffer any loss or diminution of entitlements in respect of allowable matters (whether accrued or otherwise) or terms and conditions of employment in place immediately prior to the commencement of this award by reason only of the coming into force of this award.

7. DATE AND PERIOD OF OPERATION

This award shall come into force on 30 June 2000 and remain in force for a period of twelve months.

8. DEFINITIONS

For the purposes of this award:

8.1 Registered Nurse shall mean a person whose name appears in Division One or Three of the Register maintained by the Nurses Board of Victoria excluding a State Enrolled Nurse or Mothercraft Nurse.

- 8.2 Enrolled Nurse and State Enrolled Nurse** shall mean a person whose name appears in Division Two of the Register maintained by the Nurses Board of Victoria.
- 8.3 Mothercraft Nurse** shall mean a person whose name appears in Division Five of the Register maintained by the Nurses Board of Victoria.

8.4 Public Sector shall refer to employment under this award in respect of a respondent or place of work identified in Schedule B - Public Health Sector Institutions.

8.5 Private Sector shall refer to any employment in this award not in the Public Sector.

8.6 Union within the respective parts of this award shall mean those unions set out in clause 5 - Parties bound, as being respondents to that part.

9. MAY 2000 SAFETY NET ADJUSTMENT

9.1 The rates of pay in this award include the arbitrated safety net adjustment payable under the *Safety Net Review - Wages May 2000* decision [Print S5000]. This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

9.2 Increases made under previous National Wage Case principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

10. FEDERAL MINIMUM WAGE

10.1 The federal minimum wage

No employee shall be paid less than the federal minimum wage.

10.2 Amount of federal adult minimum wage

10.2.1 The federal minimum wage for full-time adult employees not covered by 10.4 [special categories clause], is \$400.40 per week.

10.2.2 Adults employed under a supported wage clause shall continue to be entitled to receive the wage rate determined under that clause. Provided that such employees shall not be paid less than the amount determined by applying the percentage in the supported wage clause applicable to the employee concerned to the amount of the minimum wage specified in 10.2.1.

10.2.3 Adults employed as part-time or casual employees shall continue to be entitled to receive the wage rate determined under the casual and part-time clauses of the award. Provided that such employees shall not be paid less than pro rata the minimum wage specified in 10.2.1 according to the number of hours worked.

10.3 How the federal minimum wage applies to juniors

10.3.1 The wage rates provided for juniors by this award continue to apply unless the amount determined under 10.3.2 is greater.

10.3.2 The federal minimum wage for an employee to whom a junior rate of pay applies is determined by applying the percentage in the junior wage rates clause applicable to the employee concerned to the relevant amount in 10.2.

10.4 Application of minimum wage to special categories of employee

10.4.1 Due to the existing applicable award wage rates being greater than the relevant proportionate federal minimum wage, this clause has no application to employees undertaking a National Training Wage Traineeship, an Australian Traineeship, a Career Start Traineeship, a Jobskills placement or an apprenticeship.

10.4.2 [Leave reserved for other special categories.]

10.5 Application of federal minimum wage to award rates calculation

10.5.1 The federal minimum wage:

10.5.1(a) applies to all work in ordinary hours;

10.5.1(b) applies to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave, and for all other purposes of this award; and

10.5.1(c) is inclusive of the arbitrated safety net adjustment provided by the *Safety Net Review - Wages May 2000* decision [Print S5000] and all previous safety net and national wage adjustments.

10.6 Federal minimum wage absorption clause

10.6.1 The rates of pay in this award include the federal minimum wage payable under the *Safety Net Review - Wages May 2000* decision. Any increase arising from the insertion of the federal minimum wage clause may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to certified agreements, currently operating

enterprise flexibility agreements, Australian workplace agreements, award variations to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

10.6.2 Increases made under previous National Wage Case principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the federal minimum wage.

11. ANTI-DISCRIMINATION

- 11.1** It is the intention of the respondents to this award to achieve the principal object in s.3(j) of the *Workplace Relations Act 1996* through respecting and valuing the diversity of the work force by helping to prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin.
- 11.2** Accordingly, in fulfilling their obligations under the disputes avoidance and settling clause, the respondents to this award must make every endeavour to ensure that neither the award provisions nor their operation are directly or indirectly discriminatory in their effects.
- 11.3** Nothing in this clause is taken to affect:
- 11.3.1** Any different treatment (or treatment having different effects) which is specifically exempted under the Commonwealth anti-discrimination legislation;
- 11.3.2** An employee, employer or registered organisation, pursuing matters of discrimination in any State or Federal jurisdiction, including any application to the Human Rights and Equal Opportunity Commission;
- 11.3.3** The exemptions in s.170CK(3) and (4) of the Act.

12. RELATIONSHIP TO NATIONAL TRAINING WAGE AWARD 1994

- 12.1** A party to this award shall comply with the terms of the National Training Wage Award 1994 [Print N4816 [N0277]], as varied, as though bound by clause 3 of that award.
- 12.2** The terms of the National Training Wage Award 1994, as varied, shall apply to the employment under this award so as to override Traineeship (ATS) and Career Start Traineeship clauses in the manner specified in clause 6 of the National Training Wage Award 1994, as varied, for employers bound by that award.

PART B - COMMON CONDITIONS

13. POSTING AWARD

A copy of this award shall be posted up by each employer in a conspicuous place accessible to all employees.

14. NO EXTRA CLAIMS

It is a term of this part (arising from the decision of the Australian Industrial Relations Commission in the National Wage Case of April 1991, the terms of which are set out in Print J7400) that the union undertakes for the duration of those principles determined by that Commission, not to pursue any extra claims, award or overaward, except when consistent with those principles.

15. DAYLIGHT SAVINGS TIME

15.1 Notwithstanding anything contained elsewhere in this part, whereby reason of legislation Summer Time is prescribed as being in advance of the Standard Time, the length of any shift:

15.1.1 commencing before the time prescribed pursuant to the relevant legislation for the commencement of a Summer Time period; and

15.1.2 commencing on or before the time prescribed pursuant to such legislation for the termination of a Summer Time period.

15.2 Shall be deemed to be the number of hours represented by the difference between the time recorded by the clock at the beginning of the shift and the time so recorded at the end thereof, the time of the clock in each case to be set to the time fixed pursuant to the legislation.

15.3 In this clause the expressions **Standard Time** and **Summer Time** shall bear the same meaning as are prescribed by legislation and **legislation** shall mean the *Summer Time Act 1972*, as amended or substituted.

16. TERMINATION OF EMPLOYMENT

16.1 Notice of termination by the employer

16.1.1 In order to terminate the employment of an employee the employer shall give to the employee the following notice:

16.1.1(a) Registered and Mothercraft Nurses

Period of continuous service	Period of notice
Less than 3 years	2 weeks
3 years but less than 5 years	3 weeks
5 years and over	4 weeks

16.1.1(b) State Enrolled Nurses

Period of continuous service	Period of notice
Less than 1 year	1 week

1 year but less than 3 years	2 weeks
3 years but less than 5 years	3 weeks
5 years and over	4 weeks

16.1.2 In addition to the notice in 16.1.1 hereof, employees over 45 years of age at the time of the giving of the notice with not less than two years' continuous service, shall be entitled to an additional week's notice.

- 16.1.3** Payment in lieu of the notice prescribed in 16.1.1 and/or 16.1.2 hereof shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
- 16.1.4** In calculating any payment in lieu of notice, the wages to be used shall be those the employee would have received in respect of the ordinary time he/she would have worked during the period of notice had her/his employment not been terminated.
- 16.1.5** The period of notice in this clause shall not apply where the conduct of an employee justifies instant dismissal, or in the case of casual employees or employees engaged for a specified period of time or for a specified task or tasks.
- 16.1.6** For the purposes of this clause, continuity of service shall be calculated in the manner prescribed in clause 20 - Long service leave of this award.

16.2 Notice of termination by the employee

- 16.2.1** The notice of termination required to be given by an employee shall be the same as that required of an employer, save and except that there shall be no additional notice based on the age of the employee concerned. For notice of termination of a Public Sector State Enrolled Nurse refer to 53.5.1.
- 16.2.2** Subject to financial obligations imposed on the employer by an Act, if an employee fails to give notice the employer shall have the right to withhold monies due to the employee with a maximum amount equal to the ordinary time rate of pay for the period of notice.

16.3 Time off work during notice period

Where an employer has given notice of termination to an employee, an employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times that are convenient to the employee after consultation with the employer.

17. ANNUAL LEAVE

17.1 Employee's entitlement to leave

17.1.1 Registered Nurse

Employees of an out-patients, pathology, X-ray or blood bank department of a hospital (other than a Director of Nursing, Deputy or Assistant Director of Nursing, Principal Teacher, Deputy Principal Teacher, Senior Teacher or Teacher) or a Community Health Centre, shall be entitled to 152 hours annual leave in respect of any twelve months service:

17.1.1(a) where an employee referred to above is required to work, and works, any public holiday they shall be entitled to an additional day's annual leave for each such holiday up to a combined maximum of 190 hours;

17.1.1(b) should any public holiday/s occur during an employee's period of annual leave 7 hours and 36 minutes shall be added to the period of annual leave for each such public holiday occurring.

17.1.2 All other employees shall be granted 190 hours of annual leave with ordinary pay on completion of twelve months service with an Institution.

17.1.3 A full-time employee (as defined) who is required to work and worked ordinary hours (as prescribed under clause 39 - Hours of work) on week days and on weekends throughout the qualifying twelve months period of service shall be allowed an additional seven consecutive days leave including non-working days.

17.1.3(a) A full-time employee with twelve months continuous service so engaged for part of the qualifying twelve months period shall have the leave prescribed in 17.1.3 increased by half a day for each month during which engaged as aforesaid.

17.2 State Enrolled Nurse

17.2.1 Employees shall at the end of each year of employment become entitled to an annual holiday of four weeks on ordinary pay.

17.2.2 An employee (other than a casual) who during the yearly period in respect of which his/her annual leave accrues is rostered as part of his/her ordinary duties on ten or more weekends for four hours or more, shall be entitled to one week's (seven consecutive days) annual leave in addition to the leave prescribed in this clause.

17.2.3 A shift employee whose employment with an employer is terminated at the end of a period of employment which is less than one year computed from the date of commencement of the employment, or the date upon which the employee last became entitled to annual leave from that employer, shall be paid in addition to any other amounts due to her/him, an amount equal to 1/48th of his/her ordinary pay in respect of that period of employment.

17.3 Mothercraft Nurse

17.3.1 Except as otherwise provided in this part a Mothercraft Nurse shall at the end of each year of her/his employment by an employer become entitled to an annual holiday of five weeks on ordinary pay.

17.3.2 The provisions of this subclause shall apply to persons engaged for 38 hours per week.

- 17.3.2(a)** For all purposes of clause 17 in addition to the leave herein prescribed a weekly employee required to work and who worked ordinary hours as prescribed under clause 39 - Hours of work, on week days and on weekends throughout the qualifying twelve months period of service shall be allowed seven consecutive days leave including non-working days.
- 17.3.2(b)** A weekly employee with twelve months continuous service so engaged for part of the qualifying twelve months period shall have the leave prescribed in 17.4 hereof increased by half a day for each month during which engaged as aforesaid.
- 17.3.2(c)** A weekly employee so engaged for part of the qualifying twelve months period whose employment is terminated shall receive in addition to other amounts due in lieu of annual leave a pro rata payment based on the amount payable under this subclause for the full qualifying twelve months period and the period so engaged.

17.4 Accrued days off and annual leave (Registered Nurses and Private Sector State Enrolled Nurses)

Where the system of working provides for the taking of accrued days off, the maximum number of accrued days off shall be thirteen in any calendar year. One day of a year's annual leave period shall be regarded as an accrued day off for which no additional payment is to be made.

17.5 Public holidays occurring during annual leave (Mothercraft and State Enrolled Nurses only)

Where any trade or public holiday for which the employee is entitled to payment under any Act or award or under her/his contract of employment occurs during any period of an annual holiday taken by a employee under this clause, the period of the holiday shall be increased by one day in respect of that trade or public holiday.

17.6 Effect of termination on annual leave (Registered Nurses only)

- 17.6.1** An employee (other than a Mothercraft Nurse) who leaves or is dismissed before completing a full qualifying twelve-month period shall, in lieu of annual leave, receive a pro rata payment based on the amount payable for the leave prescribed herein for a full twelve months continuous service, and the period actually served.
- 17.6.2** Where the employment of a Mothercraft Nurse who has become entitled to one or more annual holidays provided by this part is terminated, the employer shall be deemed to have given the holiday or holidays (except so much, if any, as has already been taken) to the employee as from the date of the termination of the employment, and shall forthwith pay to the employee, in addition to all other amounts due to the employee, the employee's ordinary pay for the period of the holiday or holidays.

17.6.2(a) Subclause 17.6.2 applies to and in respect of an annual holiday (except so much, if any, as has already been taken) whether or not the employee concerned continues to be entitled (apart from this clause) to take it, and so applies as if the employee's right to take it had accrued immediately before the date of the termination of the employee's employment.

17.6.2(b) Nothing in 17.6.2 or 17.6.2(a) affects the obligation of an employer to give, or an employee to take, annual holidays in accordance with this part.

17.6.2(b)(i) This subclause applies with respect to every period of employment of an employee by any employer which is less than one year, such period being computed from the date of the commencement of the employment or (where the employee has during the employment become entitled to any annual holiday or holidays under 17.4.1 computed from the date upon which he/she became entitled to that annual holiday, or to the last annual holiday as the case may be.

17.6.2(b)(ii) Where the employment of any employee by any employer is terminated at the end of a period of employment to which this subclause applies the employer shall forthwith pay to the employee, in addition to all other amounts due to her/him, an amount equal to 5/47th of her/his ordinary pay for that period of employment.

17.6.2(c) Mothercraft Nurses

Where the annual holiday under 17.4.1 or any part thereof has been taken in advance by an employee pursuant to 17.8.9 of that clause and:

17.6.2(c)(i) the employment of the employee is terminated before she/he has completed the year of employment in respect of which such annual holiday or part was taken; and

17.6.2(c)(ii) the sum paid by the employer to the employee as ordinary pay for the annual holiday or part so taken in advance exceeds the sum which the employer is required to pay to the employee under 17.6.2(b)(i);

17.6.2(c)(iii) the employer shall not be liable to make any payment to the employee under 17.6.2(b)(i) and shall be entitled to deduct the amount of such excess from any remuneration payable to the employee upon the termination of the employment.

17.7 Taking of leave

17.7.1 Registered Nurses

Two weeks notice of the date from which an employee shall commence his or her annual leave shall be given unless otherwise mutually agreed upon between the parties concerned.

17.7.2 In the private sector only, annual leave may be taken by agreement between the employer and employee(s) in such number of periods of not less than one day, as may be mutually agreed.

17.7.3 State Enrolled Nurses

The employer shall give each employee at least seven days' notice of the date from which his/her annual holiday shall be taken.

17.7.4 Except as provided in 17.7.6 hereof the annual holidays shall be given and taken in four consecutive weeks or if the employee and the employer so agree in two separate periods and not otherwise.

17.7.5 Except as provided in 17.7.6 hereof if the employee and the employer so agree the annual holiday or either of such separate periods may be taken wholly or partly in advance before the employee has become entitled to the annual holiday.

17.7.6 On application by the employee and by agreement with the employer a maximum of four days annual leave may be taken as single days in each year of employment. These four days may be taken consecutively. Annual leave taken under 17.7.6 shall be exempt from the provisions of 17.9.3(b) herein and shall be paid in the next pay period.

17.7.7 The annual holiday shall be given by the employer and shall be taken by the employee before the expiration of a period of six months after the date upon which the right to such holiday accrues:

17.7.7(a) Provided that the giving and taking of the whole or any separate period of such annual holiday may, with the consent in writing of the Chief Industrial Officer of the Department of Labour, be postponed for a period to be specified by her/him in any case where she/he is of opinion that circumstances render such postponement necessary or desirable.

17.7.8 Mothercraft Nurses

The annual holiday shall be given and taken in five consecutive weeks or, if the employee and the employer so agree, in two separate periods and not otherwise.

17.7.9 If the employee and the employer so agree the annual holiday or either of such separate periods may be taken wholly or partly in advance before the employee has become entitled to the annual holiday.

- 17.7.10** The annual holiday shall be given by the employer and shall be taken by the employee before the expiration of a period of six months after the date upon which the right to such holiday accrues. Provided that the giving and taking of the whole or any separate period of such annual holiday may, by mutual consent, be postponed for a period.
- 17.7.11** The employer shall give each employee as much notice as possible of the date from which her/his annual holiday shall be taken, but in any case not less than two weeks notice shall be given, except by mutual agreement.

17.8 Payment for leave

17.8.1 Employees shall receive their ordinary pay during all periods of annual leave and, before going on leave, shall be paid in advance for the period of such leave.

17.8.1(a) State Enrolled Nurses - in addition, upon the employee's prior request, any ordinary pay outstanding for hours worked at the time of proceeding on holiday.

17.8.1(b) Ordinary pay means remuneration for the employees normal weekly number of hours of work calculated at the ordinary time rate of pay.

17.8.2 In addition to the ordinary pay as prescribed in 17.8.1 all employees shall receive either:

17.8.2(a) a loading of 17-1/2% calculated on the prescribed rate of salary:

17.8.2(a)(i) provided that for a Registered Nurse such loading shall be on a maximum of 152 hours in respect of any year of employment; provided further than an employee whose weekly salary is in excess of \$721.20 shall receive in lieu of the 17-1/2% loading an amount of \$504.75 in respect of a period of 152 hours or a proportionate amount in respect of a lesser period or periods;

17.8.2(a)(ii) provided that for a Mothercraft Nurse such loading shall be on a maximum of four weeks in respect of any one year of employment; or

17.8.2(b) in respect of each week of leave granted an amount comprising the following:

17.8.2(b)(i) all payments for ordinary hours of work;

17.8.2(b)(ii) shift work premiums according to roster or projected roster;

17.8.2(b)(iii) Saturday, Sunday premiums according to roster or projected roster;

17.8.2(b)(iv) in-charge allowances;

17.8.2(b)(v) allowances prescribed in 43.5 and 61.7;

whichever is the higher.

17.8.2(c) Other than in the case of a Mothercraft Nurse, the annual leave loading prescribed in 17.8.2 shall apply to pro rata payment of leave on termination of employment.

- 17.8.3** To assist in determining “ordinary pay” for State Enrolled and Mothercraft Nurses only:
- 17.8.3(a)** where no ordinary time rate of pay is fixed for a employee’s work under the terms of his/her employment the ordinary time rate of pay shall be deemed to be the average weekly rate earned by her/him during the period in respect of which the right to the annual holiday accrues;
 - 17.8.3(b)** where no normal weekly number of hours is fixed for a employee under the terms of his/her employment, the normal weekly number of hours of work shall be deemed to be the average weekly number of hours worked by her/him during the period in respect of which the right to the annual holiday accrues;
 - 17.8.3(b)(i)** the cash value of any board or lodging provided for an employee shall be deemed to be its cash value as fixed by or under the terms of the employee’s employment or, if it is not so fixed, shall be computed at the rate of \$2.00 a week for board and \$1.00 a week for lodging.
 - 17.8.3(b)(ii)** Provided that the value of any board or lodging or the amount of any payment in respect of board or lodging shall not be included in any case where the board or lodging is provided or the payment is made not as a part of her/his ordinary pay, but because the work done by the employee is in such a locality as to necessitate her/his sleeping elsewhere than at her/his genuine place of residence, or because of any other special circumstances.
 - 17.8.3(c)** For the purposes of this part a year of employment shall be deemed to be unbroken notwithstanding:
 - 17.8.3(c)(i)** any annual leave or long service leave taken therein;
 - 17.8.3(c)(ii)** any interruption or ending of the employment by the employer if such interruption or ending is made with the intention of avoiding obligations in respect of annual leave or long service leave;
 - 17.8.3(c)(iii)** any absence from work of not more than fourteen days in the year of employment on account of sickness or accident;
 - 17.8.3(c)(iv)** any absence on account of leave (other than annual leave or long service leave) granted imposed or agreed to by the employer;
 - 17.8.3(c)(v)** any absence on any other account not involving termination of employment:

17.8.3(d) and in calculating a year of employment any absence of a kind mentioned in 17.8.3(c)(i), 17.8.3(c)(ii) and 17.8.3(c)(iii) shall be counted as part of the year of employment but in respect of absences of a kind mentioned in 17.8.3(c)(iv) and 17.8.3(c)(v) it will be necessary for the employee as part of her/his qualification for annual leave to serve such additional period as equals the period of such absences.

17.8.4 State Enrolled Nurses and Mothercraft Nurses

Except as provided in 17.7 hereof payment shall not be made by an employer to an employee in lieu of any annual holiday or part thereof to which the employee is entitled under this part nor shall any such payment be accepted by the employee.

17.8.5 State Enrolled Nurses and Mothercraft Nurses

Where the annual holiday or any part thereof has been taken before the right to the annual holiday has accrued the right to a further annual holiday shall not commence to accrue until after the expiration of the year of employment in respect of which the annual holiday or part has been taken.

17.9 Public hospitals only i.e. government subsidised institutions (Registered Nurses and State Enrolled Nurses only)

17.9.1 Where an employee becomes sick whilst on annual leave for a continuous period of not less than five days on which she/he would otherwise have worked, and immediately forwards to the employer a certificate of a legally qualified medical practitioner, then the number of days not less than five specified in the certificate shall be deducted from any sick leave entitlement standing to the employee's credit, and shall be re-credited to her/his annual leave entitlement.

17.9.2 The amount of annual leave loading received for any period of annual leave converted into sick leave in accordance with 17.9.1 shall be deducted from any future entitlement to annual leave loading or if the employee resigns, from termination pay.

17.10 Effect of termination or closure on annual leave - State Enrolled Nurses

17.10.1 Where the employment of an employee who has become entitled to one or more periods of annual leave provided by this part is terminated, the employer shall be deemed to have given all of such leave (except so much, if any, as has already been taken) to the employee as from the date of the termination of the employment, and shall forthwith pay to the employee, in addition to all other amounts due to the employee, the employee's ordinary pay for the period of that leave.

17.10.2 Subclause 17.10.1 applies to and in respect of any annual leave (except so much, if any, as has already been taken) whether or not the employee concerned continues to be entitled (apart from this clause) to take it, and so applies as if the employee's right to take it had accrued immediately before the date of the termination of the employee's employment.

17.10.3 Nothing in 17.10.1 or 17.10.2 affects the obligation of an employer to give or an employee to take, annual leave in accordance with this part.

17.10.3(a) This subclause applies with respect to every period of employment of an employee by any employer which is less than one year, such period being computed from the date of the commencement of the employment or (where the employee has during the employment become entitled to any annual holiday or holidays under the last preceding clause) computed from the date upon which she/he became entitled to that annual holiday, or to the last annual holiday as the case may be.

17.10.3(b) Where the employment of any employee by an employer is terminated at the end of a period of employment to which this subclause applies the employer shall forthwith pay to the employee in addition to all other amounts due to him/her, an amount equal to 3/49th of his/her ordinary pay for that period of employment prior to 1 January 1974, and an amount equal to 1/12th of her/his ordinary pay for that period thereafter.

17.10.4 Where the annual holiday under clause 17 or any part thereof has been taken in advance by an employee pursuant to 17.7.9 and:

17.10.4(a) the employment of the employee is terminated before she/he has completed the year of employment in respect of which such annual holiday or part was taken; and

17.10.4(b) the sum paid by the employer to the employee as ordinary pay for the annual holiday or part so taken in advance exceeds the sum which the employer is required to pay to the employee under 17.10.3, the employer shall not be liable to make any payment to the employee under 17.11.4 and shall be entitled to deduct the amount of such excess from any remuneration payable to the employee upon the termination of the employment.

17.10.5 Additional Mothercraft Nurse provisions

17.10.5(a) Where any employer intends temporarily to close (or reduce to nucleus) his/her/its establishment or a section thereof for the purposes (inter alia) of allowing annual leave to the employees concerned or a majority of them she/he/it shall give in writing to such employees, at least four weeks' notice (or, in the case of any employee engaged after giving such notice, notice on the date of the employee's engagement) that she/he/it elects to apply the provisions of this subclause; and thereupon:

17.10.5(a)(i) any such employee who at the date of closing is entitled to his/her annual holiday shall be given his/her annual holiday commencing on and from the date of closing and, in addition, shall be paid 3/49th of his/her ordinary pay for any period of employment after the accrual of his/her right to the annual holiday for that period of employment prior to 1

January 1974, and an amount equal to 1/12th of his/her ordinary pay for that period thereafter up to but excluding the date of closing;

17.10.5(a)(ii) any such employee who at the date of closing is not entitled to her/his annual holiday shall be given leave without pay as on and from the date of closing and shall be paid 3/49ths of her/his ordinary pay for the period of her/his employment since the commencement thereof or the accrual of her/his last annual holiday (which ever is the later) for service prior to 1 January 1974 and an amount equal to 1/12th of her/his ordinary pay for that period thereafter up to but excluding the date of closing, together with pay for any trade or public holiday during such leave for which she/he is entitled to payment under any Act, award or Determination or under her/his contract of employment; and

17.10.5(a)(iii) the next twelve-monthly qualifying period of employment for every such employee shall commence as on and from the date of closing.

17.10.5(b) In this subclause **date of closing** in relation to each employee means the first day of her/his annual holiday or leave pursuant to this subclause.

18. LEAVE TO ATTEND TRADE UNION COURSES, SEMINARS (PUBLIC SECTOR ONLY)

18.1 A union representative, or other employee selected by the union, shall be entitled to, and the employer shall grant, up to five days' leave with pay each calender year, non-cumulative, to attend courses conducted by an accredited training provider and, approved by the union or TUTA (Inc) on the following conditions:

18.1.1 the scope, content and level of the courses are directed to the enhancement of the operation of the settlement of dispute/dispute settlement procedure/s;

18.1.2 that two weeks period of notice is provided to the employer;

18.1.3 the taking of leave is arranged having regard to the operational requirements of the employer;

18.1.4 the union representative, or other union nominee, taking such leave shall be paid "full pay";

18.1.4(a) **Full pay** is the award rate of pay for normal rostered hours plus experience/service payments plus allowances which are deemed pursuant to this part to be part of pay for all purposes, but excluding shift work, overtime and other allowances.

18.1.5 leave of absence granted pursuant to this clause shall count as service for all purposes of this award.

18.2 Notwithstanding 18.1, leave of absence in accordance with the clause in excess of five days and up to ten days may be granted in that year and in the subsequent year not exceeding ten days.

18.3 Leave of absence in accordance with this clause may include any necessary travelling time in normal hours immediately before or after the course.

19. PERSONAL LEAVE

19.1 Amount of paid personal leave

19.1.1 An employee is entitled to the following amount of paid personal leave:

19.1.1(a) up to 7 hours and 36 minutes, or for Public Sector Division 2 Nurses, eight hours, for each month of service in the first year of service;

19.1.1(b) up to 106 hours and 24 minutes, or for Public Sector Division 2 Nurses 112 hours, in each year in the second, third and fourth years of service;

19.1.1(c) up to 159 hours and 36 minutes, or for Public Sector Division 2 Nurses 168 hours, in the fifth and following years of service.

19.2 Immediate family or household

19.2.1 The entitlement to use bereavement leave and carer's leave in accordance with this clause is subject to:

19.2.1(a) The person being either:

19.2.1(a)(i) a member of the employee's immediate family; or

19.2.1(a)(ii) a member of the employee's household.

19.3 The term **immediate family** includes:

19.3.1 Spouse (including a former spouse, a de facto spouse and a former de facto spouse) of the employee. A de facto spouse means a person of the opposite sex to the employee who lives with the employee as his or her husband or wife on a bona fide domestic basis; and

19.3.2 Child or an adult child (including an adopted child, a step-child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the employee or spouse of the employee.

19.4 Personal sick leave

19.4.1 An employee is entitled to the following amount of paid leave for absence due to personal illness or injury:

19.4.1(a) up to 7 hours and 36 minutes, or for Public Sector Division 2 Nurses, eight hours, for each month of service in the first year of service;

19.4.1(b) up to 106 hours and 24 minutes, or for Public Sector Division 2 Nurses 112 hours, in each year in the second, third and fourth years of service;

19.4.1(c) up to 159 hours and 36 minutes, or for Public Sector Division 2 Nurses 168 hours, in the fifth and following years of service.

19.4.2 Leave taken by an employee under 19.4 is deducted from the amount of personal leave under 19.1.

19.4.3 An employee is entitled to use accumulated sick leave for personal sickness if the employee has already used:

19.4.3(a) The current year's sick leave component of the personal leave entitlement as personal sick leave; or

19.4.3(b) The current year's aggregated personal leave entitlement.

19.4.4 Sick leave entitlements which have not been taken at the completion of the year shall accumulate on the following scale:

19.4.4(a) The balance of personal leave provided that such remaining leave does not exceed the quantum of sick leave specified below less any personal sick leave specified below less any personal sick leave or carer's leave taken by the employee during the year:

19.4.4(a)(i) up to 7 hours and 36 minutes for each month of service in the first year of service;

19.4.4(a)(ii) up to 106 hours and 24 minutes in each year in the second, third and fourth years of service; and

19.4.4(a)(iii) up to 159 hours and 36 minutes in the fifth and following years of service;

19.4.4(a)(iv) in respect of part-time employees, the entitlement shall be on a pro rata basis of time worked.

19.4.5 To the extent that this award provides for part days, notice, certification, existing caps on accumulation and pro rata accruals of sick leave the provisions shall apply to this clause.

19.4.6 In the event of an employee becoming sick and certified as such by a legally qualified medical practitioner approved by the employer or on the production of a Statutory Declaration signed by the employee (with respect to absences on three occasions in any one year such occasions not exceeding three consecutive working days), he or she shall be entitled to sick leave on full pay. The words within the brackets immediately preceding this sentence shall not apply in the private sector.

- 19.4.7** Provided that any employee (other than a Mothercraft Nurse) may be absent through sickness for one day without furnishing evidence of such sickness as provided in 19.4.6, on not more than three occasions in any one year of service. Provided further that an employee shall not be entitled to this benefit should he/she fail to notify the employer two hours before the time rostered to commence duty on the day of such absence. Employees rostered for duty prior to 11.00 a.m. on the day of such absence shall not be required to give such notice before 9.00 a.m.
- 19.4.8** Where the one day absences referred to in 19.4.7 are not taken for a period of five years, an additional 38 hours sick leave shall be added to the employee's accrued entitlement.
- 19.4.9** If the full period of sick leave as prescribed in 19.4.1 is not taken in any year, such portion as is not taken shall be cumulative from year to year, provided that, where a business is transmitted from one employer (the transmitter) on or after 2 September 1980, to another employer (the transferee) an employee who worked with the transmitter and who continues in the service of the transferee the amount of accumulated sick leave which exceeds 224 hours (or in the case of private sector State Enrolled Nurses - 212.48 hours) shall be disregarded.
- 19.4.10** No employer shall terminate the services of an employee during the currency of any period of sick leave, with the object of avoiding his obligations under this subclause.

19.5 Sick leave either side of a public holiday - State Enrolled Nurses only

- 19.5.1** Employees who are absent on sick leave either side of a public holiday without providing a medical certificate, Statutory Declaration or other evidence satisfactory to the employer within ten working days after their return to work shall not be entitled to be paid for that day absent.
- 19.5.2** Within two days of the employee's return to work the employer shall notify the employee of his/her/its requirement that the employee provide a Statutory Declaration, medical certificate or other acceptable evidence.

19.6 Portability of sick leave

- 19.6.1** Where an employee is and has been in the service of an Institution registered and subsidised under the *Hospitals and Charities Act 1958*, the *Health Services Act 1988*, or the Fairfield Hospital Board or of the Cancer Institute Board or of the Victorian Bush Nursing Association (Incorporated) or a Bush Nursing institution or a Statutory Authority including the Nurses Board of Victoria transfers to another Institution registered and subsidised under the Hospitals and Charities Act, or the Health Services Act or the Fairfield Hospital Board or the Cancer Institute Board or the Victorian Bush Nursing Association (Incorporated) or a Statutory Authority including the Nurses Board of Victoria accumulated sick leave to his or her credit up to a maximum of 180 working days shall be credited to such

employee in his or her new employment. The Institution may require an employee to produce a written statement from his or her previous employing Institution specifying the amount of accumulated sick leave standing to the credit of such employee at the time of leaving that previous employment.

- 19.6.2** Provided that in respect of any period of absence which is less than an employee's allowable period of absence between an engagement with one institution and another, continuity of service shall be deemed to be unbroken. An employee's allowable period of absence shall be five weeks in addition to the total period of paid annual, long service or sick leave which the employee actually receives on termination or for which she/he is paid in lieu. Any period in excess of the allowable period of absence shall operate so as to exclude the employee from any benefit under this subclause.
- 19.6.3** Provided further that where any employee for the sole purpose of undertaking a course of study related to nursing is with the written approval of the employer absent without pay for up to but not exceeding 104 weeks, or in the case of State Enrolled Nurses and Mothercraft Nurses - 52 weeks, such absence shall not be deemed to have broken continuity of service but shall not be counted in aggregating service for the purpose of establishing entitlement to sick leave portability.
- 19.7** Where an employee in the public sector (other than a State Enrolled Nurse) is absent from duty on account of a disability or required to attend a chiropodist/podiatrist, chiropractor, dentist, optometrist, osteopath, physiotherapist or psychologist, the employee shall be granted out of sick leave entitlements leave of absence for a period not exceeding five working days in aggregate in any sick leave year.

19.8 Private sector and State Enrolled nurses

- 19.8.1** In the private sector and in the case of State Enrolled Nurses, employees shall not be eligible for payment of sick leave or part thereof, unless where they are in a position to do so, they take all reasonable steps to advise their employer of their absence from duty as near as practicable to two hours before the time they are rostered to commence duty on the day of such absence. In the case of employees rostered for duty prior to 11.00 a.m. on the day of such absence, the requisite notification shall be one and a half hours before the time rostered to commence duty on the day of such absence.
- 19.8.2** Provided that, where it is not reasonably practicable to inform the employer within the times specified in the preceding subclause, employees shall inform their employer as soon as practicable thereafter and in the case of a State Enrolled Nurse, as near as practicable to, but no later than one hour after their normal commencement time or in the case of shifts commencing prior to 7.00 a.m., one hour before the commencement of the shift.
- 19.8.3** Payment of sick leave shall not be withheld by an employer until all reasonable steps have been taken to investigate the employee's lack of advice regarding their absence from duty. Such an investigation must provide the employee with an opportunity to give reasons as to why notification was not given.
- 19.8.4** The employer shall provide and inform employees of a procedure for notification by employees of their inability to attend work due to illness or injury. All such notifications shall be registered, detailing the time of notification and the name of the employee.

19.9 Bereavement leave

19.9.1 An employee is entitled to four days' paid leave annually if a member of the employee's immediate family or household in Australia dies/is seriously ill or on the death only outside Australia.

19.9.2 Each day or part of a day used under 19.9.1 in excess of two days is deducted from the amount of personal leave under 19.1.

19.9.2(a) An employee is entitled to use accumulated sick leave as paid bereavement leave up to four days annually when a member of the employee's immediate family or household in Australia dies/is seriously ill if the employee has already used the current year's personal leave entitlement under 19.1.

19.9.3 An employee is entitled to use unpaid leave up to four days annually when a member of the employee's immediate family or household in Australia dies/is seriously ill if the employee has already used the current year's bereavement leave and personal leave entitlement under 19.1 and 19.9.1 and no accumulated sick leave is available.

19.9.4 Proof of death must be provided to the satisfaction of the employer, if requested.

19.9.5 For the purpose of this clause, the words **wife** and **husband** shall include a person who lives with the employee as a de facto wife or husband.

19.10 Carer's leave

19.10.1 An employee with responsibilities in relation to either members of their immediate family or household who need their care and support is entitled to use up to five days per annum of their personal leave entitlement to provide care and support for such persons when they are ill. Leave may be taken for part of a single day.

19.10.2 The entitlement to use personal leave is subject to the employee being responsible for the care of the person concerned.

19.10.3 The employee must, if required by the employer, establish by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another.

19.10.4 In normal circumstances an employee must not take carer's leave under this clause where another person has taken leave to care for the same person.

19.10.5 The employee must, where practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and their relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee/officer to give prior notice of absence, the employee must notify the employer by telephone of such absence at the first opportunity on the day of absence.

19.10.6 Each day or part of a day carer's leave taken in accordance with 19.10 is to be deducted from the amount of personal leave provided in 19.1 of this clause up to a maximum of five days per annum.

19.10.7 An employee is entitled to use accumulated sick leave as paid carer's leave if the employee has used the current year's personal leave entitlement. An exception to this is where an employee has already taken five days carer's leave in the current year.

19.11 Unpaid carer's leave

An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care to a family or household member who is ill.

19.12 Annual leave

19.12.1 This clause is in conjunction with the annual leave provisions of this award.

19.12.2 Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of single day annual leave absences, provided that:

19.12.2(a) An employee may elect, with the consent of the employer, to take annual leave in single day periods or part of a single day not exceeding a total of five days in any calendar year at a time or times agreed between them.

19.12.2(b) Access to annual leave, as prescribed in 19.12.2, shall be exclusive of any shutdown period provided for elsewhere under this award.

19.12.2(c) An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.

19.12.2(d) Subclause 19.12.2 is subject to the employer informing each union which is both party to the award and which has members employed at the particular enterprise of its intention to introduce an enterprise system of annual leave flexibility, and providing a reasonable opportunity for the union(s) to participate in negotiations.

19.12.2(e) Once a decision has been taken to introduce an enterprise system of single day annual leave, in accordance with this clause, its terms must be set out in the time and wages records kept pursuant to regulations in Part 9B of the *Workplace Relations Act 1996* (Cth).

19.12.2(f) An employer shall record these short term annual leave arrangements in the time and wages book, as prescribed in clause 26 - Time and salaries records, of this award.

19.13 Time off in lieu of payment of overtime

19.13.1 This clause is in conjunction with the overtime provisions, clauses 42 - Overtime and 51 - Payment of salaries, of this award.

19.13.2 Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of time off in lieu of payment of overtime provided that:

19.13.2(a) An employee may elect, with the consent of the employer, to take time off in lieu of payment of overtime at a time or times agreed with the employer.

19.13.2(b) Overtime taken as time off during ordinary hours shall be taken at the ordinary time rate, that is an hour for each hour worked (unless otherwise provided elsewhere in the award).

19.13.2(c) An employer shall, if requested by an employee, provide payment at the rate provided for the payment of overtime as prescribed in clauses 42 and 51, of this award for any overtime worked under this subclause where such time has not been taken within four weeks of accrual.

19.13.2(d) Subclause 19.13.2(c) is subject to the employer informing each union which is both party to the award and which has members employed at the particular enterprise of its intention to introduce an enterprise system of time off in lieu of payment of overtime flexibility, and providing a reasonable opportunity for the union(s) to participate in negotiations.

19.13.2(e) Once a decision has been taken to introduce an enterprise system of time off in lieu of payment of overtime, in accordance with this clause, its terms must be set out in the time and wages records kept pursuant to the regulations contained in Part 9B of the *Workplace Relations Act 1996*.

19.13.2(f) An employer shall record time off in lieu arrangements in the time and wages book as prescribed in clause 26 - Time and salaries records, of this award at each time this provision is used.

19.14 Make-up time

19.14.1 Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish a system of make-up time provided that:

19.14.1(a) An employee may elect, with the consent of the employer, to work make-up time under which the employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award.

- 19.14.1(b)** An employee on shift work may elect, with the consent of the employer, to work make-up time under which the employee takes time off ordinary hours and works those hours at a later time, at the shift work rate which would have been applicable to the hours taken off.
- 19.14.1(c)** Subclause 19.14.1 is subject to the employer informing each union which is both party to the award and which has members employed at the particular enterprise of its intention to introduce an enterprise system of make-up time flexibility, and providing a reasonable opportunity for the union(s) to participate in negotiations.
- 19.14.1(d)** Once a decision has been taken to introduce an enterprise system of make-up time, in accordance with this clause, its terms must be set out in the time and wages records kept pursuant to the regulations contained in Part 9B of the *Workplace Relations Act 1996*.
- 19.14.1(e)** An employer shall record make-up time arrangements in the time and wages book, as prescribed in clause 26 - Time and salaries records, of this award at each time this provision is used.

19.15 Accrued days off (ADO)

- 19.15.1** Notwithstanding provisions elsewhere in the award, the employer and the majority of employees at an enterprise may agree to establish an ADO to provide that:
- 19.15.1(a)** An employee may elect, with the consent of the employer, to take an accrued day off at any time.
- 19.15.1(b)** An employee may elect, with the consent of the employer, to take an accrued day off in part day amounts.
- 19.15.1(c)** An employee may elect, with the consent of the employer, to accrue some or all accrued days off for the purpose of creating a bank to be drawn upon by the employee at times mutually agreed by the employer, or subject to reasonable notice by the employee or the employer.
- 19.15.1(d)** Subclause 19.15.1 is subject to the employer informing each union which is both party to the award and which has members employed at the particular enterprise of its intention to introduce an enterprise system of ADO flexibility, and providing a reasonable opportunity for the union(s) to participate in negotiations.

- 19.15.1(e)** Once a decision has been taken to introduce an enterprise system of ADO flexibility in accordance with this clause, its terms must be set out in the time and wages records kept pursuant to the regulations contained in Part 9B of the *Workplace Relations Act 1996*.
- 19.15.1(f)** An employer shall record ADO arrangements in the time and wages book, as prescribed in clause 26 - Time and salaries records, of this award at each time this provision is used.

20. LONG SERVICE LEAVE

20.1 Entitlement

20.1.1 An employee shall be entitled to long service leave with pay, in respect of continuous service with one and the same employer or service with Institutions or Statutory Bodies, in accordance with the provisions of this clause.

20.1.2 Subject to 20.1.3 the amount of such entitlement shall be:

20.1.2(a) On the completion by the employee of fifteen years continuous service:

20.1.2(a)(i) six months long service leave and thereafter an additional two months long service leave on the completion of each additional five years service.

20.1.2(b) In addition, in the case of an employee who has completed more than fifteen years service and whose employment terminates otherwise than by the death of the employee, an amount of long service leave equal to one thirtieth of the period of her/his service since the last accrual of entitlement to long service leave under 20.1.2(a).

20.1.2(c) In the case of an employee who has completed at least ten years service, but less than fifteen years service and whose employment terminates for any cause other than serious and wilful misconduct, such amount of long service leave as equals one thirtieth of the period of service.

20.1.3 For the purpose of determining the entitlement of any male employee under any provisions of this clause in respect of a period of employment beginning before 31 December 1964 and ending after the said date, so much of that service as was completed before the said date shall be reduced by one quarter.

20.2 Service entitling to leave

20.2.1 Subject to this clause the service of an employee of an Institution, or Statutory Body shall include service for which long service leave, or payment in lieu, has not been received, in one or more Institutions including Statutory Bodies directly associated with such Institutions or Institution for the periods required by 20.1.

20.2.2 Subject to this clause service shall also include all periods during which an employee was serving in Her Majesty's Forces or was made available by the employer for National Duty.

20.2.3 When calculating the aggregate of service entitling to leave any period of employment with any one of the said Institutions or Statutory Bodies of less than six months duration shall be disregarded.

20.2.4 Where a business is transmitted from one employer (the **transmittor**) to another employer (the **transmittee**) an employee who worked with the transmittor and who continues in the service of the transmittee shall be entitled to count her/his service with the transmittor as service with the transmittee for the purposes of this clause.

20.2.5 For the purposes of this clause service shall be deemed to be continuous notwithstanding:

- 20.2.5(a)** the taking of any annual leave, long service leave, or other paid leave approved in writing by the employer and not covered by 20.2.5(b) or 20.2.5(d).
- 20.2.5(b)** any absence from work of not more than fourteen days in any year on account of illness or injury or if applicable such longer period as provided in clause 19 - Personal leave.
- 20.2.5(c)** any interruption or ending of the employment by the employer if such interruption or ending is made with the intention of avoiding obligations in respect of long service leave or annual leave;
- 20.2.5(d)** any absence on account of injury arising out of or in the course of the employment of the employee for a period during which payment is made under clause 22 - Accident pay;
- 20.2.5(e)** any unpaid leave of absence of the employee where the absence is authorised in advance in writing by the employer to be counted as service;
- 20.2.5(f)** any interruption arising directly or indirectly from an industrial dispute;
- 20.2.5(g)** any period of absence from employment between the engagement with one of the said Institutions or Statutory Bodies and another provided it is less than the employee's allowable period of absence from employment. An employee's allowable period of absence from employment shall be five weeks in addition to the total period of paid annual and/or sick leave which the employee actually received on termination or for which was paid in lieu;
- 20.2.5(h)** the dismissal of an employee if the employee is re-employed within a period not exceeding two months from the date of such dismissal;
- 20.2.5(i)** any absence from work of a female employee for a period not exceeding twelve months in respect of any pregnancy;

- 20.2.5(j)** in the case of a Registered Nurse, any unpaid absence of not more than 24 months for the sole purpose of undertaking a course of study related to nursing where the written approval of the employer is given;
- 20.2.5(k)** any other absence of an employee by leave of the employer, or on account of injury arising out of or in the course of her/his employment not covered by 20.2.5(d).

20.2.6 In calculating the period of continuous service of any employee, any interruption or absence of a kind mentioned in 20.2.5(a) to 20.2.5(e) of the last preceding subclause shall be counted as part of the period of her/his service, but any interruption or absence of a kind mentioned in 20.2.5(f) to 20.2.5(k) of the said subclause shall not be counted as part of the period of service unless it is so authorised in writing by the employer.

20.2.7 The onus of proving a sufficient aggregate of service to support a claim for any long service leave entitlement shall at all times rest upon the employee concerned. A Certificate in the following form shall constitute acceptable proof.

<u>Certificate of Service</u>	
<u>(Name of Institution)</u>	<u>(Date)</u>
This is to certify that.....(Name of Employee) has been employed by this Institution/Society/Board for a period of.....(Years/Months/etc.)	
from..... to.....	
Specify hereunder full details of paid or unpaid leave or absences including periods represented by payment made in lieu of leave on termination:	
<hr/> <hr/> <hr/>	
Specify hereunder full details of Long Service Leave granted during service or on termination:	
<hr/> <hr/>	
<u>Position held:</u>	<u>Classification Held:</u>
<u>Signed:</u> _____	<u>(Stamp of Institution):</u>

20.2.8 Every employer shall keep or cause to be kept a long service leave record for each employee, containing particulars of service, leave taken and payments made.

20.3 Payment in lieu of long service leave on the death of an employee

Where an employee who has completed at least ten years service dies while still in the employ of the employer, the employer shall pay to such employee's personal representative a sum equal to the pay of such employee for 1/30th of the period of the employee's continuous service in respect of which leave has not been allowed or payment made immediately prior to the death of the employee.

20.4 Payment for period of leave

20.4.1 Payment to an employee in respect of long service leave shall be made in one of the following ways:

20.4.1(a) in full in advance when the employee commenced her/his leave; or

20.4.1(b) at the same time as payment would have been made if the employee had remained on duty; in which case payment shall, if the employee in writing so requires, be made by cheque posted to a specified address; or

20.4.1(c) in any other way agreed between the employer and the employee.

20.4.2 Where the employment of an employee for any reason terminates before she/he takes any long service leave to which she/he is entitled or where any long service leave accrues to an employee pursuant to 20.1.2(a) the employee shall subject to the provisions of 20.4.2(a) be entitled to pay in respect of such leave as at the date of termination of employment.

20.4.2(a) Where any long service leave accrues to an employee pursuant to 20.1.2(c) the employee shall be entitled to pay in respect of such leave as at the date of termination of employment.

20.4.2(b) Provided in the case of an employee of an Institution or Statutory Body who accrues entitlement pursuant to 20.1.2(c) and who intends to be re-employed by another Institution or Statutory Body:

20.4.2(b)(i) Such an employee may in writing request payment in respect of such leave to be deferred until after the expiry of the employee's allowable period of absence from employment provided in 20.2.5(g).

20.4.2(b)(ii) Except where the employee gives the employer notice in writing that the employee has been employed by another Institution or Statutory Body the employer shall make payment in respect of such leave at the expiry of the employee's allowable period of absence from employment.

20.4.2(b)(iii) Where the employee gives the employer notice in writing that the employee has been employed by another Institution or Statutory Body the employer is no longer required to make payment to the employee in respect of such leave.

20.4.3 Where an increase occurs in the ordinary time rate of pay during any period of long service leave taken by the employee, the employee shall be entitled to receive payment of the amount of any increase in pay at the completion of such leave.

20.5 Taking of leave

20.5.1 When an employee becomes entitled to long service leave such leave shall be granted by the employer within six months from the date of the entitlement, but the taking of such leave may be postponed to such date as is mutually agreed, or in default of agreement as is determined by a member of the Australian Industrial Relations Commission: provided that no such determination shall require such leave to commence before the expiry of six months from the date of such determination.

20.5.2 Any long service leave shall be inclusive of any public holiday; or accrued day off occurring during the period when the leave is taken.

20.5.3 If the employer and an employee so agree:

20.5.3(a) the first six months long service leave to which an employee becomes entitled under this part may be taken in two or three separate periods; and

20.5.3(b) any subsequent period of long service leave to which the employee becomes entitled may be taken in two separate periods.

but save as aforesaid long service leave shall be taken in one period.

20.5.4 An employer may by agreement with an employee grant long service leave to the employee before the entitlement to that leave has accrued, provided that such leave shall not be granted before the employee has completed ten years service.

20.5.5 Where the employment of an employee who has taken long service leave in advance is subsequently terminated for serious and wilful misconduct before entitlement to long service leave has accrued, the employer may, from whatever remuneration is payable to the employee upon termination deduct and withhold an amount equivalent to the amount paid to the employee in respect of the leave in advance.

20.6 Definitions

20.6.1 For the purpose of this clause the following definitions apply:

20.6.1(a) **Pay** means remuneration for an employee's normal weekly hours of work calculated at the employee's ordinary time rate of pay provided in clauses 32 - Salaries and 50 - Salaries, at the time the leave is taken or (if she/he dies before the completion of leave so taken) as at the time of her/his death, and shall include the amount of any increase to the employee's ordinary time rate of pay which occurred during the period of leave.

20.6.1(b) **Month** shall mean a calendar month.

- 20.6.1(c) Institution** shall mean any hospital or benevolent home, community health centre, Society or Association registered and subsidised pursuant to the *Hospital and Charities Act 1958*, or the *Health Services Act 1988* or the Cancer Institute constituted under the *Cancer Act 1958*, or the Fairfield Hospital Board or the Victorian Bush Nursing Association (Inc.), or a Bush Nursing institution.
- 20.6.1(d) Statutory Body** means the Hospital and Charities Commission of Victoria, the Health Commission of Victoria, Health Department Victoria, the Department of Human Services and the Nurses Board of Victoria.
- 20.6.1(e) Transmission** includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and **transmitted** has a corresponding interpretation.

21. PARENTAL LEAVE

The provisions of this clause apply to full-time and part-time employees, but do not apply to casual employees.

Subject to the terms of this clause employees are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

21.1 Definitions

- 21.1.1** For the purpose of this clause **child** means a child of the employee under the age of one year except for adoption of a child where ‘child’ means a person under the age of five years who is placed with the employee for the purposes of adoption, other than a child or step-child of the employee or of the spouse of the employee or a child who has previously lived continuously with the employee for a period of six months or more.
- 21.1.2** Subject to 21.1.3, in this clause, **spouse** includes a de facto or former spouse.
- 21.1.3** In relation to 21.5, **spouse** includes a de facto spouse but does not include a former spouse.

21.2 Basic entitlement

- 21.2.1** After twelve months continuous service, parents are entitled to a combined total of 52 weeks unpaid parental leave on a shared basis in relation to the birth or adoption of their child. For females, maternity leave may be taken and for males, paternity leave may be taken. Adoption leave may be taken in the case of adoption.

21.2.2 Subject to 21.4, parental leave is to be available to only one parent at a time, in a single unbroken period, except that both parents may simultaneously take:

21.2.2(a) for maternity and paternity leave, an unbroken period of up to one week at the time of the birth of the child;

21.2.2(b) for adoption leave, an unbroken period of up to three weeks at the time of placement of the child.

21.3 Maternity leave

21.3.1 An employee must provide notice to the employer in advance of the expected date of commencement of parental leave. The notice requirements are:

21.3.1(a) of the expected date of confinement (included in a certificate from a registered medical practitioner or Registered Midwife stating that the employee is pregnant) - at least ten weeks;

21.3.1(b) of the date on which the employee proposes to commence maternity leave and the period of leave to be taken - at least four weeks.

21.3.1(c) An employer by not less than fourteen days notice in writing to the employee may require her to commence maternity leave at any time within the six weeks immediately prior to her presumed date of confinement.

21.3.1(d) An employee shall not be in breach of this clause as a consequence of failure to give the stipulated period of notice in accordance with 21.3.1 if such failure is occasioned by the confinement occurring earlier than the presumed date.

21.3.2 When the employee gives notice under 21.3.1(a) the employee must also provide a statutory declaration stating particulars of any period of paternity leave sought or taken by her spouse and that for the period of maternity leave she will not engage in any conduct inconsistent with her contract of employment.

21.3.3 An employee will not be in breach of this clause if failure to give the stipulated notice is occasioned by confinement occurring earlier than the presumed date.

21.3.4 Subject to 21.2.1 and unless agreed otherwise between the employer and employee, an employee may commence parental leave at any time within six weeks immediately prior to the expected date of birth.

21.3.5 Where an employee continues to work within the six week period immediately prior to the expected date of birth, or where the employee elects to return to work within six weeks after the birth of the child, an employer may require the employee to provide a medical certificate stating that she is fit to work on her normal duties.

21.4 Special maternity leave and sick leave

21.4.1 Where the pregnancy of an employee not then on maternity leave terminates after 28 weeks other than by the birth of a living child then:

21.4.1(a) she shall be entitled to such period of unpaid leave (to be known as special maternity leave) as a registered medical practitioner or registered midwife certifies as necessary before her return to work; or

21.4.1(b) for illness other than the normal consequences of confinement she shall be entitled, either in lieu of or in addition to special maternity leave, to such paid sick leave as to which she is then entitled and which a registered medical practitioner or registered midwife certifies as necessary before her return to work.

21.4.2 Where an employee not then on maternity leave suffers illness related to her pregnancy, she may take such paid sick leave as to which she is then entitled and such further unpaid leave (to be known as special maternity leave) as a registered practitioner or registered midwife certifies as necessary before her return to work, provided that the aggregate of paid sick leave, special maternity leave and maternity leave shall not exceed the period to which the employee is entitled under 21.2.1.

21.4.3 For all award purposes maternity leave shall include special maternity leave.

21.5 Paternity leave

21.5.1 An employee will provide to the employer at least ten weeks prior to each proposed period of paternity leave, with:

21.5.1(a) a certificate from a registered medical practitioner which names his spouse, states that she is pregnant and the expected date of confinement, or states the date on which the birth took place; and

21.5.1(b) written notification of the dates on which he proposes to start and finish the period of paternity leave; and

21.5.1(c) a statutory declaration stating:

21.5.1(c)(i) he will take that period of paternity leave to become the primary care-giver of a child;

21.5.1(c)(ii) particulars of any period of maternity leave sought or taken by his spouse; and

21.5.1(c)(iii) that for the period of paternity leave he will not engage in any conduct inconsistent with his contract of employment.

21.5.2 The employee will not be in breach of 21.5.1 if the failure to give the required period of notice is because of the birth occurring earlier than expected, the death of the mother of the child, or other compelling circumstances.

21.6 Adoption leave

21.6.1 The employee will notify the employer at least ten weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice, where through circumstances beyond the control of the employee, the adoption of a child takes place earlier.

- 21.6.2** Before commencing adoption leave, an employee will provide the employer with a statutory declaration stating:
- 21.6.2(a)** the employee is seeking adoption leave to become the primary care-giver of the child;
 - 21.6.2(b)** particulars of any period of adoption leave sought or taken by the employee's spouse; and
 - 21.6.2(c)** that for the period of adoption leave the employee will not engage in any conduct inconsistent with their contract of employment.
- 21.6.3** An employer may require an employee to provide confirmation from the appropriate government authority of the placement.
- 21.6.4** Where the placement of child for adoption with an employee does not proceed or continue, the employee will notify the employer immediately and the employer will nominate a time not exceeding four weeks from receipt of notification for the employee's return to work.
- 21.6.5** An employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such failure results from a requirement of an adoption agency to accept earlier or later placement of a child, the death of a spouse, or other compelling circumstances.
- 21.6.6** An employee seeking to adopt a child is entitled to unpaid leave for the purpose of attending any compulsory interviews or examinations as are necessary as part of the adoption procedure. The employee and the employer should agree on the length of the unpaid leave. Where agreement cannot be reached, the employee is entitled to take up to two days unpaid leave. Where paid leave is available to the employee, the employer may require the employee to take such leave instead.

21.7 Variation of period of parental leave

Unless agreed otherwise between the employer and employee, an employee may apply to their employer to change the period of parental leave on one occasion. Any such change to be notified at least four weeks prior to the commencement of the changed arrangements.

21.8 Parental leave and other entitlements

An employee may in lieu of or in conjunction with parental leave, access any annual leave or long service leave entitlements which they have accrued subject to the total amount of leave not exceeding 52 weeks.

21.9 Transfer to a safe job

- 21.9.1** Where an employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to continue at her present work, the employee shall, if the employer deems it practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of maternity leave.
- 21.9.2** If the transfer to a safe job is not practicable, the employee may elect, or the employer may require the employee to commence parental leave for such period as is certified necessary by a registered medical practitioner or registered midwife. Such leave shall be treated as maternity leave for all award purposes.

21.10 Returning to work after a period of parental leave

- 21.10.1** An employee will notify of their intention to return to work after a period of parental leave at least four weeks prior to the expiration of the leave.
- 21.10.2** An employee will be entitled to the position which they held immediately before proceeding on parental leave. In the case of an employee transferred to a safe job pursuant to 21.9, the employee will be entitled to return to the position they held immediately before such transfer.
- 21.10.3** Where such position no longer exists but there are other positions available which the employee is qualified for and is capable of performing, the employee will be entitled to a position as nearly comparable in status and pay to that of their former position.

21.11 Replacement employees

- 21.11.1** A replacement employee is an employee specifically engaged or temporarily promoted or transferred, as a result of an employee proceeding on parental leave.
- 21.12.2** Before an employer engages a replacement employee the employer must inform that person of the temporary nature of the employment and of the rights of the employee who is being replaced.

22. ACCIDENT PAY

Where an entitlement to accident make-up pay arises under this part any reference to the *Workers Compensation Act 1958* shall be deemed to include a reference to the *Accident Compensation Act 1985* and any reference to the *Accident Compensation Act 1985* shall be deemed to include a reference to the *Workers Compensation Act 1958*.

22.1 Definitions

The words hereunder shall bear the respective definitions set out herein.

22.1.1 Accident pay

22.1.1(a) Total incapacity

In the case of an employee who is or deemed to be totally incapacitated within the meaning of the *Workers Compensation Act 1958* (hereinafter referred to as the Act) and arising from an injury covered by this clause means a weekly payment of an amount representing the difference between the total amount of compensation paid under section 9.1(b)(i) of the Act for the week in question and the total 38 hour weekly rate and weekly over award payment for a day employee which would have been payable under this part for the employee's normal classification of work for the week in question if she/he had been performing her/his normal duties provided that such latter rate shall exclude additional remuneration by way of shift premiums, overtime payments, special rates or other similar payments.

22.1.2 Partial incapacity

In the case of an employee who is or deemed to be partially incapacitated within the meaning of the *Workers Compensation Act* and arising from an injury covered by this clause means a weekly payment of an amount representing the difference between the total amount of compensation paid under section 9.1(b)(ii) of the Act for the period in question together with the average weekly amount the employee is earning or is able to earn in some suitable employment or business (as determined expressly or by implication by the Workers Compensation Board or as agreed between the parties) and the total 38 hour weekly rate and weekly over-award payment for a day employee which would have been payable under this part for the employee's normal classification of work for the week in question if he had been performing his normal duties provided that such latter rate shall exclude additional remuneration by way of shift premiums, overtime payments, special rates or other similar payments.

22.1.2(a) The total 38 hour weekly award rate and weekly over-award payment abovementioned shall be the same as that applying for a total incapacity provided that where an employee receives a weekly payment under this section and subsequently such payment is reduced pursuant to section 9.6(1) of the Act such reduction will not increase the liability of the employer to increase the amount of accident pay in respect of that injury.

22.1.2(b) For the purposes of the calculation of the total 38 hour weekly award rate and weekly over-award payment in 22.1.1 and 22.1.2 payments made to an employee arising from a production incentive earnings scheme (whether arising from a payment by results, task or bonus scheme or however titled) shall not be taken into account.

22.1.3 Payment for part of a week

Where an employee receives accident pay and such pay is payable for incapacity for part of the week the amount shall be direct pro rata.

22.1.4 **Injury** shall be given the same meaning and application as applying under the *Workers Compensation Act*, and no injury shall result in the application of accident pay unless an entitlement exists under the Act.

22.1.5 **Workers Compensation Act** means *Workers Compensation Act 1958*, as amended from time to time, of the State of Victoria.

22.2 Qualification for payment

Always subject to the terms of this clause, an employee covered by this part shall upon receiving payment of compensation and continuing to receive such payment in respect of a weekly incapacity within the meaning of the Act be paid accident pay by her/his employer who is liable to pay compensation under the Act, which said liability by the employer for accident pay may be discharged by another person on his behalf, provided that:

22.2.1 Accident pay shall only be payable to an employee whilst such employee remains in the employment of the employer by whom she/he was employed at the time of the incapacity and then only for such period as she/he receives a weekly payment under the Act. Provided that if an employee on partial incapacity cannot obtain suitable employment from hers/his employer but such alternative employment is available with another employer than the relevant amount of accident pay shall be payable.

22.2.1(a) Provided further that in the case of the termination of employment by an employer of an employee who is incapacitated and who except for such termination would be entitled to accident pay, accident pay shall continue to apply subject to the provisions of this clause except in those cases where the termination is due to serious and/or wilful misconduct on the part of the employee.

22.2.1(b) In order to qualify for the continuance of accident pay on termination an employee shall if required provide evidence to his/her employer of the continuing payment of weekly employees compensation payments.

22.3 Accident pay shall not apply to any incapacity occurring during the first two weeks of employment unless such incapacity continues beyond the first two weeks and then subject to 22.4 and to the maximum period of payment prescribed elsewhere herein, accident pay shall apply only to the period of incapacity after the first two weeks.

22.3.1 Provided that as to industrial diseases contracted by a gradual process or injuries subject to recurrence, aggravation or acceleration as provided in section 3 of the Act such injuries or diseases shall not be subject to accident pay unless the employee has been employed with the employer at the time of the incapacity for a minimum period of one month.

22.4 Accident pay shall not apply in respect of any injury during the first five normal working days of incapacity.

22.4.1 Provided however that in the case of an Registered Nurse or Mothercraft Nurse who contracts an infectious disease in the course of duty and is entitled to receive workers compensation therefore shall receive accident pay from the first day of the incapacity.

22.5 An employee on engagement may be required to declare all workers compensation claims made in the previous five years and in the event of false or inaccurate information being deliberately and knowingly declared the employer may require the employee to forfeit her/his entitlement to accident pay under this clause.

22.6 Maximum period of payment

The maximum period or aggregate of periods of accident pay to be made by an employer shall be a total of 39 weeks for any one injury as defined in 22.1.4.

22.7 Absences on other paid leave

An employee shall not be entitled to payment of accident pay in respect of any period of other paid leave of absence.

22.8 Notice of injury

An employee upon receiving an injury for which she/he claims to be entitled to receive accident pay shall give notice in writing of the said injury to her/his employer as soon as reasonably practicable after the occurrence thereof provided that such notice may be given by a representative of the employee.

22.9 Medical examination

22.9.1 In order to receive entitlement to accident pay an employee shall conform to the requirements of the Act as to medical examination.

22.9.2 Where in accordance with the Act a medical referee gives a certificate as to the condition of the employee and her/his fitness for work or specifies work for which the employee is fit and such work is made available by the employer and refused by the employee or the employee fails to commence the work, accident pay shall cease from the date of such refusal or failure to commence the work.

22.10 Cessation of weekly payments

Where there is a cessation or redemption of weekly compensation payments under the Act the employer's liability to pay accident pay shall cease as from the date of such cessation or redemption.

22.11 Civil damage claims

- 22.11.1** An employee receiving or who has received accident pay shall advise her/his employer of any action she/he may institute or any claim she/he may make for damages. Further the employee shall, if requested, provide an authority to the employer entitling the employer to a charge upon any money payable pursuant to any judgement or settlement on that injury.

22.11.2 Where an employee obtains a judgement or settlement for damages in respect of an injury for which she/he has received accident pay the employer's liability to pay accident pay shall cease from the date of such judgement or settlement provided that if the judgement or settlement for damages is not reduced either in whole or part by the amount of accident pay made by the employer the employee shall pay to her/his employer any amount of accident pay already received in respect of that injury by which the judgement or settlement has not been so reduced.

22.11.3 Where an employee obtains a judgement or settlement for damages against a person other than the employer in respect of an injury for which she/he has received accident pay the employer's liability to pay accident pay shall cease from the date of such judgement or settlement provided that if the judgement or settlement for damages is not reduced either in whole or part by the amount of accident pay made by the employer the employee shall pay to her/his employer any amount of accident pay already received in respect of that injury by which the judgement or settlement has not been so reduced.

22.12 Insurance against liability

Nothing in this part shall require an employer to insure against her/his liability for accident pay.

22.13 Variations in compensation rates

Any changes in compensation rates under the Act shall not increase the amount of accident pay above the amount that would have been payable had the rates of compensation remained unchanged.

22.14 Death of an employee

All rights to accident pay shall cease on the death of an employee.

22.15 Commencement

This clause shall only apply in respect of incapacity arising from an injury occurring or recurring on or after August 1975.

23. ROSTERS

23.1 The ordinary hours of duty of full-time and part-time employees shall be worked according to a roster or rosters which shall be exhibited at some reasonably convenient place accessible to employees to whom it applies, where it may be seen by such employees and also by the executive secretary or other accredited representative of the union.

23.2 A roster of at least fourteen days duration, or in the case of Registered Nurses in the public sector - 28 days duration, setting out employees' daily ordinary working hours, commencing and finishing times and meal intervals shall be posted at least fourteen days before it comes into operation in each work location.

23.3 Except as in emergency situations seven days notice shall be given of a change of roster.

23.4 The roster or rosters shall be drawn up so as to provide at least eight hours off duty between successive ordinary shifts.

23.4.1 Provided further that in respect of Mothercraft Nurses only, a minimum break of ten hours shall be given between successive ordinary shifts wherever reasonably practicable.

23.5 Where an employer requires an employee without seven days notice and outside the excepted circumstances prescribed in 23.3, to perform ordinary duty at other times than those previously rostered, the employee shall be paid in accordance with the hours worked, with the addition of a daily allowance equal to 2-1/2% of the base rate/allowance rate per week.

23.5.1 Provided that a part-time employee who agrees to work shift(s) in addition to those already rostered will not be entitled to the above specified allowance for the additional shift(s) worked.

23.5.2 Nothing in this clause shall operate to affect the fourteen days period of notice provision of clause 39 - Hours of work or 53 - Hours of work of this award.

23.6 An employee, by making a request in writing to the employer, may have his or her roster fixed by the provisions of 23.6.2 of this subclause, in lieu of 23.1 to 23.5.

23.6.1 Rosters shall be fixed by mutual agreement, subject to the other provisions of this part.

23.6.2 An employee may repudiate the request referred to in 23.6.1 at any time, by giving written notice to the employer. In such a case the roster for that employee shall be fixed according to the provisions of 23.1 to 23.5, from the commencement of the next full roster period being not less than five clear days after such repudiation is received in writing by the employer.

23.7 Notwithstanding any other provision of this part, this clause shall not apply to casual employees, Directors of Nursing and Deputy Directors of Nursing.

23.8 Self rostering (Registered Nurses - private sector only)

23.8.1 Notwithstanding any other provision of this clause, employees in a particular establishment or work location may, with the consent of the employer or her/his nominated representative, perform their ordinary hours of duty on a self rostering system.

23.8.2 A **self rostering system** means a system of rostering whereby employees undertake responsibility for the designation of shift arrangements, working days and days off, ensuring always that such system provides an adequate and safe level of appropriate qualified staff such that quality nursing care is maintained at all times.

23.8.3 Employees in a particular establishment or work location, who elect to perform ordinary hours of duty on a self rostering system, must develop appropriate guidelines for the implementation and operation of the said system. Without limiting the guidelines, these will include:

23.8.3(a) number and mix of staff required by hospital policy and government legislation/ regulation to provide quality nursing care to the patients on each shift during the roster period; and

23.8.3(b) periodic review of rosters, to avoid conflicts that may result in under or over staffing; and

23.8.3(c) the distribution of shifts should be evenly spread amongst the staff; and

23.8.3(d) significant input by staff such that the need to change rosters is reduced to a minimum; and

23.8.3(e) where changes to the roster are necessary, the obligation to find replacement staff rests with the employee requiring the change. Such replacement staff must be suitably qualified and of equivalent grade; and

23.8.3(f) rosters should ensure maximum continuity of staff; and

23.8.3(g) rosters must ensure that all off duty periods of the Charge Nurse are covered by in charge personnel; and

23.8.3(h) rosters should include provision for attendance at meetings, seminars and in-service education.

23.8.4 An employee working in accordance with a self rostering system, may cease to work in accordance with such system, by providing the employer or her/his nominated representative, seven days notice in writing. The provisions of 23.1 will commence to apply at the expiration of the seven days.

23.8.5 The provisions of 23.1 will not apply to employees who elect to work ordinary hours on a self rostering system. Provided that 23.3 and 23.4 will apply in circumstances where a roster change is required without the consent or participation of the employee(s) affected.

24. PUBLIC HOLIDAYS

24.1 An employee shall be entitled to holidays on the following days:

24.1.1 New Year's Day, Good Friday, Easter Saturday, Easter Monday, Christmas Day and Boxing Day; and

- 24.1.2** The following days, as prescribed in the relevant States and localities: Australia Day, Anzac Day, Queen's Birthday and Labour Day;
and
- 24.1.3** Melbourne Cup Day, or in lieu of Melbourne Cup Day, some other day as determined for a particular locality.

24.2 Full-time Monday to Friday employees and/or part-time employees engaged to work in wards/units or services (however styled) that operate only on a Monday to Friday basis

24.2.1 When Christmas Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 27 December.

24.2.2 When Boxing Day is a Saturday or a Sunday, a holiday in lieu thereof shall be observed on 28 December.

24.2.3 When New Year's Day or Australia Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.

24.3 All other employees, including casuals

24.3.1 Christmas Day shall be observed on 25 December.

24.3.2 Boxing Day shall be observed on 26 December.

24.3.3 New Year's Day shall be observed on 1 January.

24.3.4 When Australia Day is a Saturday or Sunday, a holiday in lieu thereof shall be observed on the next Monday.

24.4 Where in a State or locality, public holidays are declared or prescribed on days other than those set out in 24.1 and 24.2 above, those days shall constitute additional holidays for the purpose of this award.

24.5 An employer, with the agreement of the union(s) which is (are) party to this award, may substitute another day for any prescribed in this clause.

24.5.1 An employer and his/her employees may agree to substitute another day for any prescribed in this clause. For this purpose, the consent of the majority of affected employees shall constitute agreement.

24.5.2 An agreement pursuant to 24.5 shall be recorded in writing and be available to every affected employee.

24.5.3 The union(s) which is (are) party to this award shall be informed of an agreement pursuant to 24.5 and may within seven days refuse to accept it. The union(s) will not unreasonably refuse to accept the agreement.

24.5.4 If a union, pursuant to 24.5.3, refuses to accept an agreement, the parties will seek to resolve their differences to the satisfaction of the employer, the employees and the union.

24.6 Any Registered Nurse or Mothercraft Nurse (other than an employee of a Community Health Centre or a Registered Nurse or Mothercraft Nurse employed in an out-patients, pathology, X-ray or blood bank department as referred to in 17.1.1 of this part) who is required to be on duty on a day referred to in 24.1 to 24.3, or agreed to under 24.5:

24.6.1 Shall be allowed another half day off in lieu thereof and shall receive an additional half ordinary day's pay; or

24.6.2 Shall receive an additional sum equal to a day's ordinary pay for that day.

24.7 State Enrolled Nurse

24.7.1 Provided that any State Enrolled Nurse who works on a day referred to in 24.1 to 24.3 or agreed to under 24.5 shall be entitled to be paid double time and a half for the time worked. For the rates applicable to a casual State Enrolled Nurse refer also to 47.3.2.

24.7.2 Notwithstanding the provisions of 24.12.2 in respect of Easter Saturday, a State Enrolled Nurse who ordinarily works Monday to Friday only and who does not work on Easter Saturday, shall be entitled to one day's pay in respect of Easter Saturday or, where there is mutual consent, within four weeks following the day on which such holiday occurred the employee may take one day off in lieu or have one day added to his/her annual leave.

24.8 Provided that employees rostered to work on public holidays and who fail to do so shall not be entitled to holiday pay for the said holiday.

24.9 For the purpose of this clause ordinary pay per hour with respect to time worked by a casual Registered or Mothercraft Nurse is an amount equal to 1/38th of the weekly wage rate appropriate to the class of work performed plus 25%.

24.10 Employees of a Community Health Centre shall, as far as practicable, be entitled to the holidays referred to in 24.1 to 24.3 or agreed under 24.5, without deduction of pay. Provided that any such employee who is required to perform ordinary duty on any such day, shall be allowed, in addition to ordinary pay for the time so worked, such time off duty as is equivalent to one and a half times the time worked on the said holiday or shall be paid for the time worked at the rate of double time and a half.

24.11 Accrued days off on public holidays (Registered Nurses only)

Where an employee's accrued day off falls on a holiday pursuant to this clause, on which the employee would have been required to be on duty, another day shall be determined by the employer to be taken in lieu thereof, such day to be within the same four week (or five week) work cycle where practical, as the case may be.

24.12 Public holidays occurring on rostered days off

24.12.1 Any Registered or Mothercraft Nurse other than a Registered or Mothercraft Nurse employed in an out-patients, pathology, X-ray or blood bank departments (as referred to in 17.1.1), shall receive a sum equal to a day's ordinary pay for public holidays that occur on their rostered day off, excepting holidays falling on Saturday or Sunday with respect to Monday-Friday employees.

24.12.2 If such a day falls on a State Enrolled Nurse's rostered day off he/she shall be entitled to one and a half time the payment for her/his ordinary day; or where there is mutual consent, within four weeks following the date on which such holiday occurred the employee may take a day and half off in lieu or have a day and a half added to her/his annual leave.

24.13 Public holidays occurring during annual leave

24.13.1 Registered and Mothercraft Nurses - Other than for a employee in an out-patients, pathology, X-ray or blood bank department whose entitlement with respect to a public holiday occurring during such an employee's period of annual leave is already prescribed in 17.1.1, and subject to 24.14, where any public holiday occurs during any period of annual leave taken by an employee pursuant to the annual leave provisions of this part, the employee shall receive an additional sum equal to a day's ordinary pay for such day.

24.13.2 State Enrolled Nurses - Where any trade or public holiday for which a State Enrolled Nurse is entitled to payment under any Act, Determination or award or under her/his contract of employment occurs during any period of an annual holiday taken by a employee under this clause, the period of the holiday shall be increased by one day in respect of that trade or public holiday.

24.14 Part-time employees

A part-time employee who is ordinarily not required to work on the day of the week on which a particular holiday is observed shall not be entitled to any benefit for any such public holiday unless he/she is required to work on the public holiday.

25. SPECIAL RATES FOR SATURDAYS AND SUNDAYS

25.1 All rostered time of ordinary duty performed between midnight on Friday and midnight on Sunday shall be paid for at the rate of time and a half.

25.2 Provided that the following rate of payment shall be made where the Saturday or Sunday duty involves:

25.2.1 Work in excess of the prescribed rostered hours - double time for the excess period;

25.2.2 Work performed by a State Enrolled Nurse of broken shifts outside a spread of nine hours from the time of commencing work - time and three-quarters, and outside a spread of twelve hours from the time of commencing work - double time.

25.3 This clause shall not apply to Director of Nursing and Deputy Director of Nursing.

26. TIME AND SALARIES RECORDS

Records shall be kept by the employer in a way that conforms with the requirements of Part 9B of the Regulations of the *Workplace Relations Act 1996* (Cth).

27. LEGISLATIVE CHANGES

Where an Act of Parliament or Regulation referred to in this award is or has been replaced by another Act of Parliament or Regulation, the reference to such an Act or Regulation in this award shall be taken to refer to the successor Act or Regulation.

28. PREVENTION AND SETTLEMENT OF DISPUTES

28.1 An employee shall have the right for grievances to be heard through all levels of line management.

28.1.1 In the first instance the employee shall attempt to resolve the grievance with their immediate supervisor. The local union or other representative shall be present if desired by either party.

28.1.2 If the employee still feels aggrieved, then the matter shall be referred to their Department Head. The local union or other representative shall be present if desired by either party.

28.1.3 If the grievance is still unresolved, the matter shall be referred to senior management and the senior local or state branch union or other representative.

28.1.4 If the grievance is still unresolved, then the state branch union or other representative shall be advised and a meeting arranged. At this stage the employer's representative shall be advised and shall be present at the request of either party.

28.1.5 It is agreed that steps 28.1.1 to 28.1.4 shall take place within seven days (or such longer period as may be mutually agreed).

28.1.6 If the grievance still exists, the matter shall be referred to the Australian Industrial Relations Commission for decision.

28.1.7 Until the grievance is determined, work shall continue normally in accordance with custom and practice existing before the grievance arose while discussions take place. No party shall be prejudiced as to the final settlement by the continuance of work. Health and safety matters are exempted from this subclause.

28.2 Distribution of these procedures

28.2.1 Institutions will formulate policies and practices in accordance with these procedures, which shall be circulated to all employees throughout each institution, and which shall be translated into other language groups.

28.2.2 All new employees shall be handed a copy of these procedures on commencement of employment.

PART C - REGISTERED AND MOTHERCRAFT NURSES

29. DEFINITIONS

29.1 Base rate for the purposes of calculating allowances provided for Registered Nurses in this award, the expression **base rate** shall mean the rate in 31.2 - for a "Registered Nurse Grade 2 - 2nd year of experience as such.

29.1.1 Allowances shall be calculated to the nearest 10 cents, an exact amount of 5 cents in the result going to the higher figure.

29.2 Basic training - means training for registration as a Registered Nurse.

29.3 In-service or post-basic education - education undertaken during, and in conjunction with, full-time employment as a Registered Nurse for the purpose of obtaining a post-basic certificate of qualification in:

29.3.1 A course approved by the Nurses Board of Victoria for the purposes of endorsement in the nurses register.

29.3.2 A course requiring registration by the Nurses Board of Victoria which shall mean maternal and child health nursing, midwifery nursing, psychiatric nursing and mental retardation nursing.

29.4 In-service certificates - post-basic certificates of qualification obtained by a Registered Nurse as a result of in-service or post-basic training viz.:

29.4.1 Certificates obtained for courses approved by the Nurses Board of Victoria for the purposes of endorsement in the nurses register.

29.4.2 Certificates obtained for courses requiring registration by the Nurses Board of Victoria which shall mean maternal and child health nursing, midwifery nursing, psychiatric nursing and mental retardation nursing.

29.5 Certificates - certificates held by a Registered Nurse as a result of undertaking a course of study at the New South Wales College of Nursing or a nursing college of at least equivalent status.

29.6 Diplomas and degrees - diplomas and degrees in nursing; education; or health administration held by a Registered Nurse as a result of undertaking a course of study at a College of Advanced Education or University.

29.6.1 Provided that a certificate, diploma or degree which leads to registration as a Nurse shall not be covered by this subclause.

29.7 Experience - full-time service and experience following registration in a grade or sub-grade at least equal to that in which the employee is employed (or to be employed), and shall also include that time which may elapse between the completion of training or final examination (whichever occurs last) and the formal registration as a certificated Nurse by the Nurses Board of Victoria. Where an employee previously has been employed in a higher grade or sub-grade, service and experience in such higher grade or sub-grade shall count as service and experience in the lower grade or sub-grade for the purposes of determining such employee's experience, provided that:

29.7.1 an employee who has worked an average of 24 hours per week, or less, in a year shall be required to work a further twelve months before being eligible for advancement to the next succeeding experience increment (if any), within the grade or sub-grade in which the employee is employed; and

29.7.2 where an employee has not been regularly employed as a Registered Nurse, or has not actively nursed for a period of five years or more, such employee's prior service and experience shall not be taken into account.

29.7.3 in respect to nurses undertaking a refresher course refer also to 32.7.

29.8 Uniform - such apparel as may be required by the employer.

29.9 Adjusted bed capacity - for the purposes of this part the adjusted bed capacity, subject to the provisos contained hereunder, shall be the bed capacity in the last annual return furnished by the respective Institution to the Health Department Victoria or other statutory body and, in the case of a Nurse Grade 5, 6 or 7 where applicable to the position, shall be further adjusted in respect of the number of out-patients' attendances and maternity beds as follows.

29.10 Out-patients' attendances

29.10.1 for the first 49,000 out-patients' attendances add one bed for each 700 or part thereof.

29.10.2 for the second 49,000 out-patients' attendances add one bed for each 1400 or part thereof.

29.10.3 thereafter add one bed for each 2100 or part thereof.

29.11 Maternity beds

One-third or part thereof of the number of maternity beds as stated in the above return shall be added to the total number of beds.

29.12 Provided that hospitals in which the chief and principal treatment is in connection with eyes, ears, nose and throat shall be classified as 301 to 400 adjusted beds, and, provided further that in the case of the undermentioned Institutions, the adjusted bed capacity shall be deemed to be as follows, viz:

Queen Elizabeth Geriatric Centre	501 and under 601
Mount Royal	601 and over
Kingston Centre	501 and under 601
Bendigo Home and Hospital	501 and under 601
Mt. Alexander-Alexander division	401 and under 501
Grace McKellar House	401 and under 501
Greenvale Village	401 and under 501
Caulfield Hospital	401 and under 501
East Gippsland Centre	201 and under 301
Mount Eliza Geriatric	301 and under 401
Ovens and Murray Home	201 and under 301

29.13 Student Nurse - not currently applicable.

29.14 Associate Charge Nurse - a Registered Nurse who is appointed as such and who, within the guidelines and practices established by the Charge Nurse, assists in the overall clinical and administrative management of a ward or unit and deputises for the Charge Nurse when required within these limits.

29.15 Charge Nurse

29.15.1 a Registered Nurse who is appointed as such in charge of a ward or unit; or

29.15.2 a Registered Nurse who is appointed as such in charge of a ward or section of a facility within the extended care sector; or

29.15.3 a Registered Nurse appointed as such in charge of a facility with less than 61 beds within the extended care sector.

29.16 Clinical Consultant - a Registered Nurse who is appointed as such to provide a clinical resource, clinical advisory/development role on a full-time dedicated basis and undertakes related projects and research and development activities to meet specified clinical nursing needs in one of the following disciplines of infection control, diabetes education, chemotherapy, stomal therapy.

29.16.1 Clinical Consultant A - a Registered Nurse employed by a community health centre or a district nursing service or a non-major hospital and appointed as a member of a specialist team on a full-time dedicated basis to meet specified clinical nursing needs in one of the following disciplines of infection control, diabetes education, chemotherapy, stomal therapy.

29.16.2 Clinical Consultant B - a Registered Nurse appointed as such in either infection control or diabetes education or chemotherapy or stomal therapy who fulfils the clinical consultant role:

29.16.2(a) as a sole nurse in the speciality in either a community health centre, a district nursing service or a non-major hospital; or

29.16.2(b) as a nurse in charge of a team in the speciality in either a community health centre, a district nursing service or a non-major hospital; or

29.16.2(c) where more than 1.0 EFT Registered Nurse is employed in the speciality, as a member of a staff team in the speciality in a major hospital.

29.16.3 Clinical Consultant C - a Registered Nurse appointed as such in either infection control or diabetes education or chemotherapy or stomal therapy and who is required to function:

29.16.3(a) as a sole nurse in the speciality at either a major hospital or across a region; or

29.16.3(b) as a nurse in charge of a team in the speciality in either a major hospital or across a region.

29.16.4 Clinical Consultant D - a Registered Nurse appointed as such in either infection control or diabetes education or chemotherapy or stomal therapy and who is required to function in same as a consultant on a multi-regional or statewide basis.

29.16.5 Clinical Consultant E - a Registered Nurse appointed as such in either infection control or diabetes education or chemotherapy or stomal therapy and who is required to function in same as a consultant on an interstate or national basis.

29.17 Director of Nursing a Registered Nurse appointed as the principal nursing executive officer, however styled, and who is responsible for the nursing service and any other service (including the training of nurses). In the case of a private hospital and/or nursing home where the proprietor is not a working Director of Nursing, the Resident Nursing manager shall be classified and paid as the “Director of Nursing”.

29.18 Deputy Director of Nursing a Registered Nurse appointed as such and who deputises for the Director of Nursing and assists in nursing administration. In the case of a private hospital and/or nursing home where the proprietor also is a working Director of Nursing, the Resident Nursing Manager shall be classified and paid as the “Deputy Director of Nursing”.

29.19 Assistant Director of Nursing - a Registered Nurse appointed as such who assists and relieves the Director of Nursing and/or Deputy Director of Nursing and who has special or supervisory responsibilities beyond those of a Supervisory Nurse.

29.20 Night Nurse in Charge (other than a Bush Nursing Hospital) - a Registered Nurse appointed as such to be in charge of a hospital, or of a facility of 61 or more beds within the extended care sector, at night.

29.21 Night Nurse in Charge (Bush Nursing Hospital) - a Registered Nurse appointed as such to be in charge of a Bush Nursing Hospital at night.

29.22 Supervisor - a Registered Nurse appointed as such and who has special or supervisory responsibilities beyond those of a Charge Nurse.

29.23 Registered Nurse - a person whose name appears in any section of the Register maintained by the Nurses Board of Victoria, including Registered Psychiatric Nurses and Mental Retardation Nurses, but excluding for the purposes of this part, Enrolled Nurses and Mothercraft Nurses and who are employed in a capacity other than those appearing elsewhere in this clause.

29.24 Nurse Education definitions

29.24.1 Principal Teacher - a Registered Nurse (holding a Diploma in Nursing Education or qualification acceptable to the employer) appointed as such to be responsible to the Director of Nursing (as defined) for the administration of a school of nursing and for the overall planning, organisation and implementation of nursing education programmes.

29.24.2 Deputy Principal Teacher - a Registered Nurse (holding a Diploma in Nursing Education or a qualification acceptable to the employer) appointed as such and who deputises for the Principal Teacher and is also responsible for an area/areas of administration and teaching.

29.24.3 Teacher - a Registered Nurse appointed as such, employed to teach the theory and practice of nursing.

29.24.4 Teacher - Course/Phase/In-service continuing education: a Registered Nurse appointed as such, employed to teach the theory and practice of nursing and who has administrative and educational responsibilities including curriculum development (additional to those of "Teacher" [as defined]):

29.24.4(a) Co-ordinators of Nurses Board of Victoria approved courses; or

29.24.4(b) Co-ordinators of major phases of the general nurse programme (however styled); or

29.24.4(c) Co-ordinators of in-service continuing education (staff development) programmes.

29.25 District Nurse definitions

29.25.1 District Nurse Level 1 - a Registered Nurse appointed as such and employed by any nursing society or association or by any hospital.

29.25.2 District Nurse Level 2 - a Registered Nurse appointed as such with experience at District Nurse Level I or comparable community nursing experience.

29.25.3 Assistant Supervisor - District Nursing - a Registered Nurse with at least three years of experience appointed as such and employed by any nursing society or association or by any hospital and who has additional responsibilities to a District Nurse.

- 29.25.4 Clinical Co-ordinator - District Nursing** - a Registered Nurse appointed as such with experience as a District Nurse Level 2, with responsibilities to coordinate patient care within one or more local government areas.
- 29.25.5 Liaison Officer - District Nursing** - a Registered Nurse appointed as such with at least three years district nursing experience with responsibilities related to discharge planning and coordination services between hospitals and district nursing services.
- 29.25.6 Supervisor - District Nursing** - a Registered Nurse with at least three years of experience appointed as such and who has special responsibilities beyond those of a District Nurse.
- 29.25.7 Senior Supervisor - District Nursing** - a Registered Nurse appointed as such and who has special or supervisory duties beyond those of a Supervisor.
- 29.25.8 Teacher - Royal District Nursing Service** - a Registered Nurse appointed as such employed to teach the theory and practice of nursing by the Royal District Nursing Service.
- 29.25.9 Principal Teacher - Royal District Nursing Service** - a Registered Nurse (holding a Diploma in Nursing Education or a qualification acceptable to the employer) appointed as such to be responsible to the Deputy Director of Nursing, Education/Royal District Nursing Service (as defined), and who deputises for the Deputy Director of Nursing, Education and assists in the administration of the Education Department including curriculum development, implementation and evaluation of all educational programs conducted by the Agency both on an internal and state-wide basis.
- 29.25.10 Deputy Director of Nursing Service/Royal District Nursing Service** - a Registered Nurse (holding a Diploma or Degree in Nursing Administration or a qualification acceptable to the employer) appointed as such and who deputises for the Director of Nursing/Royal District Nursing Service (as defined) and assists in the administration of Royal District Nursing Service.
- 29.25.11 Deputy Director of Nursing Education/Royal District Nursing Service** - a Registered Nurse (holding a Post Graduate Degree in Nursing Education or a qualification acceptable to the employer) appointed as such to be responsible to the Director of Nursing/Royal District Nursing Service (as defined) for aspects of Agency development and the overall administration of the Department of Community Nursing Education including curriculum development and evaluation of all educational programs conducted by the Agency both on an internal and state-wide basis.
- 29.25.12 Director of Nursing/Royal District Nursing Service** - a Registered Nurse (holding a Post Graduate Degree in Nursing Education or a qualification acceptable to the employer) appointed as the principal nursing executive officer of the Royal District Nursing Service, and

who is responsible for the nursing service and any other service (including the education of community nurses) of Royal District Nursing Service.

29.25.13 Deputy Director of Nursing - (Other District Nursing Service) - a Registered Nurse appointed as such and who deputises for the Director of Nursing Service and assists in the nursing administration of the District Nursing Service (however styled).

29.25.14 Director of Nursing - (Other District Nursing Service) - a Registered Nurse appointed as the principal nursing executive officer of a District Nursing Service (however styled) and who is responsible for the nursing service.

29.26 Occupational health definitions

29.26.1 Occupational Health Nurse (where more than one employed) - a Registered Nurse engaged in connection with any industrial or commercial undertaking and who carries out her/his nursing duties under the direction of a nursing supervisor.

29.26.2 Occupational Health Nurse (Sole) - a Registered Nurse engaged in connection with any industrial or commercial undertaking and who is employed to take charge of the medical centre and all matters concerned with the occupational health, medical and nursing services.

29.26.3 Occupational Health Nurse Supervisor - a Registered Nurse engaged in connection with any industrial or commercial undertaking and who supervises the work of the nursing personnel in the occupational health department or departments within the undertaking.

29.27 Maternal and Child Health Nurse definitions

29.27.1 Maternal and Child Health Nurse - a Registered Maternal and Child Health Nurse engaged in infant welfare work or in work requiring a Maternal and Child Health qualification employed:

29.27.1(a) by any industrial or commercial corporation; or

29.27.1(b) in any pre-school centre (including creche, nursery school, kindergarten or play group); or

29.27.1(c) in any Babies Home/Hospital.

29.28 Child Care definitions

29.28.1 Child Care Centre - a preschool centre (including any creche, nursery school, kindergarten or play group).

29.28.2 Child Care Director - a person entrusted with the control or superintendence of a child care centre notwithstanding that she/he may be under the orders of another person who does not devote her/his whole time to the management of such centre.

29.28.3 Domiciliary Infant and Maternal Care Nurse/Royal District Nursing Service - a Registered Maternal and Child Health Nurse appointed by the Royal District Nursing Service to work in maternal and/or child health work or work requiring a maternal and child health qualification.

29.29 Bush Nursing definitions

- 29.29.1 Bush Nursing Centre** - any Nursing Centre (other than a hospital, nursing home or hostel) registered with the Health Department Victoria as a Bush Nursing Centre.
- 29.29.2 Bush Nursing Hospital** - a private hospital registered pursuant to the *Hospital and Charities Act, 1958* (Vic.) and affiliated with the Victorian Bush Nursing Association.
- 29.29.3 Bush Nurse** - a Registered Nurse employed in a Bush Nursing Centre.
- 29.29.4 Bush Nurse (Sole)** - a Registered Nurse appointed as such as a full-time professional employed in a Bush Nursing Centre.
- 29.29.5 Bush Nurse in Charge** a Registered Nurse appointed as such and employed in a Bush Nursing Centre who has special or supervisory duties beyond those of a Bush Nurse.

29.30 Community health definitions

- 29.30.1 Community Health Nurse** - a Registered Nurse appointed as such and employed in a Community Health Centre.
- 29.30.2 Community Health Nurse (Sole)** - a Registered Nurse appointed as such as a full-time professional employed in a Community Health Centre.
- 29.30.3 Community Health Nurse (In charge)** - a Registered Nurse appointed as the nurse in charge, nurse co-ordinator or other community health nurse, however styled, who is in charge of or directs the activities of other employees of a Community Health Centre (whether Registered Nurses or not).

29.31 School and campus definitions

- 29.31.1 School/Campus** - an Institution which provides primary, secondary, post-secondary, technical, tertiary and/or further education and training.
- 29.31.2 School/Campus Nurse Level 1** - a Registered Nurse appointed as such who is employed in a School/Campus [as defined] and who provides primary nursing care with its associated administrative duties.

- 29.31.3 School/Campus Nurse Level 2** - a Registered Nurse appointed as such who is employed in a School/Campus as defined who in addition to performing Level 1 functions, provides health counselling, health education and may act in a resource capacity to the School/Campus Community.
- 29.31.4 School/Campus Nurse (Sole)** - a Registered Nurse appointed as such who is employed in a School/Campus as defined who performs the functions of a School/Campus Nurse Level 2 as a sole nursing practitioner.

29.31.5 School/Campus Nurse In-Charge 1 - a Registered Nurse appointed as such who is employed in a School/Campus as defined who in addition to performing Level 2 functions, is responsible for the coordination administration and management of the nursing service and who is in charge of or directs the activities of other employees of the School/Campus Health Service [whether Registered Nurses or not].

29.32 Clinical Nurse Specialist - a Registered Nurse appointed to the grade with either specific post basic qualifications and twelve months' experience working in the clinical area of her/his specified post basic qualification, and is responsible for clinical nursing duties, or minimum of four years' post registration experience, including three years' experience in the relevant specialist field.

29.33 Extended Care Sector

29.33.1 Private hospitals operating as nursing homes pursuant to the *National Health Act 1953* and/or as approved nursing homes pursuant to the provisions of the *Nursing Homes Assistance Act 1974*; and

29.33.2 hostels for the aged and/or disabled operating pursuant to the *Aged or Disabled Persons Act 1954* and/or the *Aged Persons Hostels Act 1954*; and

29.33.3 special accommodation houses; and

29.33.4 extended care day hospitals funded under the approved services of the *Nursing Homes Assistance Act 1954*; and

29.33.5 extended care day centres; and

29.33.6 extended convalescent and/or respite care facilities; and

29.33.7 extended residential and/or non-residential care facilities;

29.33.8 but does not include any establishment with acute care beds or facilities.

29.34 Major Hospital - for the purposes of this part shall include:

29.34.1 the following public hospitals: The Amalgamated Melbourne and Essendon Hospitals, Alfred, St Vincent's, Austin, Royal Children's, Royal Women's, Monash Medical Centre Cancer Institute, Mercy Maternity, Fairfield, Royal Victorian Eye and Ear, Maribyrnong Medical Centre, Preston and Northcote Community and Box Hill; and

29.34.2 the following private hospitals: The Avenue, Dandenong Valley, Epworth, Freemasons, Knox, Mercy Private, Mount Alvernia, Sacred Heart, St Andrews, St. Francis Xavier Cabrini, St. John of God (Ballarat), South Eastern and District, St. Vincent's Private.

29.35 Day Hospital definitions

- 29.35.1 Day Hospital (Public Sector)** - an extension of acute hospital services, providing a range of services, including medical and nursing supervision, physiotherapy, occupational therapy, speech therapy, chiropody and social work counselling on an out-patient basis.
- 29.35.2 Day Hospital Co-ordinator Level 1** - A Registered Nurse appointed as such who under limited supervision has responsibility for the coordination of services of a Day Hospital.
- 29.35.3 Day Hospital Co-ordinator Level 2** - A Registered Nurse appointed as such who, without supervision has total responsibility for the coordination of a Day Hospital including:
- 29.35.3(a)** Preparation of and adherence to the budget of the Day Hospital.
 - 29.35.3(b)** Staff selection (non-professional staff) and participation in selection of professional staff.
 - 29.35.3(c)** Policy formulation.
 - 29.35.3(d)** Administration - the Day Hospital Co-ordinator Level 2 will be recognised as a Department Head and will be responsible for all day to day administration of a Day Hospital.

29.36 Hostel definitions

- 29.36.1 Hostel Administrator Level 1** - A Registered Nurse appointed as such who under supervision is responsible for the well-being of residents in a Hostel.
- 29.36.2 Hostel Administrator Level 2** - A Registered Nurse appointed as such who works without supervision and has total responsibility for administrative arrangements, notwithstanding that they may be accountable to a Committee of Management or Hostel Proprietor.
- 29.36.3 Assistant Hostel Administrator Level 1** - A Registered Nurse appointed as such who assists a Level 1 Hostel Administrator.
- 29.36.4 Assistant Hostel Administrator Level 2** - A Registered Nurse appointed as such who assists a Level 2 Hostel Administrator.

29.36.5 **Hostel** - means an approved home, or part of an approved home which is accepted by the Commonwealth Department of Community Services for the allocation of capital and/or recurrent funding under the Commonwealth *Aged or Disabled Persons Hostels Act 1972* in which:

29.36.5(a) hostel care services;

29.36.5(b) hostel care services and personal care services; or

29.36.5(c) respite care services; are, or will be made available for each person resident in the home or part of the home, as the case may be; and

29.36.5(d) that is not a Nursing Home within the meaning of the *National Health Act 1953* or *Nursing Homes Assistance Act 1974* or a Special Accommodation House as defined under the *Victorian Health Act 1958*.

29.37 Mothercraft Nurses definitions

29.37.1 Group (A): Mothercraft Nurses, registered with the Nurses Board of Victoria, other than those holding an Advanced Certificate or Associate Diploma in Child Care Studies, are entitled to salary sub-divisions set out above for Group (A);

29.37.2 Group (B): Persons who hold an Advanced Certificate or Associate diploma in Child Care Studies including persons with these qualifications who are registered Mothercraft Nurses, are entitled to salary sub-divisions set out above for Group (B);

29.37.3 Group (C): Persons who hold a three year or four year Degree or Diploma in Child Care Studies or equivalent qualification are entitled to salary sub-divisions set out above for Group (C);

29.37.4 Group (D): Persons with the qualifications outlined in (A), (B) and (C) above, but who undertake additional responsibilities to those outlined in (2) above, including coordination of the activities of more than one group, supervising employees and assisting in administrative functions, are entitled to salary sub-divisions set out above for Group (D), provided that they shall maintain their existing wage rate if higher at the time of appointment.

29.38 Experience - Mothercraft Nurses

29.38.1 **Experience** means experience gained since registration by the Victorian Nursing Council. Provided that experience shall include experience gained whilst holding and using a qualification recognised by the Victorian Nursing Council as equivalent to the Victorian Mothercraft Nurses' Practising Certificate.

29.38.1(a) Provided further that any employee classified as a Registered Mothercraft Nurse at the date of operation of this part shall not suffer any disadvantage as a result of the making of the new award.

30. MODES OF EMPLOYMENT

30.1 Full-time employment

30.1.1 A full-time employee is one who is employed and who is ready, willing and available to work a full week of 38 hours or an average of 38 hours as per 39.1.1 at the times and during the hours as may be mutually agreed upon or in the absence of such agreement as prescribed by the employer.

30.1.2 Subject to the provisions of 39.1.1 such employee shall be paid the weekly salary appropriate to the employee's classification, irrespective of the number of hours worked not exceeding 38, or an average of 38 per week.

30.2 Part-time employee

30.2.1 A part-time employee is one who is employed and who is ready, willing and available to work on a regular basis any number of hours up to but not exceeding 38 hours in any one week (or 76 in a fortnight) provided that the number of hours worked may vary from week to week by mutual agreement. Such employee shall be paid per hour worked an amount equal to 1/38th of the weekly salary appropriate to the employee's classification, provided that clauses 25 - Special rates for Saturdays and Sundays and 43.6 will also apply to part-time employees, and payment in respect of any period of annual leave or long service leave to which an employee may become entitled shall be on a pro rata basis.

30.2.2 Payment in respect of any period of paid sick leave (where an employee has accumulated an entitlement) and compassionate leave shall be made according to the number of hours the employee would have worked on the day or days on which the leave was taken so as not to reduce the employee's salary below that level which such employee would have received had such employee not been absent.

30.3 Casual employee

30.3.1 A casual employee is one who is engaged in relieving work or work of a casual nature and whose engagement is terminable by an employer in accordance with the employer's requirements without the requirement of prior notice by either party, but does not include an employee who could properly be classified as a full-time or part-time employee under 30.1 and 30.2.

30.3.2 A casual employee shall be paid per hour worked an amount equal to 1/38th of the weekly salary appropriate to the class of work performed plus 25%.

30.3.3 In addition, a casual employee shall be entitled to receive the appropriate uniform and other allowances prescribed herein.

30.3.4 The provisions of clause 17 - Annual leave, clause 20 - Long service leave, 19.4 - Sick leave, 19.10 - Bereavement leave, and clause 16 - Termination of employment, shall not apply in the case of a casual employee.

31. CLASSIFICATION IN GRADES

31.1 Grade 1

Subject to the provisions of 29.13, a Registered Nurse in his or her first year of experience following registration as a nurse with the Nurses Board of Victoria.

31.2 Grade 2

- 31.2.1** A Registered Nurse in the second or subsequent years of experience as a Registered Nurse and not elsewhere classified.
- 31.2.2** A Registered Nurse appointed as a District Nurse Level 1 and paid as such. The point of entry for this classification shall be the 4th year of experience rate of pay of Grade 2.
- 31.2.3** A Registered Nurse employed with the Red Cross Blood Bank and paid as such. The point of entry for this classification shall be the 4th year of experience rate of pay of Grade 2.
- 31.2.4** A Registered Nurse appointed as a School/Campus Nurse Level 1 and paid as such.

31.3 Clinical Nurse Specialist

A Registered Nurse appointed as a Clinical Nurse Specialist and paid as such.

31.4 Grade 3A

- 31.4.1** A Registered Nurse appointed as an Associate Charge Nurse in a non-major hospital and paid as such.
- 31.4.2** A Registered Nurse appointed as an Occupational Health Nurse (sole) and paid as such.
- 31.4.3** A Registered Nurse appointed as a Child Care Director (having places for up to 25 children) and paid as such.
- 31.4.4** A Registered Nurse appointed as a District Nurse Level 2 and paid as such.
- 31.4.5** A Registered Nurse appointed as an Assistant Hostel Administrator Level 1 (less than 61 beds) and paid as such.

31.5 Grade 3B

- 31.5.1** A Registered Nurse appointed as an Associate Charge Nurse in a major hospital and paid as such.
- 31.5.2** A Registered Nurse appointed as a Bush Nurse and paid as such.

31.5.3 A Registered Nurse appointed as a Clinical Consultant A and paid as such.

31.5.4 A Registered Nurse appointed as a Community Health Nurse and paid as such.

- 31.5.5** A Registered Nurse appointed as a Child Care Director (having places for 26 to 44 children) and paid as such.
- 31.5.6** A Registered Nurse appointed as an Occupational Health Nurse Supervisor and paid as such.
- 31.5.7** A Registered Nurse appointed as a School/Campus Nurse Level 2 and paid as such.
- 31.5.8** A Registered Nurse appointed as an Assistant Hostel Administrator Level 2 (less than 61 beds) and paid as such.

31.6 Grade 4A

- 31.6.1** A Registered Nurse appointed as a Charge Nurse in a non major hospital and paid as such.
- 31.6.2** A Registered Nurse appointed as a Teacher in a non-major hospital and paid as such.
- 31.6.3** A Registered Nurse appointed as a Community Health Nurse (sole) and paid as such.
- 31.6.4** A Registered Nurse appointed as a Child Care Director (having places for 45 or more children) and paid as such.
- 31.6.5** A Registered Nurse appointed as a Bush Nurse (sole) and paid as such.
- 31.6.6** A Registered Nurse appointed as an Assistant Supervisor - District Nursing, and paid as such.
- 31.6.7** A Registered Nurse appointed as an Clinical Co-ordinator, District Nursing, and paid as such.
- 31.6.8** A Registered Nurse appointed as a Liaison Officer, District Nursing, and paid as such.
- 31.6.9** A Registered Nurse appointed as a School/Campus Nurse (sole) and paid as such.
- 31.6.10** A Registered Nurse appointed as a School/Campus Nurse In-Charge and paid as such.
- 31.6.11** A Registered General Nurse appointed as a Clinical Consultant B (1) and paid as such.
- 31.6.12** A Registered Nurse appointed as a Hostel Administrator Level 1 (less than 61 beds) and paid as such.

31.6.13 A Registered Nurse appointed as an Assistant Hostel Administrator Level 1 (61 beds or more) and paid as such.

31.7 Grade 4B

- 31.7.1** A Registered Nurse appointed as a Charge Nurse in a major hospital and paid as such.
- 31.7.2** A Registered Nurse appointed as a Charge Nurse, Red Cross Blood Bank, and paid as such.
- 31.7.3** A Registered Nurse appointed as a Teacher in a major hospital and paid as such.
- 31.7.4** A Registered Nurse appointed as a Community Health Nurse (in-charge) and paid as such.
- 31.7.5** A Registered Nurse appointed as a Bush Nurse (in-charge) and paid as such.
- 31.7.6** A Registered Nurse appointed as a night nurse in charge, (Bush Nursing Hospital less than thirteen beds) and paid as such. The rate of pay for this classification shall be at the first year of experience Grade 4B.
- 31.7.7** A Registered Nurse qualified and appointed as a Maternal and Child Health Nurse and paid as such.
- 31.7.8** A Registered General Nurse appointed as a Clinical Consultant B (2) or as a Clinical Consultant B (3) and paid as such.
- 31.7.9** A Registered Nurse appointed as a Day Hospital Co-ordinator (Public Sector) Level 1 with no automatic progression to Level 2 and paid as such.
- 31.7.10** A Registered Nurse appointed as a Hostel Administrator Level 1 (61 beds or more) and paid as such.
- 31.7.11** A Registered Nurse appointed as a Hostel Administrator Level 2 (less than 61 beds) and paid as such.
- 31.7.12** A Registered Nurse appointed as an Assistant Hostel Administrator Level 2 (61 beds or more) and paid as such.

31.8 Grade 5

- 31.8.1** A Registered Nurse appointed as a Clinical Consultant C (1) or as a Clinical Consultant C (2) and paid as such. The first year rate of pay for this classification shall be the Grade 5 (51-200 beds). Thereafter the rate of pay for this classification shall be the Grade 5 (201-400 beds).

- 31.8.2** A Registered Nurse appointed as a Teacher, Royal District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 5 (201-400 beds).
- 31.8.3** A Registered Nurse appointed as a Supervisor, Royal District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 5 (201-400 beds).

- 31.8.4** A Registered Nurse appointed as a Supervisor and paid as such. The rate of pay for this classification shall be at the Grade 5 (51 - 200 beds).
- 31.8.5** A Registered Nurse appointed as an Assistant Director of Nursing and paid as such.
- 31.8.6** A Registered Nurse appointed as a Night Nurse in Charge (other than a Bush Nursing Hospital) and paid as such.
- 31.8.7** A Registered Nurse appointed as a Deputy Principal Teacher and paid as such.
- 31.8.8** A Registered Nurse appointed as a Supervisor, Red Cross Blood Bank (City Centre/mobile unit) and paid as such. The first year rate of pay for this classification shall be Grade 5 (51 - 200 Beds). Thereafter, the rate of pay for this classification shall be at the Grade 5 (201-400 beds).
- 31.8.9** A Registered Nurse appointed as a Principal Teacher, Red Cross Blood Bank, and paid as such. The first year rate of pay for this classification shall be Grade 5 (51-200 Beds). Thereafter, the rate of pay for this classification shall be at the Grade 5 (201-400 Beds).
- 31.8.10** A Registered Nurse appointed as a Senior Supervisor, Royal District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 5 (601 and over beds).
- 31.8.11** A Registered Nurse appointed as a Principle Teacher, Royal District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 5 (601 and over beds).
- 31.8.12** A Registered Nurse appointed as a night nurse in charge (Bush Nursing Hospital 13 beds or more) and paid as such.
- 31.8.13** A Registered Nurse appointed as a Hostel Administrator Level 2 (61 beds or more). The rate of pay for this classification shall be at the Grade 5 (51-200 Beds).
- 31.8.14** A Registered Nurse appointed as a Day Hospital Co-ordinator (Public Sector) Level 2 and paid as such. The rate of pay for this classification shall be at the Grade 5 (51-200 beds).
- 31.8.15** A Registered Nurse appointed as a Teacher-Course /Phase /Inservice / Continuing Education and paid as such. The first year rate of pay for this classification shall be the Grade 5 (51-200 beds). Thereafter, the rate of pay for this classification shall be the Grade 5 (201-400 beds).

31.9 Grade 6

31.9.1 A Registered Nurse appointed as a Clinical Consultant D and paid as such. The rate of pay for this classification shall be at the Grade 6 (301-400 beds).

- 31.9.2** A Registered Nurse appointed as a Deputy Director of Nursing and paid as such.
- 31.9.3** A Registered Nurse appointed as a Principal Teacher and paid as such.
- 31.9.4** A Registered Nurse appointed as a Deputy Director of Nursing, Red Cross Blood Bank, and paid as such. The rate of pay for this classification shall be at the Grade 6 (301-400 beds).
- 31.9.5** A Registered Nurse appointed as a Deputy Director of Nursing Royal District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 6 (501-700 beds).
- 31.9.6** A Registered Nurse appointed as a Deputy Director of Nursing Education/ Royal District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 6 (501-700 beds).
- 31.9.7** A Registered Nurse appointed as a Deputy Director of Nursing/ other District Nursing Service, and paid as such. The rate of pay for this classification shall be at the Grade 6 (101-201 beds).

31.10 Grade 7

- 31.10.1** A Registered Nurse appointed as a Clinical Consultant E and paid as such. The rate of pay for this classification shall be the Grade 7 (401-500 beds).
- 31.10.2** A Registered Nurse appointed as a Director of Nursing and paid as such.
- 31.10.3** A Registered Nurse appointed as a Director of Nursing, Red Cross Blood Bank, and paid as such. The rate of pay for this classification shall be at the Grade 7 (401-500 beds).
- 31.10.4** A Registered Nurse appointed as a Director of Nursing/ Royal District Nursing Service, and paid as such. The rate for this classification shall be at the Grade 7 (601-700 beds).
- 31.10.5** A Registered Nurse appointed as a Director of Nursing/Other District Nursing Service and paid as such. The rate of pay for this classification shall be at the Grade 7 (51-100 beds).

31.11 Examination leave (Registered Nurses only)

- 31.11.1** Employees shall be entitled to five days paid leave in any one year for the purposes of undertaking and/or preparing for examinations in a course of study. Provided that in the case of employees of Private Nursing Homes the paid leave allowable in any one year shall be three days. Leave entitlements pursuant to this clause shall not accumulate from year to year.
- 31.11.2** Entitlement to leave pursuant to 31.11.1 shall be available to full-time and part-time employees who are employed to work on average for three shifts or 24 hours per week.

- 31.11.3** Entitlement to leave pursuant to 31.11.1 shall be subject to an employee having been employed by the particular establishment for eighteen months immediately prior to taking of examination leave.
- 31.11.4** Entitlement to leave pursuant to 31.11.1 shall be granted for studies which are related to Classification in Grades duty requirements, relevant to advancement through the career structure and to employment at the establishment and would normally be undertaken in a Tertiary Institution.
- 31.11.5** Entitlement to leave pursuant to 31.11.1 shall be taken at a time that is mutually agreed between the employer and the employee. The employer shall not unreasonably withhold approval for such leave.

32. SALARIES

- 32.1** Employees shall be paid the weekly salaries as set out hereunder corresponding to that employee's classification in accordance with clause 31 - Classification in grades.

32.2 Midwifery trainee

- 32.2.1** A Registered Nurse who, is undergoing training for the purpose of obtaining a Midwifery Certificate in a public hospital).
- 32.2.2** A midwifery trainee shall be paid for that period of training her/his appropriate rate of pay according to her/his grading, sub-grading and years of experience as a Registered Nurse. The period for which a Registered Nurse undergoes training for the purpose of obtaining a Midwifery Certificate shall be counted in her/his years of experience as a Registered Nurse.

32.3 Post-basic student

- 32.3.1** (i.e. A Registered Nurse undergoing training for the purpose of obtaining a post-basic qualification).
- 32.3.2** Where nurses undertake an approved post-basic in-service nursing course (other than a midwifery course) at the behest of management, they shall be paid their substantive salary. Where nurses voluntarily undertake such a course (other than a midwifery course) they shall be paid at the base rate as defined in 29.1, except where they are classified at a lower rate than the base rate as defined they shall in such cases be paid their substantive salary.
- 32.3.3** The period for which a Registered Nurse undergoes training for the purpose of obtaining a post basic qualification shall be counted towards her/his years of experience as a Registered Nurse.

32.4 Students of nursing

- 32.4.1** Employees shall be paid the weekly salaries as set out hereunder corresponding to that employee's classification in accordance with clause 31 - Classification in grades.

32.4.1(a) Student Nurses

	Per week
	\$
Year 1	380.30
Year 2	403.80
Year 3	450.80

32.4.1(b) Registered Nurses

	Per week
	\$
Registered Nurse Grade 1	542.70
Registered Nurse Grade 2:	
Year 1	557.40
Year 2	583.90
Year 3	608.50
Year 4	636.40
Year 5	664.40
Year 6	692.40
Clinical Nurse Specialist	749.60
Registered Nurse Grade 3A:	
Year 1	757.60
Year 2	768.80
Registered Nurse Grade 3B:	
Year 1	785.60
Year 2	802.30

Registered Nurse Grade 4A:	
Year 1	823.50
Year 2	844.80
Registered Nurse Grade 4B:	
Year 1	863.90
Year 2	885.20
Registered Nurse Grade 5:	
13 - 50 beds	885.20
51-200 beds	902.00
201-400 beds	935.50
401-600 beds	969.20
601 and over beds	1002.80

	Per week
	\$
Registered Nurse Grade 6:	
51-100 beds	902.00
101-200 beds	935.50
201-300 beds	969.20
301-400 beds	1002.80
401- 500 beds	1047.60
501-700 beds	1090.20
701 and over beds	1146.20
Registered Nurse Grade 7:	
less than 13 beds	902.00
13-24 beds	935.50
25-50 beds	969.20
51-100 beds	1002.80
101-200 beds	1047.60
201-300 beds	1090.20
301-400 beds	1146.20
401-500 beds	1202.20
501-600 beds	1258.20
601-700 beds	1325.40
701 and over beds	1396.00

32.5 Deputy Director of Nursing and Director of Nursing (Extended Care)

32.5.1 Deputy Director of Nursing (Extended Care)

32.5.1(a) The minimum weekly salary for a Deputy Director of Nursing shall be at the Grade 5 (13-50 beds).

32.5.1(b) In addition to this amount a Deputy Director of Nursing shall be paid the following in respect to approved beds over which responsibility is exercised:

32.5.1(b)(i) an additional 0.065% of the minimum base weekly salary per bed for each approved bed to 50 beds: plus;

32.5.1(b)(ii) an additional 0.065% of the minimum base weekly salary per bed for each approved bed from 51 to 100: plus;

32.5.1(b)(iii) an additional 0.032% of the minimum base weekly salary per bed for each approved bed above 100 beds.

32.6 Director of Nursing (Extended Care)

32.6.1 The minimum weekly salary for a Director of Nursing shall be at Grade 7 (less than thirteen beds).

32.6.2 In addition to this amount a Director of Nursing shall be paid the following in respect to approved beds over which responsibility is exercised:

32.6.2(a) an additional 0.24% of the minimum base weekly salary per bed for each approved bed to 50 beds; plus

32.6.2(b) an additional 0.12% of the minimum base weekly salary per bed for each approved bed from 51 to 100 beds; plus

32.6.2(c) an additional 0.05% of the minimum base weekly salary per bed for each approved bed above 100 beds.

32.6.3 The above amount shall be treated for all purposes as part of ordinary salary for each classification. (Note: The calculation of the above approved bed weighting shall be made to the nearest 10 cents, any amount in the result not exceeding 5 cents to be disregarded).

32.7 Refresher Courses and Supervised Experience (Registered Nurses)

32.7.1 During the clinical experience period of Refresher Courses or during Supervised Experience, where such course or experience is required by the Nurses Board of Victoria, nurses shall be paid as a Registered Nurse Grade 1.

32.7.2 For the first twelve months after completion of a Refresher Course or Supervised Experience, at the rate appropriate to his/her years of experience, but no higher than Grade 2, Year 2.

32.7.3 After completion of twelve months' experience in accordance with 32.7.2, a nurse (upon sufficient proof to support a claim for incremental advancement) shall be paid at the rate appropriate to his/her years of experience.

32.7.4 For the purposes of this subclause, 29.7.2 of this award shall not apply.

32.8 All salaries prescribed by this clause and other relevant clauses of this award shall be subject to adjustment in accordance with National Wage Case decisions.

32.9 Payment of salaries

32.9.1 Salaries shall be paid during working hours on a week day being not more than five days following the end of the pay period provided that:

32.9.1(a) when a Bank Holiday occurs between the end of the pay period and the usual pay-day payment may be postponed by one day for each Bank Holiday so occurring during that period but payment must still be made on a week day (the expression **pay-day** in this clause includes the week day designated as a pay-day pursuant to this proviso);

- 32.9.1(b)** an employee who is rostered off duty on the pay-day, but who works any period of rostered duty between 10.00 a.m. on the Monday preceding the pay-day and the pay-day itself shall be paid during working hours before completing duty prior to pay-day;
- 32.9.1(c)** when an employee does not work a rostered period of duty between 10.00 a.m. on the Monday preceding the pay-day and the pay-day itself, payment may be postponed until that employee's next rostered period of duty but the employee's salary shall be available for collection on the pay-day;
- 32.9.1(d)** an employee shall be supplied at the time of receiving his or her pay with a statement in writing in accordance with Part 9B of the *Workplace Relations Act 1996* (Cth);
- 32.9.1(e)** where the system of working provides for the taking of Accrued Days Off (ADO's) and an employee's employment is terminated:
 - 32.9.1(e)(i)** one or more ADOs have been granted in advance; or
 - 32.9.1(e)(ii)** an ADO has been taken during the work cycle during which the employee is terminated, the salary due to that employee shall be reduced by the total of the ADOs taken in advance, and/or the total un-accrued portion of the ADO granted in that work cycle as the case may be;
 - 32.9.1(e)(iii)** an employee who has not worked a complete twenty day four week cycle (or five week cycle) as the case may be, shall receive pro rata accrued entitlements for each day worked or regarded as having been worked (i.e. paid leave) in such cycle payable for the accrued day off.

32.10 Mothercraft Nurses

32.10.1 Wages per week

32.10.1(a) Group (A) as defined

During 1 st year of experience	1	\$489.40
During 2 nd year of experience	2	\$496.70
During 3 rd year of experience	3	\$504.00
During 4 th year of experience	4	\$511.30
During 5 th year of experience	5	\$518.50
Thereafter	6	\$522.20

32.10.1(b) Group (B) as defined

During 1 st year of experience	4	\$511.30
During 2 nd year of experience	5	\$518.70
During 3 rd year of experience	6	\$522.20
During 4 th year of experience	7	\$533.40
During 5 th year of experience	8	\$541.40
Thereafter	9	\$551.10

32.10.1(c) Group (C) as defined

During 1 st year of experience	6	\$522.20
During 2 nd year of experience	7	\$533.20
During 3 rd year of experience	8	\$541.40
Thereafter	9	\$551.10

32.10.1(d) Group (D) as defined

During 1 st year of experience	7	\$533.20
During 2 nd year of experience	8	\$541.40
During 3 rd year of experience	9	\$551.10

32.11 Payment of wages (Mothercraft Nurses only)

32.11.1 These additional provisions shall apply solely to Mothercraft Nurses

32.11.2 Wages shall be paid:

32.11.2(a) in cash;

32.11.2(b) with the authority in writing of the person employed by cheque, postal order or money order payable to the person employed; or

32.11.2(c) with the authority in writing of the person employed into a bank account specified in the authority by a person.

32.11.3 Averaging system of wages

In the case of an employee whose ordinary hours of work are arranged in accordance with 38.8.1(a), 38.8.1(b) or 38.8.1(c) so that they work an average of 38 ordinary hours each week during the particular work cycle, wages shall be paid weekly or fortnightly according to a weekly average of 38 ordinary hours worked even though more or less than 38 ordinary hours may be worked in any particular week of the work cycle.

32.11.4 Explanation of averaging system

32.11.4(a) As provided in this subclause an employee whose ordinary hours may be more or less than 38 in any particular week or a work cycle is to be paid his/her wages on the basis of an average of 38 ordinary hours so as to avoid fluctuating wage payments each week. An explanation of the averaging system of paying wages is set out below:

32.11.4(a)(i) If the 38 hour week is to be implemented so as to give an employee four hours off on one day each two weeks the employee would work for eight ordinary hours each day, Monday to Friday inclusive, for two weeks and for eight ordinary hours on four days and for four ordinary hours on one day in the two alternate weeks.

32.11.4(a)(ii) If the 38 hour week is to be implemented so as to give an employee a day off in each work cycle this would be achieved if, during a work cycle of 28 consecutive days (that is, over four consecutive weeks) the employee's ordinary hours were arranged on the basis that for three of the four weeks the employee worked 40 ordinary hours each week and in the fourth week the employee worked 32 ordinary hours. That is, the employee would work for eight ordinary hours each day, Monday to Friday inclusive for three weeks and eight ordinary hours on four days in the fourth week - a total of nineteen days during the work cycle.

32.11.4(a)(iii) In both such cases described above the averaging system and the weekly wage rates for ordinary hours of work applicable to the employee shall be the average weekly rates set out for the employee's classification in 32.10.1, and shall be paid each week even through more or less than 38 ordinary hours are worked that week.

32.11.4(b) In effect under the averaging system, the employee accrued a "credit" each day the employee works actual ordinary hours in excess of 7 hours 36 minutes. This "credit" is carried forward so that in the week of the cycle that employee works on only four days, the employee's actual pay would be for an average of 38 hours even though, that week, the employee works a total of 32 ordinary hours or, in the alternate case, in the weeks of the cycle that employee works for eight ordinary hours on four days and for four ordinary hours on one day, the employee's actual pay would be for an average of 38 hours even though that week, the employee works a total of 36 ordinary hours.

32.11.4(c) Consequently, for each day an employee works eight ordinary hours the employee accrues a "credit" of 24 minutes (0.4 hours). The maximum "credit" the employee may accrue under this system is 0.4 hours on nineteen days; that is, the total of 7 hours 36 minutes.

32.11.4(d) As provided in 32.11.5, an employee will not accrue a "credit" for each day the employee is absent from duty other than on public holidays, paid sick leave, workers' compensation, compassionate leave, jury service, or annual leave.

32.11.5 Absences from duty

32.11.5(a) An employee whose ordinary hours are arranged in accordance with 39.8.1(a) to 39.8.1(d) and is absent from duty (other than on public holidays, paid sick leave, annual leave, long service leave, workers' compensation, compassionate leave or jury service) shall for each day the employee is so absent, lose average pay for that day calculated by dividing the employee's average weekly wage rate by five.

32.11.5(b) An employee who is absent from duty for part of a day shall lose average pay for each hour the employee is absent by dividing average daily pay by eight.

32.11.5(c) Provided when an employee is absent from duty for the whole day on unpaid leave, the employee will not accrue a “credit” because he/she would not have worked ordinary hours that day in excess of 7 hours 36 minutes.

32.11.5(d) An employee on unpaid leave for the whole of the day will have his/her average wage reduced in the last week of the cycle as follows:

$$\text{Total of “credits” not accrued during cycle} \times \frac{\text{average weekly pay}}{38}$$

Examples:

An employee’s ordinary hours are arranged so that the employee works eight ordinary hours on five days of each week for three weeks and eight ordinary hours on four days of the fourth week.

1. An employee on \$250 per week has a day off without pay in the first week of the cycle:

Week of cycle	Payment
1st week	4 days x \$50 = \$200
2nd and 3rd week	2 x \$250 = \$500
4th week	4 days x \$50 = \$200
	Plus 18 days by 0.4 hours \$47.37 x $\frac{\text{average weekly pay}}{38}$

2. An employee on \$250 per week has four days off without pay in the fourth week:

Week of cycle	Payment
1st, 2nd and 3rd week	3 x \$250 = \$750

4th week

15 days by 0.4 hours

32.11.6 Day off coinciding with pay day

In the event that rostered day off falls on pay day the employer may pay wages to the employee or employees concerned on the next following working day. However, subject to the employer being able to make suitable arrangements the wage may be paid on the working day preceding the rostered day off.

32.11.7 Pay day

Wages shall be paid either weekly or fortnightly during working time, not later than the Thursday in each pay week and not more than two days' pay shall be kept in hand. Provided that if a public holiday falls on a Friday in any pay week, wages shall be paid that week not later than Wednesday.

33. HIGHER DUTIES (REGISTERED NURSES ONLY)

33.1 Subject to 33.2 and 33.2.2 any employee (except a Deputy Director of Nursing, a Deputy Principal Nurse Educator or a Principal Nurse Educator) engaged in any one day or shift for more than two hours on duties carrying a higher rate than the classification in which she/he is ordinarily employed shall be paid for the full day or shift at the minimum rate for that higher classification but if so engaged for two hours or less only the time so worked shall be paid for at that higher rate.

33.2 Notwithstanding the provisions of 33.1 the following provisions shall apply to employees who are appointed to relieve a Charge Nurse.

33.2.1 Off duty shifts

33.2.1(a) Where a work unit involves shift work, Associate Charge Nurses may be appointed to undertake in-charge functions during the off duty periods of the Charge Nurse. The rate, once appropriately set, shall be deemed to include the performance of the in-charge function during the off duty periods of the Charge Nurse.

33.2.1(b) Where an employee other than an Associate Charge Nurse is required to act in charge during the off duty period of a Charge Nurse (which event shall be the exception to the rule), such employee shall be paid at the minimum rate applicable to the Associate Charge Nurse position which would normally be in charge on that shift.

33.2.1(c) Provided that where no Associate Charge Nurse position has been appointed with respect to the relevant shift, the provisions of 33.1 shall apply.

33.2.2 Periods of absence

The provisions of 33.2.1 shall apply to all periods of absence of a Charge Nurse up to and including five days. For absences in excess of five days, the relieving Associate Charge Nurse shall be paid at the minimum rate for the Charge Nurse for the entire period of relief and other employees who consequently act in a higher position shall be similarly remunerated at the minimum rate of that higher position for the entire period of relief.

33.3 A Deputy Director of Nursing, a Deputy Principal Nurse Educator or a Principal Nurse Educator who is called upon to relieve an employee in a higher classification for a period in excess of five days, shall be paid at the minimum of that higher classification for the entire period of relief.

34. PRIVATE HOSPITALS (60 BEDS OR LESS) CLASSIFICATION STRUCTURE

34.1 Notwithstanding anything appearing elsewhere in this part of the award, the following provision shall apply to Registered Nurses employed in Private Hospitals and Bush Nursing Hospitals of 60 beds or less. All other provisions in this part shall apply.

34.1.1 Definitions

34.1.1(a) Private Hospital - For the purpose of this clause a private hospital is one comprising of 60 beds or less. The term “private hospital” shall include a reference to Bush Nursing Hospitals of 60 beds or less.

34.1.1(b) Beds - shall mean Registered Beds.

34.1.1(c) Ward or Unit - For the purpose of this clause a ward or unit shall contain 30 beds or less. Provided that where a private hospital already has a ward or unit comprising of less than 30 beds as at the date of this award the status quo shall prevail.

34.1.1(d) Supernumerary - shall mean a Registered Nurse who does not have any direct patient or ward responsibilities.

34.1.1(e) Compulsory Rostered Nursing Staff On Call - shall mean the following:

34.1.1(e)(i) That there are registered nursing staff rostered on call.

34.1.1(e)(ii) These staff must be capable of reaching the hospital within an acceptable time when called in.

34.1.1(e)(iii) These staff must be called in if:

34.1.1(e)(iii)(1) The hospital is notified of the pending arrival of a woman in labour, a casualty patient, or

34.1.1(e)(iii)(2) A woman in labour or a casualty patient arrives at the facility.

34.1.1(f) Staff on call must be paid on call allowance prescribed by this part. Provided further that staff on call must be paid the recall allowance as prescribed by this award when recalled to duty.

34.1.2 Single Service Delivery Hospital - shall mean a private hospital which provides one or more of the following services to patients: Medical, Surgical, Rehabilitation, Psychiatric, etc.

- 34.1.3 Multiservice Delivery Hospital** - shall mean a private hospital which provides a “midwifery” service in addition to any one or more of the following services: Medical, Surgical, Rehabilitation, Psychiatric, etc.
- 34.1.4 Advanced Multi Service Delivery Hospital** - shall mean a private hospital which provides a “casualty” service in addition to any one or more of the following services: Midwifery, Medical, Surgical, Rehabilitation, Psychiatric, etc.
- 34.1.5 Review Committee** - A review committee consisting of an equal number of representatives from the Australian Nursing Federation and the Private Hospitals Association (or other relevant employer association) , shall have an overview role in the implementation of the provisions and classification levels contained within this clause. At least one representative from each of the Employee and Employer Associations shall be a Registered Nurse.

34.2 Permanent appointments

All “in-charge” employees must be permanently appointed to the “in-charge” positions covered by this clause either on a full-time or part-time basis (excluding employees who relieve in these positions for the purposes of sick leave, annual leave and long service leave).

34.3 Translation arrangements for “Single Service Delivery” Hospitals

- 34.3.1** Notwithstanding the definition of a “ward” or “unit” contained in this clause, single service delivery hospitals which have wards which exceed the prescribed 30 bed limit by up to 10% and who believe that their compliance with the bed limit would cause serious difficulties, may, within a period of six months from the first date of operation of this provision, apply to the Review Committee to have their particular circumstances reconsidered.
- 34.3.2** The Review Committee, may or may not exempt the hospital from the prescribed bed limit.

34.4 Classification levels

- 34.4.1** The classification levels referred to in 34.5 shall apply to Private and Bush Nursing Hospitals of 60 beds or less.
- 34.4.1(a)** The reference to Grade 5 positions in the classifications levels referred to in 34.5, relates to the classification of night nurse in charge.
- 34.4.1(b)** In Private Hospitals (other than Bush Nursing Hospitals) the night nurse in charge position is to be paid at the Grade 5 level, in accordance with clause 31 - Classification in grades.

34.4.1(c) In Bush Nursing Hospitals, the night nurse in charge position is paid at the Grade 4B level for hospitals which have less than thirteen beds and at the Grade 5 level for those with thirteen beds or more.

34.4.2 The Grade 3 positions referred to in 34.5 shall only relate to wards or units which are operational.

34.5 Service delivery

34.5.1 Single service delivery

i.e. Medical/Surgical/Rehabilitation/Psychiatric, etc. (Primarily Elective Admissions):

	1 Ward 30 beds or less	2 or more Wards 31-60 beds
AM	DON & 4A	DON 4A & 4A etc.
PM	5	5 & 3
ND	5	5 & 3

34.5.2 Multi service delivery

i.e. Medical/Surgical/Midwifery/Extended Care or any other combination which includes Midwifery:

1 Ward 30 beds or less	2 or more Wards 21-40 beds	2 or more Wards 41 - 60 beds	
		Option (1)	Option (2)
AM Director of Nursing & PM	4A DON 4A 4A etc. 5 3	DON 4A 4A etc. 5(Supernumerary)3 3	DON 4A 4A etc. 5 3
ND	5 3	5(Supernumerary)3 3	5 3
Compulsory rostered staff on call	Compulsory rostered staff on call		Compulsory rostered staff on call

All hospitals in this category are covered by Option (1).

The following Bush Nursing Hospitals may use Option (1) or Option (2) - Hastings, Mornington, Gisborne.

34.5.3 Advanced multi service delivery

i.e. Medical/Surgical/Midwifery/Extended Care or other combination which includes Casualty:

1-2 Ward 20 beds or less AM	4A 4A	1 or 2 Wards 21-30 beds DON 4A	2 or more Wards 21 - 60 beds DON	4A	4A etc.
Director of Nursing					
PM	5 3	5(Supernumerary) 3	5(Supernumerary)	3	3
ND	5 3	5(Supernumerary) 3	5(Supernumerary)	3	3
Compulsory rostered staff on call		Compulsory rostered staff on call	Compulsory rostered staff on call		

34.6 Saturday and Sunday shifts

The classification levels prescribed in 34.4 of this clause shall also apply on all weekend shifts provided that, in the absence of the Director of Nursing on the AM Shifts, the Registered Nurse in charge is to be paid at the Grade 5 level if employed in a Private Hospital and if employed in a Bush Nursing Hospital, at the Grade 4B level if less than thirteen beds and at the Grade 5 level if thirteen beds or more.

34.7 Salaries and Conditions

Salaries, allowances and other conditions of employment shall be as set out in this part.

35. ADVERTISEMENT OF POSITION

Any notice, circular or advertisement for a position regulated by this award shall specify the salary grade or sub-grade applicable.

36. POSTING OF DUTIES OF REGISTERED MOTHERCRAFT NURSE

The Nurses Board of Victoria Policy Statement on “Duties of a Registered Mothercraft Nurse” shall be posted and kept posted by the employer in a prominent place on the employer’s premises accessible to all employees.

37. INCIDENTAL AND PERIPHERAL DUTIES (MOTHERCRAFT NURSES ONLY)

An employee may be required to perform duties which are incidental or peripheral to his or her major task or tasks.

38. MIXED FUNCTIONS (MOTHELCRAFT NURSES ONLY)

An employee engaged in any one day or shift for more than one hour on duties carrying a higher rate than the classification in which he or she is ordinarily employed shall be paid for the full day on shift at the higher rate, but if so engaged for one hour or less only the time so worked shall be paid for at the higher rate.

39. HOURS OF WORK

39.1 Hours for an ordinary weeks work

- 39.1.1** The hours for an ordinary week's work shall be 38, or be an average 38 per week in a fortnight or in a four week period (or by mutual agreement, a five week period in the case of an employee working ten hour shifts) and shall be paid either:
- 39.1.1(a)** in a week of five days in shifts of not more than eight hours each; or
 - 39.1.1(b)** by mutual agreement in a week of four days in shifts of not more than ten hours each; or
 - 39.1.1(c)** by mutual agreement, provided that the length of any ordinary shift shall not exceed ten hours; or
 - 39.1.1(d)** in 76 hours per fortnight to be worked as not more than ten days of not more than eight hours each; or
 - 39.1.1(e)** in 152 hours per four week period to be worked as nineteen days each of eight hours.
 - 39.1.1(f)** Provided that for Mothercraft Nurses, no employer shall employ any person for more than five hours continuously without an interval for a meal, and (with the exception of time occupied in having meals) the work of each shift will be continuous.
 - 39.1.1(g)** Where necessary a Mothercraft Nurse shall be entitled to cease work at a reasonable time before her rostered finishing time to enable her to wash or to change her clothes.
 - 39.1.1(h)** Mothercraft Nurses shall have a meal interval of not less than 45 minutes duration nor more than 60 minutes except that, by mutual agreement, the intervals may be for a lesser period, but not less than 30 minutes.
- 39.1.2** Employees in the Private Sector who, pursuant to 39.1.1(e) above receive an accrued day off (ADO) may, with the consent of the employer accumulate such ADOs up to a maximum of six in any one year. Accumulated ADOs must be taken in the year in which they accumulate. In the case of termination of employment for whatever reason, accumulated ADOs will be paid to the employee by the employer.
- 39.2** Subject to the roster provision clause 23 - Rosters, not more than 48 ordinary hours be worked in any week.

39.3 With the exception of time occupied in having meals (which shall be a period of not less than 30 minutes for each meal) with one additional break if same is required by the employer, the work of each shift shall be continuous provided that no such additional break shall be required in respect of rostered hours of ordinary duty finishing on the day after commencing duty or commencing after midnight and before 5.00 a.m. Provided that, an employee of a Private Hospital, who is not relieved from duty during the rostered meal interval as prescribed by this clause shall, in addition to any other payment of allowance provided in this award, be paid for the meal interval at the ordinary time rate of pay, or by mutual agreement be granted time off in lieu thereof.

39.4 Extended care - private sector

An employee on evening or night duty who is not relieved from duty (and “on call”) during a rostered meal interval shall be granted a meal interval of not less than twenty minutes to be commenced after completing three hours and not more than five hours of duty. Such time to be counted as time worked.

39.5 Minimum payment for work done in any week - employees in babies homes only

Notwithstanding the provisions of clause 39 - Hours of work and clause 30 - Modes of employment, an employee in a babies home who is willing and available for work shall if employed for less than nineteen hours in any week receive a minimum of half a week’s ordinary salary for the class of work done, but if he/she is employed for nineteen hours or more, he/she shall receive a minimum of a full ordinary week’s salary for the class of work done.

39.6 Implementation of 38 hour week

39.6.1 The methods of implementation of the 38 hour week shall be in accordance with those set out in 39.1.

39.6.2 In each employer establishment an assessment should be made as to which method of implementation best suits the business and the proposal shall be discussed with the employees concerned, the objective being to reach agreement on method of implementation by the earliest possible date.

39.6.3 Circumstances may arise where different methods of implementation of a 38 hour week apply to various groups or sections of employees in the establishments concerned.

39.7 Procedures for in-establishment discussions

39.7.1 Procedures shall be established for in-establishment discussions, the objective being to agree on the method of implementing a 38 hour week in accordance with clause 30 - Modes of employment, and 39.1 and entailing an objective review of current practices to establish where improvements can be made and implemented.

- 39.7.2** The procedure should allow for in-establishment discussions to continue.
- 39.7.3** The procedures should make suggestions as to the recording of understandings reached and methods of communicating agreements and understandings to all employees, including the overcoming of language difficulties.
- 39.7.4** The procedures should allow for the in-establishment monitoring of agreements and understanding reached.
- 39.7.5** In cases where agreement cannot be reached in-establishment in the first instance or where problems arise after initial agreements or understandings have been achieved in-establishment, a formal monitoring procedure shall apply. The basic steps in this procedure shall be as applies with respect to special anomalous or extraordinary problems as prescribed in clause 28 - Prevention and settlement of disputes.
- 39.7.6** Separate to these procedures the employer organisations may provide assistance and guidance to their members on the subject to be dealt with in-establishment discussions and on other relevant matters.

39.8 Implementation of 38 hour week - Mothercraft Nurses only

- 39.8.1** Further to the above, Mothercraft Nurses except as provided in 38.8.2 the method of implementation of the 38 hour week may be any one of the following:
- 39.8.1(a)** by employees working less than eight ordinary hours each day; or
 - 39.8.1(b)** by employees working less than eight ordinary hours one or more days each week; or
 - 39.8.1(c)** by fixing one week day on which all employees will be off during a particular work cycle; or
 - 39.8.1(d)** by rostering employees off on various days of the week during a particular work cycle so that each employee has one day off during that cycle.
- 39.8.2** Provided that the employer and an employee may, by agreement accrue stored days off to a maximum of twelve days and such days so accrued shall be taken at a time or times mutually agreed upon.
- 39.8.3** The employer and the majority of employees in the plant or section or sections concerned may agree that the ordinary working hours are to exceed eight on any day, thus enabling a week day off to be taken more frequently than would otherwise apply.

39.9 Notice of days off

Except as provided in 39.11, in cases where by virtue of the arrangement of his/her ordinary working hours an employee, in accordance with 39.8.1(c) and 39.8.1(d), is entitled to a day off during his/her work cycle, such employee shall be advised by the employer at least four weeks in advance of the week day he is to take off.

39.10 Substitute days

39.10.1 An employer, with agreement of the majority of employees concerned, may substitute the day an employee is to take off in accordance with 39.8.1(c) and 39.8.1(d), for another day in the case of a breakdown in machinery or a failure or shortage of electric power or to meet the requirements of the business in the event of rush orders or some other emergency situation.

39.10.1(a) An individual employee, with the agreement of his/her employer, may substitute the day he is to take off for another day.

39.10.2 An employee would therefore work on what would normally have been his or her rostered day off and accrue an entitlement to bank a rostered day off to be taken at a mutually convenient time for both the employee and the employer, provided that no less than seven days' notice is given before taking the banked Rostered Day(s) Off.

39.10.3 No payments or penalty payment shall be made to employees working under this substitute banked Rostered Day Off. However the employer will maintain a record of the number of Rostered Days banked and will apply the Average Pay System during the weeks when an employee elects to take a banked Rostered Day Off.

39.10.4 Employees terminating prior to taking any banked Rostered Day(s) Off shall receive the following:

Average weekly pay x number of banked substitute days

5

39.10.5 The union shall be notified in writing by the employer of agreements made pursuant to this subclause by no later than the end of the fifth working day subsequent to the day upon which such agreement is made.

40. DAY OFF IN EACH WEEK

40.1 All employees shall receive at least one clear day off in each week in the case of day-shift employees and one clear night off in each week in the case of night-shift employees.

40.2 Provided that during any working period not exceeding three consecutive weeks, the day or night off may, with the approval of the Director of Nursing or in the case of a Community Health Centre the employer, be allowed to stand over, and be taken at a time mutually agreed upon in any one consecutive period equivalent to one day or night, as the case may be, for each week in the period concerned.

40.3 Mothercraft Nurses only

40.3.1 All employees shall receive two consecutive days off in each week in the case of day shift employees and two consecutive nights off in each week in the case of night shift employees. Provided that such days or nights off may, by mutual consent, be allowed to accumulate to a maximum of four consecutive days or nights as the case may be.

40.3.2 Rosters shall be prepared so that such days or nights off shall occur on at least thirteen weekends (excluding those occurring during the period of annual leave) in each year of employment.

41. REST INTERVALS

41.1 At a time suitable to the employer two rest intervals of ten minutes each shall be given to all employees during each day or rostered shift and shall be counted as time worked.

41.2 In respect of Mothercraft Nurses only, one rest interval shall be taken before and one after the meal break.

42. OVERTIME

42.1 Except in the case of a Director of Nursing in an institution where a Deputy or Assistant Director of Nursing is also employed all work done in excess of the ordinary hours prescribed shall be paid at the rate of time and a half for the first two hours and double time thereafter. For the purpose of this clause each day or shift shall stand alone.

42.2 Rest periods - affected by overtime (including Saturdays and Sundays)

42.2.1 When overtime work (including recall to duty) is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least ten hours continuously off duty between the work of successive shifts.

42.2.2 An employee (other than a casual employee) who works so much overtime between the termination of her/his last previously rostered ordinary hours of duty and the commencement of her/his next succeeding rostered period of duty that she/he would not have had at least ten hours continuously off duty between those times, shall subject to this subclause, be released after completion of such overtime worked until she/he had ten hours continuously off duty without loss of pay for rostered ordinary hours occurring during such an absence.

42.2.3 If on the instructions of her/his employer such an employee resumes or continues work without having had such ten hours continuously off duty she/he shall be paid at the rate of double time until she/he is released from duty for such rest period and she/he shall be entitled to be absent until she/he has had ten hours continuously off duty without loss of pay for rostered ordinary hours occurring during such an absence.

42.2.4 In the event of any employee finishing any period of overtime or recall at a time when reasonable means of transport are not available for the employee to return to her/his place of residence the employer shall provide adequate transport free of cost to the employee.

42.2.5 In lieu of receiving payment for overtime worked in accordance with this clause, employees may, with the consent of the employer, be allowed to take time off, for a period of time equivalent to the period worked in excess of ordinary rostered hours of duty, plus a period of time equivalent to the overtime penalty incurred. Such time in lieu shall be taken as mutually agreed between the employer and the employee, provided that accrual of such leave shall not extend beyond a 28 day period.

42.3 Where such accrued time has not been taken within the 28 day period, such time shall be paid in accordance with this clause at the rate of pay which applied on the day the overtime was worked.

42.3.1 For the purposes of this clause, in accruing or calculating payment of overtime, each period of overtime shall stand alone.

42.4 In the public sector this clause shall apply to part-time employees only with respect to shift lengths referred to in clause 39 - Hours of work. Any part-time employee working in excess of 38 hours in any week shall be regarded as a full-time employee for the period so worked.

42.5 Overtime (Mothercraft Nurses only)

All work done in excess of the ordinary hours prescribed shall be paid at the rate of time and a half for the first two hours and double time thereafter. An employee shall not be allowed or required to take time off in lieu thereof.

43. ALLOWANCES

43.1 On call allowance

An employee rostered to be on call (i.e. to be available to be recalled to duty in that period of time beyond the employee's rostered hours of duty), shall be paid the sum of 1.45% of the base rate per period of twelve hours or part thereof, or in respect of Mothercraft Nurses, the sum of \$5.70 per period of twelve hours or part thereof.

43.2 Recall allowance

43.2.1 When an employee is rostered on call and is recalled to duty such employee shall be paid a minimum of two hours salary for each occasion on which she or he is recalled.

43.2.2 An employee who is recalled to work outside ordinary rostered hours and who uses his or her vehicle for transport from home to place of work and return shall receive an allowance at the rate payable to officers of the Public Service, with a minimum payment of 59 cents for each occasion of such use.

43.2.3 An employee rostered on call and recalled who does not use her/his vehicle shall be provided at the expense of the employer, with suitable transport for the inward journey and the provision of transport for the return journey shall be in accordance with 43.3.

43.3 Travelling allowance

- 43.3.1** Any employee whose duties require her/him to travel shall be paid first class fares and all reasonable out-of-pocket expenses.
- 43.3.2** Any employee engaged for a distant position where a definite period of engagement is not stated shall after six months' continuous service, receive a refund of first class railway, coach or plane fares and reasonable out-of-pocket expenses incurred within the State of Victoria in reaching such position.
- 43.3.3** Any employee engaged for a distant position for a definite period shall, upon completion of the term of the engagement, receive first class railway, coach or plane fares or necessary mileage for use of private car for return trip and reasonable out-of-pocket expenses incurred in travelling within the State of Victoria.

43.4 Vehicle allowance

- 43.4.1** Where an employee is required to provide her/his own mode of conveyance in connection with her/his duties, she/he shall be paid an allowance in accordance with the following table as varied from time to time:

		A kilometre (cents)	A mile (cents)
Motor cars	35 PMU and over	70.8	112.7
	Under 35 PMU	59.0	93.4
Motor cycles	250 cc and over	34.3	53.7
	Under 250 cc	25.7	40.8
Bicycles		8.6	

Note : PMU means power mass units as stated in the certificate of registration of the vehicle. Provided that there be a minimum payment of 57 cents for each occasion of use.

43.5 Uniform and laundry allowance

43.5.1 Where uniforms are not provided by the employer the employee shall be paid a uniform allowance at the rate of 94 cents per day or for Mothercraft Nurses \$1.11 per day, or part thereof on duty or \$4.72 per week, or \$4.52 per week for Mothercraft Nurses whichever be the lesser amount. Where such employee's uniforms are not laundered by or at the expense of the hospital, the employee shall be paid a laundry allowance of 25 cents, or for Mothercraft Nurses 21.8 cents per day or part thereof on duty or \$1.23 or for Mothercraft Nurses 88.7 cents, per week whichever be the lesser amount.

43.5.2 Employees required by the employer to wear uniforms shall be reimbursed by the employer for an adequate number of such uniforms and aprons appropriate to the occupation.

43.5.3 The uniform allowances but not the laundry shall be paid during all absences on leave, except absence on long service leave and absence on sick leave beyond 21 days. Where, prior to taking leave, an employee was paid a uniform allowance other than at the weekly rate, the rate to be paid during absence on leave shall be the average of the allowance paid during the four weeks immediately preceding the taking of leave.

43.5.4 Where an employer provides an employee with uniforms, all articles so provided remain the property of the hospital.

43.6 Shift allowance

43.6.1 In addition to any other rates prescribed elsewhere in this part of this award an employee whose rostered hours of ordinary duty finish between 6.00 p.m. and 8.00 a.m. or commence between 6.00 p.m. and 6.30 a.m. shall be paid an amount equal to 2-1/2% of the rate for Registered Nurse Grade 1 in 32.4.1 per rostered period of duty or for Mothercraft Nurses 2, 5% of the rate for “Registered Mothercraft Nurse during 1st year of experience” per rostered period of duty.

43.6.2 Provided that in the case of an employee working on any rostered hours of ordinary duty, finishing on the day after commencing duty or commencing after midnight and before 5.00 a.m. he or she shall be paid an amount equal to 4% of the rate for Registered Nurse Grade 1 in 32.4.1(b) or for Mothercraft Nurses 4% of the rate for “Registered Mothercraft Nurse during 1st year of experience” per rostered period of duty for any such period of duty and provided further that in the case of an employee permanently working on any such rostered hours of ordinary duty shall be paid an amount equal to 5% of the rate for Registered Nurse Grade 1 in 32.4.1 or for Mothercraft Nurses 5% of the rate for “Registered Mothercraft Nurse during 1st year of experience” per rostered period of duty for any such period of duty.

43.6.2(a) **Permanently working** shall mean working for any period in excess of four consecutive weeks.

43.6.3 Provided that the shift allowance shall be calculated to the nearest 10 cents, an exact amount of 5 cents in the result going to the higher figure.

43.6.4 Provided further that this clause shall not apply to Director of Nursing and Deputy Director of Nursing.

43.7 Meal allowance

43.7.1 An employee shall be supplied with an adequate meal where an employer has her/his own cooking and dining facilities or be paid meal money in addition to any overtime payment as follows:

- 43.7.1(a)** when required to work after the usual finishing hour of work beyond one hour (Monday to Friday inclusive), or in the case of a shift employee when the overtime work on any shift exceeds one hour - \$7.14, or in the case of Mothercraft Nurse - \$6.66. Provided that where such overtime work exceeds four hours a further meal allowance of \$5.82, or in the case of a Mothercraft Nurse - \$5.35, shall be paid;
- 43.7.1(b)** when required to work more than five hours overtime on a Saturday or on a Sunday, or more than five hours by a shift employee on her/his rostered day off - \$7.41 or in the case of a Mothercraft Nurse - \$6.66 and a further \$5.82 or in the case of a Mothercraft Nurse - \$5.35, when required to work more than nine hours on such day. These foregoing provisions shall not apply where an employee could reasonably return home for a meal within the period allowed;
- 43.7.1(c)** on request meal money shall be paid on the same day as overtime is worked.

43.8 Telephone allowance

Where an employer requires an employee to install and/or maintain a telephone for the purposes of being on call the employer shall refund the installation costs and subsequent three-monthly rental charges on production of receipted accounts.

44. JURY SERVICE

- 44.1** An employee other than a casual employee, required to attend for jury service during his or her ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of his or her attendance for such jury service and the amount of ordinary salary he or she would have received in respect of the ordinary time he or she would have worked had he or she not been on jury service.
- 44.2** An employee shall notify his or her employer as soon as possible of the date upon which he or she is required to attend for jury service. Further the employee shall give his or her employer proof of his or her attendance at the court, the duration of such attendance and the amount received in respect of such jury service.

45. REDUNDANCY (PRIVATE SECTOR AND COMMUNITY HEALTH CENTRES ONLY)

45.1 Definition

- 45.1.1** Redundancy occurs where an employer decides that an employer no longer wishes the job the employee was doing to be done by anyone and this is not due to the ordinary and customary turnover of labour.

45.1.2 **Week's pay** means the ordinary time rate of pay for the employee concerned.

45.2 Transfer to lower paid duties

Where an employee is transferred to lower paid duties for reasons set out in 45.1.1 the employee shall be entitled to the same period of notice of transfer as she/he would be entitled to if her/his employment had been terminated, and the employer may at the employers option, make payment in lieu thereof of an amount equal to the difference between the former ordinary time rate of pay and the new lower ordinary time rates for the number of weeks notice still owing.

45.3 Severance pay

45.3.1 In addition to the period of notice prescribed for termination in this part and subject to further award of the Commission, an employee whose employment is terminated for reasons set out in 45.1.1 shall be paid the following amount of severance pay in respect of a period of continuous service.

Period of continuous service	Severance pay
less than one year	nil
1 year but less than 2 years	4 week's pay
2 years but less than 3 years	6 week's pay
3 years but less than 4 years	7 week's pay
4 years and over	8 week's pay

45.3.2 Provided that the severance payments shall not exceed the amount the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

45.4 Continuous service

For the purposes of this clause, continuity of service shall be calculated in the manner prescribed by clause 20 - Long service leave of this part.

45.5 Incapacity to pay

45.5.1 An employer, in a particular redundancy case, may make application to the Commission to have the general severance pay prescription varied on the basis of the employer's incapacity to pay.

PART D - ENROLLED NURSES

46. DEFINITIONS

46.1 Common definitions

- 46.1.1** For the purpose of this part **experience** referred to in clause 50 - Salaries, means experience at such work in any workplace subject to this part within the last five years, excluding any leave provisions contained within this part.

46.1.2 For the purpose of this clause **allowance rate** means the weekly ordinary full-time wage of a State Enrolled Nurse at Pay Point 1 referred to in 50.1.

47. MODE OF EMPLOYMENT

47.1 Full-time employment

A full-time employee is one who is employed and who is ready, willing and available to work a full week of 38 hours or an average of 38 hours as per 53.1 at the times and during the hours as may be mutually agreed upon or in the absence of such agreement as prescribed by the employer. Subject to the provisions of 53.1 such employee shall be paid the full weekly wage appropriate to the employee's classification, irrespective of the number of hours worked not exceeding 38, or an average of 38 per week as per 53.1.

47.2 Part-time employment

47.2.1 A part-time employee is one who is employed and who is ready, willing and available to work on a regular basis any number of hours less than 38 hours in any one week (or less than 76 hours in a fortnight), provided that the number of hours worked may vary from week to week by mutual agreement between the employer and the employee.

47.2.2 Part-time employees shall be employed subject to the following conditions:

47.2.2(a) Part-time employees shall be paid per hour worked an amount equal to 1/38th of the weekly wage appropriate to the employee's classification.

47.2.2(b) Payment in respect of any period of sick leave (where an employee has accumulated an entitlement) shall be on a pro rata basis made according to the number of hours the employee would have worked on the day or days on which the leave was taken so as not to reduce the employee's wage below that level which such employee would have received had such employee not been absent.

47.2.2(c) Any period of annual leave, sick leave or long service leave to which an employee may be entitled shall be on a pro rata basis according to the number of hours the employee worked on average over the past twelve months.

47.2.2(d) The payment or deduction of payment in lieu of notice of termination of employment shall be calculated on a proportionate basis.

47.2.3 Subject to the foregoing provisions of this subclause, all the provisions of this part shall apply to part-time employees.

47.2.4 Notwithstanding the above, an employee employed on a regular basis for four hours or less per week shall be paid as per 47.3.2, 47.3.3 and 47.3.4.

47.3 Casual employment

- 47.3.1** A casual employee is one who is engaged in relieving work or work of a casual nature and whose engagement is terminable by an employer in accordance with the employer's requirements, without the requirement of prior notice by either party, but does not include an employee who could properly be classified as a full-time or part-time employee under 47.1 and 47.2 of this clause.
- 47.3.2** A casual employee shall be paid for all work done on weekdays an amount equal to 1/38th of the weekly wage appropriate to the employee's classification per hour plus 25% and for all work done on Saturdays, Sundays and public holidays an amount equal to 1/38th of the weekly wage appropriate to the employee's classification per hour plus 75%.
- 47.3.3** In addition a casual employee shall be entitled to receive the appropriate uniform and other allowances contained in this part.
- 47.3.4** The provisions of clause 16 - Termination of employment - non-public sector only), clause 17 - Annual leave, 19.4 - Sick leave), 19.9 - Bereavement leave) shall not apply in the case of a casual employee, excepting the relevant provisions of 19.4.9 and 19.4.10.

48. JURY SERVICE

- 48.1** An employee required to attend for jury service during his or her ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of his or her attendance for such jury service and the amount of ordinary salary he or she would have received in respect of the ordinary time he or she would have worked had he or she not been on jury service.
- 48.2** An employee shall notify his or her employer as soon as possible of the date upon which he or she is required to attend for jury service. Further the employee shall give his or her employer proof of his or her attendance at the court, the duration of such attendance and the amount received in respect of such jury service.

49. NOTIFICATION OF CLASSIFICATION

- 49.1** Every employer shall notify each of her/his employees in writing on commencement of their classification and terms of employment.
- 49.2** Every employer shall notify each of her/his subsequent employees of their classification in writing on appointment.
- 49.3** Every employer shall notify each of her/his employees of any alteration to their classification in writing not later than the operative day of such alteration.

50. SALARIES

50.1 The weekly ordinary full-time wage shall be:

Enrolled Nurse at Pay Point 1	\$504.30
Enrolled Nurse at Pay Point 2	\$513.75
Enrolled Nurse at Pay Point 3	\$523.15
Enrolled Nurse at Pay Point 4	\$532.55
Enrolled Nurse at Pay Point 5	\$540.05

50.2 Pay Point 1

50.2.1 **Pay Point 1** means the Pay Point to which an employee shall be appointed as an enrolled nurse (as defined) where the employee possesses and may be required to utilise a level of nursing skill and knowledge based on:

50.2.2 Training and experience

- 50.2.2(a)** the satisfactory completion of a hospital based course of training in nursing of not more than twelve months duration leading to enrolment as an enrolled nurse (as defined); or
- 50.2.2(b)** the satisfactory completion of a course of training of twelve months duration in specified branch of nursing leading to enrolment on a register or roll maintained by a State/Territory nurses registration board; or
- 50.2.2(c)** the satisfactory completion of a course of training of twelve months duration in a branch of nursing leading to the possession of a qualification required by the employer in the employee's employment;
- 50.2.2(d)** and practical experience as defined of up to but not more than twelve months in the provision of nursing care and/or services, and, the undertaking of inservice training, subject to its provision by the employment agency, from time to time.

50.2.3 Skill indicators

The employee has:

- 50.2.3(a)** limited or no practical experience of current situation; and

50.2.3(b) limited discretionary judgement, not yet developed by practical experience.

50.3 Pay Point 2

50.3.1 **Pay Point 2** means the Pay Point to which an employee shall be appointed or shall progress from Pay Point 1, having been assessed as being competent at Pay Point 1, where the employee possesses and may be required to utilise a level of nursing skill and knowledge based on:

50.3.2 Training and experience

- 50.3.2(a)** the satisfactory completion of a hospital based course of general training in nursing of more than twelve months duration and/or 500 or more hours of theory content of a course accredited at advanced certificate level leading to enrolment as an enrolled nurse; or
- 50.3.2(b)** in addition to the experience, skill and knowledge requirements specified for Pay Point 1 (as defined), not more than one year of practical experience as defined in the provision of nursing care and/or services;
- 50.3.2(c)** and the undertaking of inservice training, subject to its provision by the employing agency, from time to time.

50.3.3 Skill indicators

50.3.3(a) An employee is required to demonstrate some of the following in the performance of his or her work:

- 50.3.3(a)(i)** a developing ability to recognise changes required in nursing activity and in consultation with the Registered Nurse, implement and record such changes, as necessary; and/or
- 50.3.3(a)(ii)** is able to relate theoretical concepts to practice; and/or
- 50.3.3(a)(iii)** requires assistance in determining priorities.

50.4 Pay Point 3

50.4.1 Pay Point 3 means the Pay Point to which an employee shall be appointed or progress from Pay Point 2, having been assessed as being competent at Pay Point 2, where the employee possesses and may be required to utilise a level of nursing skill and knowledge based on:

50.4.2 Training and experience

- 50.4.2(a)** In addition to the experience, skill and knowledge requirements specified for Pay Point 2 (as defined), not more than one further year of practical experience as defined in the provision of nursing care and/or services; and
- 50.4.2(b)** the undertaking of inservice training, subject to its provision by the employing agency, from time to time.

50.4.3 Skill indicators

50.4.3(a) An employee is required to demonstrate some of the following in the performance of his or her work:

50.4.3(a)(i) an ability to organise, practice and complete nursing functions in stable conditions with limited direct supervision;
and/or

- 50.4.3(a)(ii)** the use of observation and assessment skills to recognise and report deviations from stable conditions; and/or
- 50.4.3(a)(iii)** demonstrated flexibility in the capacity to undertake work across a broad range of nursing activity and/or competency in a specialised area of practice; and/or
- 50.4.3(a)(iv)** use communication and interpersonal skills to assist in meeting psychosocial needs of individual groups.

50.5 Pay Point 4

50.5.1 **Pay Point 4** means the Pay Point to which an enrolled nurse (as defined) shall be appointed or progress from Pay Point 3, having been assessed as being competent at Pay Point 3, where such an employee possesses and may be required to utilise a level of nursing skill and knowledge based on:

50.5.2 Training and experience

50.5.2(a) In addition to the experience, skill and knowledge requirements specified for Pay Point 3 (as defined), not more than one further year of practical experience as defined in the provision of nursing care and/or services; and

- 50.5.2(a)(i)** the undertaking of inservice training, subject to its provision by the employing agency, of not less than 80 hours accumulated since registration; or
- 50.5.2(a)(ii)** the successful completion of two post basic modules relevant to the work undertaken, within the Certificate IV Health (Nursing), subject to their availability; or
- 50.5.2(a)(iii)** the undertaking of inservice training, subject to its provision by the employing agency, of not less than 40 hours accumulated since registration and the successful completion of one post basic module relevant to the work undertaken within the Certificate IV Health (Nursing), subject to their availability.

50.5.3 Skill indicators

50.5.3(a) An employee is required to demonstrate some of the following in the performance of his or her work:

- 50.5.3(a)(i)** demonstrable speed and flexibility in accurate decision making; and/or

50.5.3(a)(ii) organises own workload and set own priorities with minimal direct supervision; and/or

50.5.3(a)(iii) uses observation and assessment skills to recognise and report deviations from stable conditions across a broad range of patient and/or service needs; and/or

50.5.3(a)(iv) uses communication and interpersonal skills to meet psychosocial needs of individuals/groups.

50.6 Pay Point 5

50.6.1 Pay Point 5 means the Pay Point to which an enrolled nurse (as defined) shall be appointed or progress from Pay Point 4, having been assessed as being competent at Pay Point 4, where the employee possesses and may be required to utilise a level of nursing skill and knowledge based on:

50.6.2 Training and experience

50.6.2(a) In addition to the experience, skill and knowledge requirements specified for Pay Point 4 (as defined), not more than one further year of practical experience as defined in the provision of nursing care and/or services; and

50.6.2(a)(i) the undertaking of inservice training, subject to its provision by the employing agency, of not less than 120 hours accumulated since registration; or

50.6.2(a)(ii) the successful completion of an additional two post basic modules relevant to the work undertaken, within the Certificate IV Health (Nursing), subject to their availability; or

50.6.2(a)(iii) the undertaking of inservice training, subject to its provision by the employing agency of not less than 80 hours accumulated since registration and the successful completion of one additional post basic module relevant to the work undertaken within the Certificate IV Health (Nursing), subject to their availability.

50.6.3 Skills indicators

50.6.3(a) An employee is required to demonstrate some of the following in the performance of his or her work:

50.6.3(a)(i) contributes information in assisting the Registered Nurse/s with development of nursing strategies/improvements within the employee's own practice setting and/or nursing team, as necessary; and

- 50.6.3(a)(ii)** responds to situations in less stable and/or changed circumstances resulting in positive outcomes, with minimal direct supervision; and
- 50.6.3(a)(iii)** demonstrates efficiency and sound judgement in identifying situations requiring assistance from a Registered Nurse.

50.7 Year of practical experience - for the purpose of this clause shall mean full-time service following registration as a State Enrolled Nurse provided that an employee who has worked on average of less than 24 hours per week in a year shall be required to work a further twelve months before becoming eligible for advancement to the next Pay Point.

50.8 Translation to new salary structure

50.8.1 The translation of State Enrolled Nurses to the new structure will take place on a point to point basis for the first three Pay Points.

50.8.2 In relation to State Enrolled Nurses employed in the public sector, the Private Hospital Sector or Victorian Bush Nursing agencies, the translation of State Enrolled Nurses to Pay Point 4 and Pay Point 5 will be as follows:

50.8.2(a) A State Enrolled Nurse meeting the training and experience criteria and skill indicators contained in 50.5.2 and 50.5.3 shall be appointed to Pay Point 4. A State Enrolled Nurse can be appointed to Pay Point 4 from 24 January 1996.

50.8.2(b) A State Enrolled Nurse meeting the training and experience criteria and skill indicators contained in 50.6.2 and 50.6.3 of this order shall be appointed to Pay Point 5. A State Enrolled Nurse cannot access Pay Point 5 until 24 January 1997.

50.8.3 In relation to State Enrolled Nurses employed in the Private Aged Care Sector the translation of State Enrolled Nurses to Pay Point 4 and Pay Point 5 will be as follows:

50.8.3(a) A State Enrolled Nurse meeting the training and experience criteria and skill indicators contained in 50.5.2 and 50.5.3 shall be appointed to Pay Point 4. A State Enrolled Nurse can be appointed to Pay Point 4 from 24 January 1996.

50.8.3(b) A State Enrolled Nurse meeting the training and experience criteria and skill indicators contained in 50.6.2 and 50.6.3 shall be appointed to Pay Point 5. A State Enrolled Nurse can be appointed to Pay Point 5 from 24 January 1996.

51. PAYMENT OF SALARIES

51.1 Non-Public Sector only

Wages shall be paid during working hours not later than Thursday following the end of the weekly or fortnightly pay period provided that:

51.1.1 When a public holiday occurs on a Thursday or a Friday payment shall be made on the Wednesday;

- 51.1.2** An employee who is rostered off on the Thursday pay day but who works anytime after 9.00 a.m. on the Tuesday or any time on the Wednesday immediately preceding the Thursday, payment shall be made on the Tuesday or Wednesday as the case may be. This applies only where employees are paid by means other than direct bank transfer.
- 51.1.3** When an employee is paid by means other than direct bank transfer and that employee is not rostered to work at any time between 9.00 a.m. on Monday and midnight on the Thursday, payment may be postponed upon such employee's next rostered period of duty following the Thursday but, should the employee so desire, he or she may attend and collect his or her pay on the pay day.
- 51.2** When notice of termination of employment has been given by an employee or an employee's services have been terminated by an employer, payment of all wages and other moneys owing to an employee shall be made to the employee.
- 51.2.1** If an employee is kept waiting for more than 24 hours such employee shall be paid overtime rates for the duration of the period until such moneys owing are paid with a minimum payment of two hours and a maximum payment of 7 hours and 36 minutes per day.
- 51.2.2** Notwithstanding the above, this subclause will not come into effect if the payment of wages or other moneys owed falls on a bank holiday or declared public holiday. This clause will come into effect upon the expiration of such a bank holiday or declared public holiday.
- 51.2.3** This subclause will not come into effect if any unforeseen event outside the control of the employer prevents the employer's ability to meet the requirements of this subclause.
- 51.3** On or prior to the pay day the employer shall provide to each employee, in writing a payslip in accordance with Part 9B of the *Workplace Relations Act 1996* (Cth) regulations.
- 51.4** Where the system of working provides for the taking of ADOs and an employee's employment is terminated:
- 51.4.1** and one or more ADOs have been granted in advance; or an ADO has been taken during the work cycle during which the employee is terminated, the wages due to that employee shall be reduced by the total of the ADOs taken in advance, and/or the total un-accrued portion of the ADO granted in that work cycle as the case may be;
- 51.4.2** and an employee has not worked a complete four week or five week cycle as the case may be, he/she shall receive pro rata accrued entitlements for each day worked or regarded as having been worked in such cycle payable for the accrued day off.

51.5 Public Sector only

- 51.5.1** Wages shall be paid during working hours not later than Wednesday following the end of the weekly or fortnightly pay period provided that:
- 51.5.1(a)** when a Bank Holiday occurs on a Monday, a Tuesday or a Wednesday payment may be made on the Thursday;
 - 51.5.1(b)** an employee who is rostered off on the Wednesday pay day but who works anytime after 9.00 a.m. on the Monday or at anytime on the Tuesday immediately preceding the Wednesday payment shall be made on the Monday or the Tuesday as the case may be;
 - 51.5.1(c)** when an employee is not rostered to work at anytime between 9.00 a.m. on Monday and midnight on the Wednesday, payment may be postponed until such employee's next rostered period of duty following the Wednesday but, should the employee so desire, he or she may attend and collect his or her pay on the pay day.
- 51.5.2** An employee shall be supplied at or prior to the time of receiving his/her pay, with a statement in writing, in accordance with Part 9B of the *Workplace Relations Act 1996* (Cth) Regulations.
- 51.5.3** When notice of termination of employment has been given by an employee or an employee's services have been terminated by an employer, payment of all wages and other moneys owing to an employee shall be made to the employee.
- 51.5.4** If an employee is kept waiting for more than 24 hours such employee shall be paid overtime rates for the duration of the period until such moneys owing are paid with a minimum payment of two hours and a maximum payment of 7 hours and 36 minutes per day.
- 51.5.5** Notwithstanding the above, this subclause will not come into effect if the payment of wages or other moneys owed falls on a bank holiday or declared public holiday. This clause will come into effect upon the expiration of such a bank holiday or declared public holiday.
- 51.5.6** This subclause will not come into effect if any unforeseen event outside the control of the employer frustrates the employer's ability to meet the requirements of this subclause.

52. MIXED FUNCTIONS/HIGHER DUTIES

52.1 Non-Public Sector only

52.1.1 An employee engaged in any duties carrying a higher rate than the classification in which he or she is ordinarily employed in any one day or shift shall be paid at the higher rate for:

52.1.1(a) the time so worked for two hours or less; or

52.1.1(b) the full day or shift where the time so worked exceeds two hours.

52.2 Public Sector only

An employee engaged in any one day or shift for more than one hour on duties carrying a higher rate than the classification in which she/he is ordinarily employed shall be paid for the full day or shift at the higher rate; but if so engaged for one hour or less only the time so worked shall be paid for at the higher rate.

53. HOURS OF WORK

53.1 Hours for an ordinary week's work

53.1.1 The hours for an ordinary week's work shall be 38, or be an average of 38 per week in a fortnight, or in a four week period or, by mutual agreement, in a five week period in the case of an employee working ten hour shifts and shall be worked either:

53.1.1(a) in five days in shifts of not more than eight hours each; or

53.1.1(b) in a fortnight of 76 hours in ten shifts of not more than eight hours each; or

53.1.1(c) in 152 hours per four week period to be worked as nineteen shifts each of eight hours; or

53.1.2 By mutual agreement

53.1.2(a) in four days in shifts of not more than ten hours each; or

53.1.2(b) in a fortnight of 76 hours in eight shifts of not more than ten hours each; or

53.1.2(c) with the exception of time occupied in having meals and one additional break, if same is required by the institution the work of each shift shall be continuous.

53.2 Provided that no employee shall be required to work more than six consecutive periods of ordinary duty without 24 hours off duty.

- 53.3** Provided further that notwithstanding anything else contained in this part, an employee who works more than six consecutive periods of ordinary duty without 24 hours off duty shall be paid for the seventh and any further consecutive period of ordinary duty worked at the rate of treble time until he/she has been given 24 hours off duty.
- 53.4** For the purposes of this clause the working week shall commence at midnight on a Sunday.
- 53.5** Except as provided in 47.3 employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

53.5.1 Except where the conduct of an employee justifies instant dismissal notice of termination of employment in accordance with clause 16 - Termination of employment, may be given by either employer or employee, or wages paid or forfeited as the case may be in lieu of such notice.

53.5.2 In the case of non-public sector employees, the provisions of clause 16 - Termination of employment shall apply.

53.6 Where an employee has given or has been given notice she/he shall continue in his/her employment until the date of expiration of such notice and where an employee who has given or has been given notice as aforesaid refuses to work or is absent from work without just cause or excuse the employee shall be deemed to have abandoned his/her employment and shall not be entitled to payment for work done by her/him within the period of notice.

54. MINIMUM ENGAGEMENT

For the purposes of this part the minimum engagement for any class of employee is two hours, with the exception of those persons eligible for payment prescribed in 58.1 and 58.2.

55. MEAL INTERVAL

55.1 Except as provided in 55.1.1 and 55.1.2 hereof, a meal interval of not less than 30 minutes and not more than 60 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

55.1.1 Each employee on night duty who is not relieved from duty (and “on call”) during the rostered meal interval shall be granted a meal interval of not less than twenty minutes to be commenced after completing three hours and not more than five hours of duty. Such time to be counted as time worked.

55.1.2 The above “crib time” arrangement may also be adopted in any case where there is mutual agreement between employer and employee.

56. REST INTERVALS

Employees shall be entitled to a ten minute rest interval in each four hours worked or part thereof being greater than one hour. Such rest break shall be at a time suitable to the employer and shall be counted as time worked.

57. INCIDENTAL AND PERIPHERAL

- 57.1** An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training consistent with the classification structure of this part, provided that such duties are not designed to promote deskilling.
- 57.2** An employer may direct an employee to carry out such duties and use such tools and equipment as may be required, provided that the employee has been properly trained in the use of such tools and equipment.

57.3 No employee shall be required to work beyond his/her relevant career stream except where practical circumstances otherwise require.

57.4 Any direction issued by the employer pursuant to the above shall be consistent with the employer's responsibilities to provide a safe and healthy working environment.

58. OVERTIME

58.1 The following overtime rates shall be paid for all work done:

58.1.1(a) in excess of the number of hours fixed as a day's, a week's or a fortnight's work as the case may be - time and a half for the first two hours and double time thereafter;

58.1.1(b) as overtime outside a spread of twelve hours from the commencement of the last previous rostered period of duty provided that the overtime is not continuous with the next succeeding period of duty - double time;

58.1.1(c) outside a spread of nine hours from the time of commencing work by an employee rostered to work broken shifts - time and a half, and outside a spread of twelve hours from the time of commencing work - double time.

58.2 Any period of overtime involving a recall to duty during an off duty period and which is not continuous with the next succeeding rostered period of duty shall be paid at a minimum of three hours at the appropriate overtime rate.

58.3 Subject to 58.5 overtime worked shall be paid for, and an employee shall not be allowed or required to take time off in lieu thereof.

58.4 An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

58.5 Time off in lieu

58.5.1 In lieu of receiving payment for overtime worked in accordance with this clause, employees may choose, with the consent of the employer, to take time off for a period of time equivalent to the period worked in excess of ordinary rostered hours of duty, plus a period of time equivalent to the overtime penalty incurred. Such time in lieu shall be taken as mutually agreed between employer and employee, provided that accrual of such leave shall not extend beyond a 28 day period.

58.5.2 Where such accrued time has not been taken within the 28 day period, such time shall be paid in accordance with this clause at the rate of pay which applied on the day the overtime was worked.

58.5.3 For the purposes of this clause, in accruing or calculating payment of overtime, each period of overtime shall stand alone.

58.6 Rest period after overtime (including Saturday and Sunday)

- 58.6.1** When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least ten consecutive hours off duty between the work of successive shifts.
- 58.6.2** An employee (other than a casual employee) who works so much overtime between the termination of his/her last previous rostered ordinary hours of duty and the commencement of her/his next succeeding rostered period of duty that she/he would not have at least ten consecutive hours off duty between those times, shall, subject to this subclause, be released after completion of such overtime worked until she/he has had ten consecutive hours off duty without loss of pay for rostered ordinary hours occurring during such absence.
- 58.6.3** If on the instructions of her/his employer such an employee resumes or continues work without having had such ten consecutive hours off duty she/he shall be paid at the rate of double time until she/he is released from duty for such rest period and she/he shall then be entitled to be absent until she/he has had ten consecutive hours off duty without loss of pay for rostered ordinary hours occurring during such absence.
- 58.7** In the event of any employee finishing any period of overtime at a time when reasonable means of transport are not available for the employee to return to her/his place of residence the employer shall provide adequate transport free of cost to the employee.

59. WASH-UP TIME

Where necessary an employee shall be entitled to cease work ten minutes before his/her rostered finishing time to enable him/her to wash or to change his/her clothes.

60. TRAVELLING ON DUTY

- 60.1** When an employee is involved in travelling on duty, all reasonably incurred expenses in respect to fares, meals and accommodation will be met by the employer on production of receipted account(s) or other evidence acceptable to the employer.
- 60.2** Provided further that the employee shall not be entitled to reimbursement for those expenses which exceed the mode of transport, meals or the standard of accommodation agreed for the purpose with the employer.

61. ALLOWANCES

61.1 Shift allowance

61.1.1 In addition to any other rates prescribed elsewhere in this part an employee whose rostered hours of ordinary duty finish between 6.00 p.m. and 8.00 a.m. or commence between 6.00 p.m. and 6.30 a.m. shall be paid 2.5% of the allowance rate per rostered period of duty.

61.1.1(a) Provided that in the case of an employee working on any rostered hours of ordinary duty finishing on the day after commencing duty or commencing after midnight and before 5.00 a.m. she/he shall be paid for any such periods of duty an amount equal to 4% of the allowance rate and provided further that in the case of an employee permanently working on any such rostered hours of ordinary duty she/he shall be paid for any such period of duty an amount equal to 5% of the allowance rate.

61.1.1(a)(i) **Permanently working** shall mean working for any period in excess of four consecutive weeks.

61.1.1(b) Provided further that in the case of an employee who changes from working on one shift to working on another shift the time of commencement of which differs by four hours or more than from that of the first she/he shall be paid an amount equal to 4% of the allowance rate on the occasion of each such change in addition to any amount payable under the preceding provisions of this clause.

61.1.1(b)(i) Notwithstanding the provisions of 61.1.1(b) the change of shift allowance is not payable where an employer agrees to a request in writing made on behalf of one or more of his/her employees for changes in shifts and/or;

61.1.1(b)(ii) In the Private Sector where there is an intervening period of more than 48 hours off duty, inclusive of all leave, weekends, accrued days off, rostered days off and public holidays.

61.2 The allowances payable pursuant to 61.1 shall be calculated to the nearest 5 cents, portions of a cent being disregarded.

Allowance rate	%
Morning shift	2.5
Afternoon shift	2.5
Night shift	4.0
Permanent night shift	5.0
Change of shift	4.0

61.3 Nauseous work allowance

61.3.1 State Enrolled Nurses and Trainee State Enrolled Nurses shall be paid an allowance of 27 cents per hour or part thereof in addition to the rates prescribed elsewhere in this part for all time during which they are engaged in handling linen of a nauseous nature other than linen sealed in airtight containers.

61.3.2 An allowance of 33 cents per hour or part thereof shall be paid to an employee in any classification for work which is of an unusually dirty or offensive nature having regard to the duty normally performed by such employee in such classification. Provided that any employee who is paid the allowance prescribed in 61.3.1 herein shall not be entitled to this allowance for the same work.

61.3.3 Provided further that any employee who is entitled to be paid an allowance under 61.3.1 or 61.3.2 of this clause shall be paid a minimum sum of \$1.55 for work performed in any week.

61.4 Meal allowances

61.4.1 An employee shall be supplied with an adequate meal where an employer has her/hiss own cooking and dining facilities or be paid meal money in addition to any overtime payment as follows:

61.4.1(a) When required to work after the usual finishing hour of work beyond one hour (Monday to Friday inclusive) or in the case of shift employees when the overtime work on any shift exceeds one hour - \$7.68. Provided that where such overtime work exceeds four hours a further meal allowance of \$6.03 shall be paid.

61.4.1(b) When required to work more than five hours overtime on a Saturday or a Sunday or more than five hours by a shift employee on his/her rostered day off - \$7.68 and a further \$6.03 when required to work more than nine hours on such day.

61.4.1(c) These foregoing provisions shall not apply when an employee could reasonably return home for a meal within the period allowed.

61.4.1(d) On request meal money shall be paid on the same day as overtime is worked.

61.5 On call allowance

All employees required to be “on call” or who return to duty when off duty shall be paid, in addition to any other amount payable, a sum equal to 2-1/2% of the allowance rate, calculated to the nearest 5 cents, portion of a cent being disregarded, per period of twelve hours or part thereof.

61.6 Telephone allowance

Where the employer requires an employee to install and/or maintain a telephone for the purpose of being on-call, the employer shall refund the installation costs and/or the subsequent rental charges on production of receipted accounts.

61.7 Uniforms, protective clothing, etc.

61.7.1 Employees required by the employer to wear uniforms shall be reimbursed by the employer for an adequate number of such uniforms and aprons appropriate to the occupation.

61.7.2 Uniforms and aprons supplied by the employer shall remain the property of the employer and be laundered and maintained by such employer free of cost to the employee or the employee shall be reimbursed by the employer for the cost of laundering such items.

61.7.3 In lieu of the provision of such caps and uniforms the employer may, by agreement with the employee, pay such employee a uniform allowance at the rate of \$1.03 per day or part thereof on duty or \$5.13 per week whichever be the lesser amount. Where such employee's uniforms are not laundered by or at the expense of the employer, the employee shall be paid a laundry allowance of 24.1c per day or part thereof on duty or \$1.24 per week whichever be the lesser amount.

61.7.4 The uniform allowance but not the laundry allowance shall be paid during all absences on leave, except absences on long service leave and absence on sick leave beyond 21 days. Where, prior to the taking of leave, an employee was paid a uniform allowance other than at the weekly rate, the rate to be paid during absence on leave shall be the average of the allowance paid during the four weeks immediately preceding the taking of leave.

61.8 Vehicle allowance

Where an employer requires an employee to use his/her own motor vehicle in the performance of his/her duties such employee shall be paid an allowance in accordance with the following table as varied from time to time:

		A kilometre (cents)	A mile (cents)
Motor cars	35 PMU and over	70.8	112.7
	Under 35 PMU	59.0	93.4
Motor cycles	250 cc and over	34.3	53.7
	Under 250 cc	25.8	40.7
Bicycles		8.6	

Note: PMU means power mass units as stated in the certificate of registration for the vehicle.

61.9 Certificate allowance

61.9.1 A State Enrolled Nurse who holds at least one of the following certificates and who is required to use such a certificate or certificates in connection with his/her duties shall be paid an allowance of 4% of the wage rate for a State Enrolled Nurse payable under clause 50 - salaries for a course of six months duration or 7.5% of the wage rate for a State Enrolled Nurse payable under clause 50 - Salaries, for a course of twelve months duration.

Post Basic Nursing Courses In Australia For State Enrolled Nurses Victoria

Communicable Diseases Nursing (twelve months)	Fairfield Hospital Yarra Bend Road Fairfield, 3078
Maternity Nursing (six months)	Royal Women's Hospital Grattan Street Carlton, 3053
Operating Theatre Nursing (six months)	Royal Women's Hospital Grattan Street Carlton, 3053
Geriatric Nursing (six months)	Mount Royal Hospital Poplar Road Parkville, 3052

61.9.2 Notwithstanding anything contained elsewhere in this subclause a State Enrolled Nurse who holds any other certificate or qualification which may from time to time be approved by the Nurses Board of Victoria and who is required to use such certificate or qualification shall be paid an allowance of 4% of the wage rate payable under clause 50 - Salaries, for a State Enrolled Nurse for a course of six months duration or 7.5% of the wage rate payable under clause 50 - Salaries, for a State Enrolled Nurse for a course of twelve months duration.

61.10 Infectious allowance

61.10.1 Employees employed at their current place of work prior to 8 August 1991, shall in addition to the rates prescribed elsewhere in this part be paid allowances as follows whilst:

61.10.1(a) Employed in infectious diseases wards or wards wherein less than 25% of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid or meningitis, 18.5 cents per day.

61.10.1(b) Employed in infectious diseases wards or wards wherein 25% or more of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid or meningitis, 7.2 cents per hour with a minimum of 15.5 cents per day.

- 61.10.1(c)** Handling or dressing patients suffering from tuberculosis, typhoid or meningitis or patients qualified for admission to infectious diseases hospitals or wards, 7.2 cents per hour with a minimum of 15.5 cents per day.
- 61.10.1(d)** Handling clothes, bedding or linen, rubbish bins or refuse not previously disinfected and used in connection with any patient, hospital or ward referred to in 61.10.1(a), 61.10.1(b) and 61.10.1(c), 6.2 cents per hour with a minimum of 13.7 cents per day.

61.10.1(e) Handling the bodies of deceased patients who at the time of their death were suffering from any infectious disease or any of the diseases referred to in 61.10.1(a), 6.2 cents per hour with a minimum of 13.7 cents per day.

61.10.1(f) Engaged in experiments of an infectious nature or handling microscopic slides of infectious nature or slides used in connection with any of the complaints referred to in 61.10.1(a), 6 cents per hour with a minimum of 13.7 cents per day.

61.11 Heat allowance

61.11.1 Where work continues for more than two hours in temperatures exceeding 46 degrees Celsius employees shall also be entitled to twenty minutes rest after every two hours work without deduction of pay.

61.11.2 It shall be the responsibility of the employer to ascertain the temperature.

61.11.3(a) The following amounts shall be paid to employees employed at their current place of work prior to eighth of August 1991, in the prescribed circumstances in addition to any other amounts specified elsewhere in this part.

61.11.3(a) Where an employee works for more than one hour in the shade in places where the temperature is raised by artificial means and:

61.11.3(a)(i) exceeds 40 degrees Celsius but does not exceed 46 degrees Celsius - 28.9 cents per hour or part thereof;

61.11.3(a)(ii) exceeds 46 degrees Celsius - 33 cents per hour or part thereof.

61.12 Red Cross Mobile Unit allowance

An employee working with a mobile Red Cross unit which is out on location shall be paid an allowance of \$1.37 per day or part thereof. Provided that such employee shall be paid a minimum payment of \$6.97 for work performed in any week.

61.13 Interpreters' allowance

61.13.1 Qualified interpreters

61.13.1(a) In addition to any amount payable under clauses 50 - Salaries and 61 - Allowances of this award, any person employed as an interpreter (qualified) and who is accredited by the National Accreditation Authority for Translators and Interpreters (NAATI) shall receive the following additional payment per week:

61.13.1(a)(i) Interpreter/Translator Grade 1 (NAATI Accreditation Level 2):

In their second year	\$6.44
In their third year	\$22.44
In their fourth year	\$38.67

61.13.1(a)(ii) Interpreter/Translator Grade 2 (NAATI Accreditation Level 3):

In their first year	\$62.60
In their second year	\$80.92
In their third year	\$98.52
In their fourth year	\$116.04

61.13.2 Occasional interpreting

An employee not employed as a full-time interpreter who is required to perform interpreting duties shall receive an additional 62 cents on each occasion with a maximum additional payment of \$7.72 per week.

61.14 Seniors allowance

Any employee who is appointed as such shall have his/her classification preceded by the word “senior” and shall be paid an allowance of 10% to be calculated upon the base rate payable under 55.1 and shall be additional to any other such allowance to which the employee is entitled.

62. TRAINING PUBLIC SECTOR ONLY

62.1 The parties bound by this part recognise that in order to increase the efficiency and productivity of the Health and Nursing industries, a greater commitment to training and skill development is required. Accordingly, the parties commit themselves to:

62.1.1 developing a more highly skilled and flexible workforce;

62.1.2 providing employees with career opportunities through appropriate training to acquire additional skills; and

62.1.3 removing barriers to the utilisation of skills acquired.

62.2 Through the establishment of a central training committee, the parties shall develop a training programme consistent with:

62.2.1 the current and future skill needs of the industry/enterprise;

62.2.2 the size, structure and nature of operations within the industry/enterprise;

- 62.2.3** the need to develop vocational skills relevant to the enterprise and the Health and Nursing industries through courses conducted by educational institutions and providers as accredited by the central training committee.
- 62.3** When it is agreed a training committee be established at the local level that training committee should be constituted by equal numbers of employer and employee representatives and have a charter which clearly states its role and responsibilities, for example:

- 62.3.1 Formulation of a training programme and availability of training courses and career opportunities to employees;
 - 62.3.2 Dissemination of information on the training programme and availability of training courses and career opportunities to employees;
 - 62.3.3 The recommending of individual employees for training and reclassification;
 - 62.3.4 Monitoring and advising management and employees on the on-going effectiveness of the training.
- 62.4 Where as a result of consultation or through the local training committee and with the employee/s concerned, it is agreed that additional training in accordance with the programme developed pursuant to 62.2 should be undertaken by an employee, that training may be undertaken either on or off the job. Provided that if the training is undertaken during ordinary working hours the employee concerned shall not suffer any loss of pay. The employer shall not unreasonably withhold such paid training leave.
- 62.5 Any costs associated with standard fees for prescribed courses and prescribed textbooks (excluding those textbooks which are available in the employer's technical library) incurred in connection with the undertaking of training shall be reimbursed by the employer upon production of evidence of such expenditure. Provided that reimbursement shall also be on an annual basis subject to the presentation of reports of satisfactory progress.
- 62.6 Travel costs incurred by an employee undertaking training in accordance with this clause which exceed those normally incurred in travelling to and from work shall be reimbursed by the employer.
- 62.7 Subclauses 62.2, 62.3 and 62.4 shall operate as interim provisions and shall be reviewed after nine months' operation. In the meantime, the parties shall monitor the effectiveness of those interim provisions in encouraging the attainment of the objectives detailed in 63.1.

63. REDUNDANCY (NON-PUBLIC SECTOR ONLY)

63.1 Definitions

- 63.1.1 Redundancy occurs where an employer decides that an employer no longer wishes the job the employee was doing to be done by anyone and this is not due to the ordinary and customary turnover of labour.
- 63.1.2 **Week's pay** means the ordinary time rate of pay for the employee concerned.

63.2 Transfer to lower paid duties

Where an employee is transferred to lower paid duties for reasons set out in 63.1.1 the employee shall be entitled to the same period of notice of transfer as she/he would be entitled to if her/his employment had been terminated, and the employer may at the employers option, make payment in lieu thereof of an amount equal to the difference between the former ordinary time rate of pay and the new lower ordinary time rates for the number of weeks notice still owing.

63.3 Severance pay

63.3.1 In addition to the period of notice prescribed for termination in this part and subject to further award of the Commission, an employee whose employment is terminated for reasons set out in 63.1.1 shall be paid the following amount of severance pay in respect of a period of continuous service.

Period of continuous service	Severance pay
less than one year	nil
1 year but less than 2 years	4 week's pay
2 years but less than 3 years	6 week's pay
3 years but less than 4 years	7 week's pay
4 years and over	8 week's pay

63.3.2 Provided that the severance payments shall not exceed the amount the employee would have earned if employment with the employer had proceeded to the employee's normal retirement date.

63.4 Continuous service

For the purposes of this clause, continuity of service shall be calculated in the manner prescribed by clause 20 - Long service leave.

63.5 Employee leaving during notice period

An employee whose employment is terminated for reasons set out in 63.1.1 may terminate her/his employment during the period of notice and, if so, shall be entitled to the same benefits and payments under this clause had she/he remained with the employer until the expiry of such notice. Provided in such circumstances the employee shall not be entitled to payment in lieu of notice.

63.6 Alternative employment

An employer, in a particular redundancy case, may make application to the Commission to have the general severance prescription varied if the employer obtains acceptable alternative employment for the employee.

63.7 Time off during period of notice

- 63.7.1** During the period of notice of termination given by the employer an employee shall be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.
- 63.7.2** 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 shall, at the request of the employer, produce proof of attendance at an interview or she/he shall not receive payment for the time absent.
- 63.7.3** For this purpose a statutory declaration will be sufficient.

63.8 Employees with less than one year's continuous service

This clause does not apply to employees with less than one year's continuous service.

63.9 Employers exempted

Subject to an order of the Commission, in a particular redundancy case, this clause shall not apply to employers who employ less than fifteen employees, whether under this part and/or otherwise.

63.10 Employees exempted

This clause shall not apply where employment has been terminated because the conduct of an employee justifies instant dismissal or in the case of casual employees, or employees engaged for a specific period of time or for a specified task or tasks.

63.11 Superannuation benefits

- 63.11.1** Subject to further order by the Commission, where an employee who is terminated receives a benefit from a superannuation scheme, she/he shall only receive under 63.3 the difference between the severance pay specified in that subclause and the amount of the superannuation benefit she/he receives which is attributable to employer contributions only.
- 63.11.2** If this superannuation benefit is greater than the amount due under 63.3 then she/he shall receive no payments under that clause.

63.12 Incapacity to pay

An employer, in a particular redundancy case, may make application to the Commission to have the general severance pay prescription varied on the basis of the employer's incapacity to pay.

63.13 Transmission of business

63.13.1 Where a business is, before or after the date of the commencement of this award, transmitted from an employer (in this subclause called the **transmittor**) to another employer (in this subclause called the **transmittee**) and an employee who at the time of such transmission was an employee of the transmittor in that business becomes an employee of the transmittee:

63.13.1(a) the continuity of the employment of the employee shall be deemed not to have been broken by reason of such transmission; and

63.13.1(b) the period of employment that the employee has had with the transmittor, or any prior transmittor shall be deemed to be service of the employee with the transmittee.

63.13.2 Definitions

63.13.2(a) For the purposes of this subclause the following definitions apply:

63.13.2(a)(i) **Business** includes trade, process, business or occupation and includes part of any such business.

63.13.2(a)(ii) **Transmission** includes transfer, conveyance, assignment or succession whether by agreement or by operation of law.

63.13.2(a)(iii) **Transmitted** has a corresponding meaning.

SCHEDULE A

Aaron Private Nursing Home, 577 Neerim Rd, Hughesdale 3166
Abalene Private Nursing Home, 569 Glenhuntly Rd, Elsternwick 3185
Abberfield Private Nursing Home, 2 Carre St, Elsternwick 3185
Abbey Lodge Nursing Home, 645 High St, Armadale 3143
ABC Mothercraft Nursing Agency 12 Currie Street Box Hill North Vic 3129
Abel Nurses Agents 506 Park Road Park Orchards Vic 3114
Acacia Home Private Nursing Home The Boulevard Shepparton Vic 3630
Access Nurses Agency 8 Old Warrandyte Road Donvale Vic 3111
Adeley Private Nursing Home, 91 Were St, Brighton Vic 3186
Adia Personnel Pty Ltd Level 22, 207 Kent Street Sydney Nsw 2000
Advanced Pathology Services 118 Queen Street Melbourne Vic 3000
After Care Hospital, 45 Victoria Parade, Collingwood 3066
Ainslie Private Hospital, 126 Booran Road, Glenhuntly 3163
Air Ambulance Service Building, 92 Essendon Airport Vic 3041
Airlie Maternity Hospital, 33 Upper Heidelberg Road, Ivanhoe 3079
Albert Park Community Mental Health Centre, 86 St. Vincents Place, Albert Park 3206
Alchera House Nursing Home PO Box 111 Korumburra Vic 3950
Alencon Private Hospital, 24 Mercer Road, Armadale 3143
Alexander, Castlemaine 3450
Alexandra District Hospital, PO Box 21, Alexandra 3714
Alexandra Private Geriatric Nursing Home, 304 Hawthorn Rd, Caulfield 3162
Alfred Hospital, Commercial Rd, Prahran 3181
Alice Berry Private Nursing Home, Kings Rd, Emerald 3782
Alimar Private Nursing Home, 34 Scott St, Essendon 3040
Alkoomie Nursing Home 45 Samaria Road Benalla Vic 3672
Allambi Elderly Peoples Home Anderson St Dimboola Vic 3414
Allanvale Nursing Home, 82-88 Point Cook Rd, Laverton 3023
Allegra Goubert Memorial Private Nursing Home 20-22 Delta Avenue Merlynston Vic 3058
Allendale Private Hospital, 25 Linda Crescent, Hawthorn 3122
Allington Private Hospital, 3 Collins St, Thornbury 3071
Allora Court Private Nursing Home, Woods Crt, Traralgon 3844
Altona District Hospital, 5 Sargood St, Altona 3018

Altona Gate Diagnostic Centre 165 Millers Road Altona North Vic 3025
Altona Meadows Private Nursing Home, 297 Queen St, Altona 3018
Amaroo Lodge Nursing Home Kennedy St Euroa Vic 3666
Amaroo Private Nursing Home 294 Maroondah Highway Ringwood Vic 3134
American Medical International (Aust) Pty Ltd, 305 High St, Windsor 3181
Andrew Kerr Frail And Aged Care Complex Inc 67-69 Tanti Avenue Mornington Vic 3931
Andrina Private Nursing Home, 360 New St, Brighton 3186
Anglesea & Airey's Inlet B N Centre, Anglesea 3230
Anglesea District Comm. Health Centre, McMillan Street, Anglesea Vic 3230
Anna House Private Hospital, 12 Athol St, Moonee Ponds 3039
Anne Caudle Centre 100 Barnard Street Bendigo Vic 3550
Anti Cancer Council 1 Rathdowne Street Carlton South Vic 3053
Apollo Bay & District Memorial Hospital, McLachlan St, Apollo Bay 3233
Apollo Bay & Otway Community Health Service, 2 Pengilley Avenue, Apollo Bay Vic
Ararat & District Hospital, Girdlestone St, Ararat 3377

Ardeer Private Nursing Home 30 North Street Ardeer Vic 3022
Ardrossan Private Nursing Home, 18 Hull Road, Croydon 3136
Ardruda Nursing Home, 83 Maud St, Geelong 3220
Argyll Private Nursing Home 143 Finch Street Glen Iris Vic 3146
Arlington Private Nursing Home 10 Collins Street Thornbury Vic 3071
Armadales Nurses Agency 35 Glenferrie Road Malvern Vic 3144
Armitage House Graham St Wonthaggi Vic 3995
Arnion House 115 Melrose Street North Melbourne Vic 3051
Arthritis Foundation Of Victoria 263-265 Kooyong Road Elsternwick Vic 3185
Arthur Preston Centre 41-45 Yarrbat Avenue Balwyn Vic 3103
Ashleigh Lodge Private Nursing Home, 58 Cochrane St, Brighton 3186
Ashwood Private Hospital, 95 High Street Rd, Ashwood 3147
Association For The Blind 7 Mair Street Brighton Beach Vic 3188
Audiometrics & Medical Personnel 2/814 Glenferrie Road Hawthorn Vic 3122
Austin Hospital, Studley Rd, Heidelberg 3084
Australian Chamber Of Commerce & Industry, Level 4, 55 Exhibition St, Melbourne Vic 3000
Australian Greek Society For Care Of the Aged 94 Springs Road South Clayton Vic 3169
Australian Nursing Agency Room 313, 3rd Floor 200 Collins Street Melbourne Vic 3000
Avenue Hospital (The), 40 The Avenue, Windsor 3181
Avoca & District B N Hospital, Liebig St, Avoca 3467
Baala House Unit Katamatite Road Numurkah Vic 3636
Bacchus Marsh & District War Memorial Hospital, Grant St, Bacchus Marsh 3340
Bacchus Marsh & District. Nursing Home McKean Street Bacchus Marsh Vic 3340
Bairnsdale Comm. Health & Resource, 115 Main Street, Bairnsdale Vic 3875
Bairnsdale Reg Health Service. Day Street Bairnsdale Vic 3875
Ballan & District Soldiers Memorial B N Hospital, Cowie St, Ballan 3342
Ballarat & District Base Hospital, Sturt St, Ballarat 3350
Ballarat & District Nursing Service Lot 4, Western Highway Alfredton Vic 3352
Ballarat East Community Health Centre, PO Box 136E, Ballarat East Vic 3350
Ballarat Hospice Care Agency 211 Talbot Street South Ballarat Vic 3353
Balmoral B N Centre, Balmoral 3407
Balmoral Lodge Private Nursing Home 5 Peter Street Grovedale Vic 3216
Balmoral Lodge, 75 Waverley Rd, Malvern East 3144
Balwyn Private Nursing Home, 3 Belgrove Avenue, Balwyn 3103

Bambra House Private Nursing Home, 5 Bambra Rd, Caulfield 3162
Banksia Court Private Nursing Home, 391 Maroondah Highway, Croydon 3136
Baptist Social Services G/227 Burwood Road Hawthorn Vic 3122
Barkly Private Nursing Home, 81 Barkly St, Bendigo 3550
Baronor Private Hospital, 35 Rosehill Rd, Essendon 3040
Barwidge Lodge Nursing Home 30 O'Donnel Avenue Myrtleford Vic 3737
Batman Private Hospital, 4 Malvolio St, Glenhuntly 3163
Bayside Nursing Agency 82 Charman Road Cheltenham Vic 3192
Bayview Private Nursing Home, 26 Fernhill Rd, Sandringham 3191
Beach House Nursing Home, 81 Nepean Highway, Seaford 3198
Beaumaris Home Nursing Agency 12 John Street Beaumaris Vic 3193
Beeac & District Hospital, Lang St, Beeac 3251
Begonia Private Nursing Home 207-215 Richards Street Ballarat Vic 3350
Beleura Private Hospital, 929 Nepean Highway, Mornington 3931

Belgrave House 1219 Dandenong Road Malvern East Vic 3145
Bellarine District Nursing Service 40 Little Fyans St Geelong Vic
Bellarine Hospital 98 Townsend Road, Wittington 3219
Bellarine Peninsula C.H.C. Inc Nelson Road Point Lonsdale Vic 3225
Bellbird Private Hospital, 198 Canterbury Rd, Blackburn 3130
Belvedere Park Nursing Home 1 Profita Avenue Sydenham Vic 3038
Belvedere Private Nursing Home, 352-354 Princes Hwy, Noble Park 3174
Benalla & District Memorial Hospital, Coster St, Benalla 3672
Benalla Community Health Centre, 50 Samaria Street, Benalla Vic 3672
Benchmark Mutual Hospital Group 549 St Kilda Road Melbourne Vic 3000
Bendigo & Northern District Base Hospital, Lucan St, Bendigo 3550
Bendigo Community Health, PO Box 698, Bendigo Vic 3550
Bendigo Home & Hospital for the Aged (Inc), 100 Barnard St, Bendigo 3550
Benlynn Park Private Nursing Home, 4-6 Killara St, West Sunshine 3020
Benlynn Private Nursing Home, 8-10 Nolan St, Frankston 3199
Bentleigh House Nursing Home, 193 Jasper Road, Bentleigh 3204
Bentley House Nursing Home Highett Street Mansfield Vic 3722
Berwick B N Hospital, Goucester Avenue, Berwick 3806
Berwick Hospital Inc Gibb St Berwick Vic 3806
Berwick Private Nursing Home 21 Parkhill Drive Narre Warren Vic 3805
Bethany Senior Citizens Residence 440 Camberwell Road Camberwell Vic 3124
Betheden Nursing Home Wahgoo Road Carnegie Vic 3163
Bethel Homes 75-77 Merton St Albert Park Vic 3206
Bethesda Hospital, 30 Erin St, Richmond 3121
Bethlehem Hospital, 476 Kooyong Rd, Caulfield 3162
Beulah & District Pioneer Memorial B N Hospital, Phillip St, Beulah 3385
Bidgfast Pty Ltd 36 Chrystobel Crescent Hawthorn Vic 3122
Birchip & District B N Hospital, Duncan St, Birchip 3483
Birchip Nursing Home Taverner St Birchip Vic 3483
Birregurra & District Community Hospital, Strachan St, Birregurra 3242
Blackburn Private Nursing Home, 28 The Avenue, Blackburn 3130
Blairgowrie Private Hospital, 103 Wattle Valley Rd, Camberwell 3124
Blyth-Lea Private Nursing Home, 62 Blyth St, Brunswick 3056
Bodalla Private Nursing Home 32 Walpole St Kew Vic 3101

Boort District Hospital, Kiniry St, Boort 3537
Boronia Private Nursing Home, 16 Stewart St, Boronia 3155
Botanic Gardens Retirement Village 41 Craig Road Cranbourne Vic 3977
Botany Park Nurses Agency 51 North Street Airport Vic 3042
Bowden Nursing Home, 16 Findon St, Hawthorn 3122
Box Hill and District Hospital, Nelson Rd, Box Hill 3128
Box Hill Community Health Service Inc., 65 Carrington Road, Box Hill Vic 3128
Boyne Russell House Nursing 184-186 Victoria Street Brunswick Vic 3056
Braybrook/Maidstone, Community Health Centre, 3 Beachley St, Braybrook Vic 3220
Brentwood Private Nursing Home, 299 LaTrobe Terrace, Geelong 3220
Bridget Clancy Women's Health Centre 10-16 Mair Street Ballarat Vic 3350
Bright District B N Hospital, Cobden St, Bright 3741
Brighton Community Hospital, 423 New St, Brighton 3186
Brighton Private Nursing Home, 719 Hampton St, Brighton 3186
Brimlea Private Nursing Home 21 Railway Parade Murrumbeena Vic 3163

Broadford & Dist. Community Health Centre Inc., 158-162 High Street, Broadford Vic
Broadmeadows Community Health Service, Pearcedale Parade and Colleraine St, Broadmeadows Vic 3047
Brotherhood Of St Laurence - Fitzroy 67 Brunswick St Fitzroy Vic 3065
Broughton Hall, 2 Berwick St, Camberwell 3124
Broughton Private Nursing Home, 2 Overton Rd, Frankston 3199
Brunns Gordon Private Nursing Home, 3 Moule Avenue, Brighton 3186
Brunswick Community Health Service, 11 Glenlyon Road, Brunswick Vic 3056
Brunswick Sheltered Workshop, 3 Syme St, Brunswick 3056
Bryson Private Hospital, 25 Bryson St, Canterbury 3126
Buchan B N Centre, Buchan 3885
Bundoora Extended Care Centre, Plenty Rd, Bundoora 3083
Bundoora Private Hospital Pty. Ltd., Greenhills Rd, Bundoora 3083
Bunyip Community Health Centre, Abeckett Road, Bunyip Vic 3815
Burnley Private Nursing Home, 33 Bendigo St, Richmond 3121
Burnside Street Nursing Home, 54 Burnside St, Deer Park Vic 3023
Burwood & District Community Hospital, 359 Warrigal Rd, Burwood 3125
Burwood Hill Private Nursing Home, 14 Edwards St, Burwood 3125
Bush Nursing Hospital, Main St, Mornington 3931
Caladenia Nursing Home, Anderson Road, Kilmore Vic 3767
Camberlea Annexe, 22-24 Palmerston St, Camberwell Vic
Camberlea, Private Nursing Home, 629 Riversdale Rd, Camberwell 3124
Camberwell Day Hospital Centre, 51 St Johns Avenue, Camberwell Vic 3124
Camberwell Private Hospital, 603 Riversdale Road, Camberwell 3124
Cambrai Private Nursing Home, 65 Wesbury St, East St. Kilda 3183
Cancer Care Nursing Agency, 86 Cobden St, Kew Vic 3101
Cancer Institute, 481 Lonsdale St, Melbourne 3000
Cann Valley B N Centre, Cann River 3889
Canterbury Private Nursing Home, 14 Balwyn Rd, Canterbury 3126
Care Nurses Agency, 16 Princess St, Kew Vic 3101
Carinya Nursing Home - Frankston, 125 Golflinks Road, Frankston Vic 3199
Carinyah Home For The Frail Aged, 32 Kangerong Road, Box Hill Vic 3128
Carisbrooke Private Nursing Home, 31 Hopetoun Avenue, Canterbury 3126
Caritas Christi Hospice, 104 Studley Park Rd, Kew 3101
Carlton Community Health Centre Inc, 622 Lygon Street, Carlton Vic 3053

Carnsworth-Garoopna Home For The Aged, 18 Barry St, Kew Vic 3101
Caroline Private Nursing Home, 42 Marine Parade, St. Kilda 3182
Carrum Downs Private Nursing Home, Lot 1 Frankston/Dandenong Rd, Carrum Downs Vic 3201
Carrum Private Nursing Home, 440 Station St, Carrum 3200
Casterton Memorial Hospital, Casterton 3311
Castlemaine District Community Health Centre Inc., Myring Street, Castlemaine Vic
Castlemaine District Community Hospital, Halford St, Castlemaine 3450
Caulfield Community Care Centre, 240 Kooyong Road, Caulfield Vic 3162
Caulfield General Medical Centre (Rec), 260-294 Kooyong Road, Caulfield Vic 3162
Caulfield Hospital, 294 Kooyong Rd, Caulfield 3162
CDS Laboratories, 331 Jasper Road, Ormond Vic 3204
Cedar Court Private Hospital, 370 Bourke Rd, Glen Iris 3146
Centennial House, K15-K21 Raleigh St, Windsor 3181
Central Gippsland Hospital, Traralgon 3844
Central Gippsland Nursing Home, Garden Grove, Traralgon Vic 3844

Central Victorian Community Health Svce. Inc, Post Office Box 313, Maryborough Vic
Chadstone Community Health Centre Inc., Cnr Neerim & Poath Roads, Hughesdale Vic
Chadswood Private Hospital, 54-58 Queens Pde, Ashwood 3147
Chancery House Nursing Agency, Dispensdary Walk, Bendigo Vic 3550
Chandler Health Care Agency, 367 Exhibition St, Melbourne Vic 3000
Charles Connibere Residence Royal Melbourne Hospital, Grattan St, North Melbourne 3052
Charlton B N Hospital, Menzies St, Charlton 3523
Charman Private Nursing Home, 200 Charman Rd, Cheltenham 3192
Chelsea Community Health Centre, 147 Nepean Highway, Aspendale Vic 3195
Chelsea Park Private Nursing Home, 55-57 Broadway, Chelsea 3196
Chelsea Private Hospital, 256 Station Street, Edithvale Vic 3196
Chelton Private Hospital, 1253 Nepean Hwy, Cheltenham 3192
Chesterfield Private Nursing Home, 345 Shannon Ave, Newtown 3220
Chiltern & District B N Hospital, Main St, Chiltern 3683
Christian Brethren Trust, 232 Murrumbeena Road, Murrumbeena Vic 3163
Church District Nursing Service, 33 Blyth Street, Brunswick Vic 3056
Churches Of Christ Dept/Comm Care, 77 Capel Street, West Melbourne Vic 3003
Churchill Community Health Centre Inc., Philip Parade, Churchill Vic 3842
Churinga, Diamond Creek Road, Greensborough 3088
City of Chelsea B N Home Annexe, Station St, Edithvale 3196
City of Chelsea B N Hospital, Station St, Edithvale 3196
Claredon Clinic, 52 Albert St, East Melbourne 3002
Clarendon House, Maryborough & District Health Service, Clarendon St, Maryborough Vic 3465
Claverley Private Nursing Home, 67 Sydney Parade, Geelong 3220
Cliveden Hill Private Hospital 29 Simpson Street, East Melbourne 3002
Clover Nurses Agency, 5 1 North Road, Ormond Vic 3204
Clunes District Health Service, Ballarat Street, Clunes Vic 3370
Clunes District Hospital, Service St, Clunes 3370
Clyde Private Nursing Home, 21 Skene St, Geelong 3220
Cobaw Community Health Centre Inc., Wedge Street, Kyneton Vic 3444
Cobden & District B N Hospital, Victoria St, Cobden 3266
Cobram District Hospital, Broadway St, Cobram 3644
Coburg Community Health Centre, 93 Bell Street, Coburg Vic 3058
Coburg Private Nursing Home, 867 Sydney Road, Coburg 3058

Cohuna Community Nursing Home, 144-158 King Street, Cohuna Vic 3568
Cohuna District Hospital, Cohuna 3568
Cohuna Retirement Village, 38 Augustine Street, Cohuna Vic 3568
Colaba Private Nursing Home, 88 Orrong Rd, Elsternwick 3185
Colac Community Health Centre, 8 Rae St, Colac Vic 3250
Colac District Hospital, Corangamite St, Colac 3250
Colbrow Nurses Agency-Donvale, 8 Old Warrandyte Road, Donvale Vic 3130
Coleman Park Private Nursing Home, 34a Balaka Street, Rosebud Vic 3939
Coleraine & District Hospital, McKebery St, Coleraine 3315
Coleraine & District Nursing Home, Mackebery Street, Coleraine Vic 3315
Collingwood Community Health Centre, 154 Sackville Street, Collingwood Vic 3066
Colton Close Private Nursing Home, 1-19 York Street, Glenroy Vic 3046
Community Health Services of Sunshine, Po Box 348, Sunshine Vic 3020
Como Private Hospital, 152 Como Pde, Parkdale 3194
Coogee Private Nursing Home, 7 Coogee St, Boronia 3155

Coonara Private Hospital, 405 St Kilda Rd, Melbourne 3004
Coonil Private Hospital, 20 St Georges Road, Elsternwick 3185
Corio Community Health Centre, Bacchus Marsh Rd, North Geelong 3214
Corio House, 38 Nelson St, Warrnambool 3280
Coronella Retirement Village, 163-165 Central Road, Nunawading Vic 3131
Corryong District Hospital, Keil St, Corryong 3707
Craigieburn Community Health Centre, 7 Walters Street, Craigieburn Vic 3064
Cranbourne & Dist. Comm. Health Centre Inc., 3 Mundaring Drive, Cranbourne Vic 3977
Cranbourne Private Nursing Home, Craig Road, Cranbourne Vic 3977
Creedon Lodge Private Nursing Home, 254 Booran Rd, Ormond 3204
Creswick District Hospital, Napier St, Creswick 3363
Croydon Park Private Nursing Home, 18 Hyton Crescent, Croydon 3136
Croydon Park Private Nursing Home, Mayfair Crescent, Croydon Vic 3136
Culcairn Private Hospital, Cnr Hastings Rd & Culcairn Dve, Frankston 3199
Culcairn Private Nursing Home, Cnr Hastings Rd & Culcairn Dve, Frankston 3199
Culroy Private Nursing Home, 59 Southernhay St, Reservoir 3073
Cumberland View Retirement Village, 4 Windmill Court, Wheelers Hill Vic 3150
Curanda Private Nursing Home, 466 Burwood Highway, Wantirna South Vic 3152
Cytogenetic Services Victoria, 320 Victoria Parade, East Melbourne Vic 3002
D P Jones Nursing Home, 38 Impey St, Murchison Vic 3610
Dalriada Private Nursing Home, 21 Railway Parade, Murrumbeena 3163
Dandenong & Dist. Aboriginal Co-Op P/L, 64 Stud Road, Dandenong Vic 3175
Dandenong & District Hospital, David St, Dandenong 3175
Dandenong Palliative Care Service, 126 Cleeland Street, Dandenong Vic 3175
Dandenong Pine Lodge Clinic 1480 Heatherton Road Dandenong Vic 3175
Dandenong Private Nursing Home, 6 Mason Street, Dandenong Vic 3175
Dandenong Psychiatric Centre, 134 Cleeland Street, Dandenong Vic 3175
Dargo B N Centre, Dargo 3862
Darlingford Upper Goulburn Nursing Home, Eildon Road, Eildon Vic 3713
Dartmoor & District B N Centre, Dartmoor 3304
Darvall Lodge Nursing Home, 519 Princes Highway, Noble Park Vic 3174
Data Bank Nurses Agency', 35 Glenferrie Road, Malvern Vic 3144
Daylesford Community Health Centre, 11 Queensberry Street, Daylesford Vic 3460
Daylesford District Hospital, Hospital St, Daylesford 3460

Daylesford District Nursing Home, 13 Hospital St, Daylesford Vic 3460
Deer Park Comm. Health Centre Inc., Station Road, Deer Park Vic 3023
Delmont Private Hospital, 298 Warrigal Road, Burwood 3125
Deloraine Private Nursing Home, 18 Adeline St, Greensborough 3088
Denbies Private Nursing Home, 1083 Glenhuntly Road, Glenhuntly 3163
Denham House, 107 Denham Street, Hawthorn 3122
Diabetes Foundation (Victoria), 3rd Floor, 100 Collins St, Melbourne Vic 3000
Diamond Valley Comm. Health Serv. Inc., 1 Kalparrin Avenue, Greensborough Vic 3088
Diamond Valley Community Hospital, 25 Grimshaw St, Greensborough 3088
Dimboola District Hospital - Alister Hinchley Wing, PO Box 172, Dimboola 3414
Dimboola District Hospital, Lloyd St, Dimboola 3414
Dimboola District Nursing Home Unit , 156-158 Lloyd St, Dimboola Vic 3414
Dingee B N Centre, Dingee 3571
Donald & District Nursing Home, Aitken Avenue, Donald Vic 3480
Donald District Hospital, Aitken Avenue, Donald 3480

Doncaster & Templestowe C.S., 510-518 Blackburn Road, Doncaster East Vic 3109
Doncaster District Home Nursing Agency, 19 Gordons Road, Lower Templestowe Vic 3107
Doncaster Templestowe Ny & Day Care Centre, 371 Manningham Road, Doncaster Vic 3108
Doncaster/Nunawading Chc, 25 Mountainview Road, Nunawading Vic 3131
Donvale Private Hospital, 1119 Doncaster Road, Donvale 3111
Donwood Croydon/Ringwood Community Nursing, 1-5 Mt Dandenong Road, Croydon Vic 3136
Dorset Private Hospital, 146 Derby St, Pascoe Vale 3044
Doveton-Hallam-Endeavour Hills Comm Health Centre Inc, 67 Power Road, Doveton Vic
Drake Medox Pty, 16th Floor, 55 Collins St, Melbourne Vic 3000
Drenberk Nursing Agency, 157 Solar Drive, Whittington Vic 3219
Dromana Private Nursing Home, 75-77 Nepean Hwy, Dromana 3936
Drug Services Victoria, 131 Wood St, Preston Vic 3072
Drysdale B N Centre, Drysdale 3222
Drysdale Community Health Centre Mater, 21 Palmerston St, Drysdale Vic 3222
Dunmucke H.S. Rupanyup Campus, Cromie St, Rupanyup Vic 3388
Dunmuckle HS-Minyip CHC Campus Hosp, Church St, Minyip Vic 3392
Dunmunkle Health Service, Munro St, Murtoa Vic 3390
Dunmunkle Health Services Rupanyup Nursing Home Campus, Cromie Street, Rupanyup Vic 3388
Dunolly District Hospital, Havelock St, Dunolly 3472
Dunolly Nursing Home, Havelock St, Dunolly Vic 3472
Duretta Private Nursing Home, 60 The Avenue, Windsor 3181
Eaglehawk/Long Gully Comm. Health Centre Inc, Seymore Street, Eaglehawk Vic 3556 East Bentleigh Community Health Centre, 748-756 Centre Road, East Bentleigh Vic 3165
Eaglemont Private Nursing Home, 25 Thoresby Grove, Ivanhoe 3079
East Gippsland Hospital, Day St, Bairnsdale 3875
East Preston Community Health Centre, Cnr Blake & Crevelli Streets, East Reservoir Vic
Eastern Districts Private Nursing Home, 124 Maroondah Hwy, Croydon 3136
Echuca District Hospital, 9-27 Francis St, Echuca 3625
Echuca Regional Community Health Centre, 204 Pakenham St, Echuca Vic 3564
Edenhope & District Memorial Hospital, Elizabeth St, Edenhope 3318
Edgelea Private Nursing Home, 83-87 Chapel St, St Kilda Vic 3182
Edward Street Nursing Home, 2-6 Edward Street, Upper Ferntree Gully Vic 3156
Eildon & District Community Hospital, High St, Eildon 3713
Eildon Private Nursing Home, 4 Bond St, Ringwood 3134

Eleanor Private Nursing Home, 582 Upper Heidelberg Rd, Heidelberg 3084
Elgar Private Nursing Home, 366 Elgar Rd, Box Hill 3128
Eliza Nursing Agency, 23a Dunstan Street, Frankston Vic 3199
Elizabeth Gardens Nursing Home, 2 Elizabeth Street, Burwood Vic 3125
Elizabeth House Private Nursing Home, 2 Lower Plenty Rd, Heidelberg 3084
Elmhurst B N Centre, Elmhurst 3469
Elmore Community Health Centre, Jeffries Street, Elmore Vic 3558
Elmore District Hospital, Jeffrey St, Elmore 3558
Eltham Community Health Service, 7 Dudley Street, Eltham Vic 3095
Emerel Nursing Agency, 19 Hislop Parade, Chadstone Vic 3148
Emily Lenny Private Nursing Home, 46 Victoria St, Coburg 3058
Endeavour Hills Community Health Centre, 88 John Fawkner Dve, Endeavour Hills
Ensay Community Health Centre, Ensay Vic 3895
Epping Private Nursing Home, Epping Road, Epping Vic 3076
Epworth Hospital, 34 Erin St, Richmond 3121
Erica Community Health Centre, Pinnacle Dve, Rawson Vic 3825
Ernest Jones Clinic, 83 Hotham Street, Preston 3072

Essendon and District Memorial Hospital, Chester St, Moonee Ponds 3039
Essendon Private Nursing Home, 10 Fletcher St, Essendon 3040
Essex Home Nursing Agency, 12 Herbert Street, Mt Waverley Vic 3149
Euroa B N Hospital, Kennedy St, Euroa 3666
Evancourt Private Hospital, 1015-1019 Dandenong Road, Malvern East 3145
Evangelia Private Nursing Home, 45 Herbert St, Parkdale 3194
F W Boreham Baptist Hospital, 4 Gascoyne St, Canterbury 3126
Fairfield Hospital, Yarra Bend Rd, Fairfield 3078
Family Planning Association Of Victoria, 270 Church St, Richmond Vic 3121
Findon Private Nursing Home, 16 Findon St, Hawthorn 3122
Fiona House Nursing Home, 47 Riversdale Rd, Hawthorn 3122
Fitzroy Community Health Centre, 75 Brunswick Street, Fitzroy Vic 3065
Flemington Community Health Centre, 21 Shields Street, Flemington Vic 3031
Flinders Lodge Private Nursing Home, Bank St, Lara Vic 3212
Florence Nightingale Private Hospital, 85-91 Wilson St, Brighton 3142
Footscray Nursing Home, 10 Geelong Rd, Footscray 3011
Footscray Society For The Aged Nursing Home, Mephan St, Footscray Vic 3011
Frankston Comm. Health Centre Inc, 22 Orwil Street, Frankston Vic 3199
Frankston Community Hospital, Hastings Rd, Frankston 3199
Frankston Nursing Agency, 1 Illara Avenue, Frankston Vic 3199
Fred Combridge House, 1a Campbell Gr, Northcote Vic 3070
Freemasons Private Hospital, 166 Clarendon St, East Melbourne 3002
Galilee Lodge Nursing Home, 87 Chapel St, St Kilda 3182
Garthowen Private Hospital, 10 Kennealy St, Surrey Hills 3127
Gay Men's Health Centre/Victorian Aids Council, 117 Johnston St, Collingwood Vic
Geelong & District Private Nursing Home, 15 The Esplanade, Geelong Vic 3220
Geelong Community Health Services, 40 Little Fyans Street, South Geelong Vic 3220
Geelong Hospice Care Assoc., 248 Malop Street, Geelong Vic 3220
Geelong Hospital, Ryrie St, Geelong 3220
Gelantipy District B N Centre, Gelantipy 3892
Gippsland & E/Gippsland Aboriginal Co-Op, Dalmahay Street, Bairnsdale Vic 3875
Gippsland Base Hospital, 183-197 Macalister St, Sale 3850
Gippsland Geriatric Centre (The), McKean St, Bairnsdale 3875
Gippsland N/H - Evelyn Wilson Wing, 183 Macalister St, Sale Vic 3850

Gippsland Pathology Service, 7 Seymour Street, Traralgon Vic 3844
Gippsland Sth Health Service Korumburra, Bridge Road, Korumburra Vic 3950
Gippsland Sth Health Service Woorayl, Koonwarra Rd, Leongatha Vic 3953
Gippsland Women's Health Service, 48 Macalister St, Sale Vic 3850
Gippsland Womens Health Service, Po Box 664 , Sale Vic 3850
Girrawheen Homes for the Aged, 80 Outer Crescent, Middle Brighton 3186
Girrawheen Private Nursing Home, 453 New St, Elwood 3184
Gisborne & Dist. Comm. Health Cen., 5 Neal Street, Gisborne Vic 3437
Gisborne & District B N Hospital, Hamilton St, Gisborne 3437
Gladswood Home, 16 Rothwell Street, Ascot Vale Vic 303
Glandore Private Nursing Home, 194 Alma Rd, St Kilda 3182
Glen Private Hospital (The), 1027 Glenhuntly Rd, Glenhuntly 3163
Glen Waverley Private Nursing Home, 982 High Street Road, Glen Waverley Vic 3150
Glenalwyn Private Nursing Home, 36 Watts St, Box Hill 3128
Glenarm Wing Nursing Home, Burgoyne St, Kerang Vic 3579

Glenburn Private Hospital, 21 Glenleith Avenue, Geelong 3220
Glenburn Private Nursing Home, 21 Glenleith Avenue, Geelong Vic 3220
Gleneagles Private Nursing Home, 11 Grattan St, Bendigo 3550
Glenferrie Private Nursing Home, Chrystobel Crescent, Hawthorn 3122
Glenfield House Private Nursing Home, 90 Bellarine Highway 3224
Glengollan Nursing Home, 1 Lording St, Ferntree Gully Vic 3156
Glenhuntly Private Nursing Home, 5 Maroona Road, Glenhuntly Vic 3163
Glenhuntly Rehabilitation Centre, 848 Glenhuntly Road, South Caulfield 3162
Glenlyn Private Nursing Home, 34 Finchley Avenue, Glenroy 3046
Glenora Private Nursing Home, 15 Shaftesbury St, Coburg 3058
Glenrest Private Hospital, 494 Glenhuntly Rd, Elsternwick 3185
Glenroy Private Nursing Home, 87 Chapman Avenue, Glenroy 3046
Glenview Community Care, High St, Rutherglen Vic 3685
Glenwood Private Nursing Home, 311 Barkers Rd, Kew 3101
Golden Square/Kangaroo Flat Comm. Hlth Centre Inc., 13-25 Helms Street, Kangaroo Flat Vic 3555
Good Shepherd Aged Care Services Inc 2 Clarke Street, Abbotsford 3067
Goroke Community Health Centre, Natimuk Rd, Goroke 3412
Goulburn Valley Base Hospital, Graham St, Shepparton 3630
Goulburn Youth Affairs Group, Po Box 1954, Shepparton Vic 3630
Grace McKellar House, 45-95 Ballarat Rd, North Geelong 3215
Gracedale Private Nursing Home, 205 Warrandyte Rd, Ringwood 3134
Graceton Private Nursing Home, 26 Livingstone Street, Ivanhoe 3079
Grampians Community Health Centre Inc, 40-44 Wimmera St, Stawell Vic 3380
Grandridge Lodge-Mirboo North Bush Nursing, 4-6 Brennan St, Mirboo North Vic 3871
Greensborough Private Nursing Home, 228 Elder St, Greensborough 3088
Greenvale Geriatric Centre, Providence Rd, Greenvale 3047
Greenways Private Nursing Home, 6 Bastings St, Northcote 3070
Greenways Private Nursing Home, 6 Bastings St, Northcote Vic 3070
Greenwood Manor, 52-70 Centre Dandenong Rd, Dingley Vic 3172
Grevillea Court Private Nursing Home, 128 Princess Hwy, Dandenong 3175
Guardian Home Care Services, 30 Hopetoun St, Mitcham Vic 3132
Hallam Private Nursing Home, 47 Hallam-Belgrave Rd, Hallam 3803
Hamilton Base Hospital, Foster St, Hamilton 3300
Hamilton Base Nursing Home Unit, Foster St, Hamilton Vic 3300

Hamilton Community Health Centre, 118 Brown St, Hamilton Vic 3300
Hampton Hospital, 15 Beach Rd, Hampton 3188
Hanslope Private Nursing Home, 12 Hanslope Avenue, Alphington 3078
Harcourt Private Nursing Home, 27 Shierlaw Avenue, Canterbury 3126
Harold McCracken Hospice-Melbourne, 6 Church St, North Fitzroy Vic 3068
Harrow B N Centre, Harrow 3317
Hartwell Private Hospital, 15 Cornell St, Camberwell 3124
Harvey Memorial Nursing Home, 5 Muir Street, Hawthorn 3122
Hastings & District Bush Hospital, Coolstore Rd, Hastings 3915
Hastings Bush Nursing Home, Cnr Coolestore & Victoria Rd, Hastings Vic 3915
Hastings Regional Nursing Home, 120 Victoria St, Hastings Vic 3192
Hawthorn Day Hospital, 102 Power St, Hawthorn Vic 3122
Hawthorn Private Nursing Home, 60 Auburn Road, Hawthorn Vic 3122
Hazeldean Nursing Home, 211 Osborne St, Williamstown Vic 3016
Hazel-Mere Private Nursing Home, 800 Mt Dandenong Rd, Montrose 3765

Healesville & District Hospital, 377 Maroondah Hwy, Healesville 3777
Healesville & District Private Nursing Home, 1 Don Road, Healesville Vic 3777
Health Sharing Women, Floor 5/318 Little Bourke St, Melbourne Vic 3001
Healthscope Pty Limited 168 Hoddle Street, Abbotsford 3067
Heathcote C.H.C., 39 Hospital St, Heathcote Vic 3523
Heathcote Community Health Centre, Hospitals St Heathcote Vic 3523
Heathcote District Hospital, 39 Hospital Street, Heathcote 3606
Heathcote District Nursing Home, 39 Hospital St, Heathcote Vic 3523
Heathcote Nursing Home, 39 Hospital St, Heathcote Vic 3523
Heatherleigh Private Nursing Home, 759 Burwood Road, Hawthorn 3122
Heatherton Hospital, Kingston Rd, Heatherton 3202
Heathglen Retirement Village, Glendale Court, Werribee Vic 3030
Hedley Sutton Home For The Frail Aged, 2-4 Gascoyne St, Canterbury Vic 3126
Heidelberg Hospital (incorporating Heidelberg Repatriation Hospital
Heidelberg Nursing Agency, 146 Burgundy Road, Heidelberg Vic 3084
Henry Pride Geriatric Centre, 44 Walmer St, Kew Vic 3101
Heritage Nursing Agency, 571 North Road, Ormond Vic 3204
Heyfield B N Hospital, Tyson Road, Heyfield 3858
Heywood & District Memorial Hospital, Barclay St, Haywood 3304
Heywood & District Nursing Home, 21 Barclay St, West Heywood Vic
Hibernian Friendship Village, Glenmore St, Macleod 3085
Highland Park Private Nursing Home, McBride Road, Upper Beaconsfield 3808
Hilary Blakiston House, 45-95 Ballarat Road, North Geelong Vic 3215
Hillcrest Nursing Home, 288 Pakington St, Newtown 3220
Hilltop Private Nursing Home, 10 Hotham St, Preston Vic 3072
Hillview Private Nursing Home, 764 Canterbury Rd, Surrey Hills 3127
Hitech Pathology Pty Ltd, 60 Hanover St, Fitzroy Vic 3065
Holmwood Private Nursing Home, 17-19 Lalors Road, Healesville Vic 3777
Holy Cross Private Hospital, 80 Myers St, Geelong 3220
Hopetoun & District B N Hospital, Hopetoun 3396
Hopetoun Private Hospital, 4 Hopetoun St, Elsternwick 3185
Hospital of St John of God, 136 Botanic Rd, Warrnambool 3280
Hospital Staff Nursing Agency, 56 Mills St, Hampton Vic 3188
Hurlingham Church Of England Nursing Home, 68 Union St, East Brighton Vic 3187

Ian Brand Nursing Home, 1231 Plenty Road, Bundoora Vic 3083
Inala Village Nursing Home, 220 Middleborough Road, South Blackburn Vic 3130
Inglewood District Hospital, Inglewood 3517
Inglewood/Wedderburn Comm. Health Service, 75 Grant Street, Inglewood Vic 3517
Inner East Geriatric Service-Stgr, 283 Cotham Road, Kew Vic 3101
Inner East Support Service, 30-32 Canterbury Road, Camberwell Vic
Innisfree Private Nursing Home, 70 Jennings St, Kyneton 3444
Irvin House Nursing Home, C/- Cobram District Hospital, Broadway Vic 3644
Italian Assistance Association, 304 Drummond St, Carlton Vic 3053
Ivanhoe Manor Private Rehabilitation Hospital, 134-142 Ford St, Ivanhoe Vic 3079
Ivanhoe Private Nursing Home, 10 Merton St, Ivanhoe 3079
Jack Lonsdale Lodge, Morgan St, Sebastopol Vic 3356
Jean Turner Community Nursing Home, 14 Cairns Avenue, Rosebud Vic 3939
Jedasa House Private Nursing Home, 218 Lower Plenty Rd, Rosanna 3084
Jen-Mar Private Nursing Home, 2 Chilcote Avenue, Malvern 3144

Jeparit & District Nursing Home, Edith St, Jeparit Vic 3434
Jeparit Hospital, Charles St, Jeparit 3423
Jewell House, 68 Hassett Crescent, Keilor Vic 3036
JHF McDonald Wing - Maffra Hospital, 48 Kent St, Maffra Vic 3860
John Pickford House, Girdleston St, Ararat Vic 3377
John Robb House, Colac Grove, Belmont Vic 3216
Joycedale Nursing Home, 9 Latham St, Ivanhoe 3079
JSB Occupational Health Nursing Agency, 136 Mills Street, Albert Park Vic 3030
Judge Book Village Nursing Home, Diamond St, Eltham Vic 3095
Kahlyn Private Hospital, 70 Bambra Rd, Caulfield 3162
Kalamaria Medical Hospital, 33 Stanhope Grove, Camberwell 3124
Kalimna Private Nursing Home, 107 Darling Rd, Malvern East 3145
Kalonga Private Nursing Home, 381B Belmore Road, Balwyn 3103
Kambermere Private Nursing Home, 23 Derby St, Camberwell 3124
Kanella Private Nursing Home, 35 Mitchell St, Brunswick 3056
Kaniva Archie Gray Nursing Home, Roache Street, Kaniva Vic 3419
Kaniva District Hospital, Kaniva 3419
Kara Linga Nursing Home, 4--8 Menzies St, Charlton Vic 3535
Karinyah Private Nursing Home, 69 Broadway, Camberwell 3124
Keilor Downs Private Nursing Home, Cnr Copernicus Way & Sunshine Avenue, Keilor Downs 3036
Keilor Nurses Agency, 51 North St, Airport West Vic
Keith House Private Nursing Home, 39 Armadale St, Armadale 3143
Kenilworth Private Nursing Home, 3 Kenilworth Pde, Ivanhoe 3079
Kensington Community Health Centre, 12 Gower Street, Kensington Vic 3031
Kerang & District Hospital, Kerang 3579
Keswick Nursing Home, 42 Mentone Parade, Mentone 3194
Kiama Private Nursing Home, 15 Staniland Ave, Malvern 3144
Kiandra Private Nursing Home, 3 Trentham St, Sandringham 3191
Kia-ora Private Nursing Home, 742 High St, Regent 3073
Kiewa & Ovens Valley Comm. Hlth. Svcs, Post Office Box 60, Mount Beauty Vic 3699
Kiewa Valley House, Holland St, Mt Beauty Vic 3699
Kilmore Hospital, Rutledge Street, Kilmore 3601
Kimberley Private Nursing Home, 42 Mentone Parade, Mentone Vic 3194
King George V Memorial B N Hospital, Main St, Mornington 3931

King Valley and District Community Health Services, Post Office, Moynu Vic 3732
Kingston Centre, Warrigal Rd, Cheltenham 3192
Kinkora Court Private Nursing Home, 33-38 Kinkora Rd, Hawthorn 3122
Kinkora Hostel 21 Kinkora Road Armadale Vic 3143
Kinross Private Nursing Home, 9 Broughton Rd, Surrey Hills 3127
Kirkbrae Presbyterian Homes, 794 Mt Dandenong Road, Kilsyth Vic 3137
Kiverton Park Nursing Home, 15 Webster St, Chadstone Vic 3148
Kiverton Park Private Nursing Home, 16 Wills St, Glen Iris 3146
Knox Hospital Centre 262 Mountain Highway Wantirna Vic 3152
Koorooman House Nursing Home, Koonwarra Road, Leongatha Vic 3953
Koraleigh Nursing Home, Purdey St, Tongala Vic 3621
Koroit & District Memorial Hospital, Mill St, Koroit 3282
Koroit Nursing Home, Mills St, Koroit Vic 3282
Korong B N Hospital, Wedderburn 3518

Korumburra District Hospital, Bridge Rd, Korumburra 3950
Korumburra District Nursing Home, Bridge Road, Korumburra Vic
Kowree Nursing Home Unit , 128-132 Elizabeth St, Edenhope Vic 3318
Kulki House Private Nursing Home, 14 The Grove, Coburg 3058
Kyabram & District Memorial Community Hospital, Kyabram 3620
Kyabram Nursing Home, Fenaughty St, Kyabram Vic 3620
Kyneton District Hospital, Simpson St, Kyneton 3444
La Trobe Private Nursing Home, 14 Como St, Alphington 3078
Laboratory Services, 26 Parkhurst Drive, Knoxfield Vic 3180
Labour Co-Operative, 205 Princes Way, Morwell Vic 3840
Lake Bolac B N Centre, Lake Bolac 3351
Lakes Entrance Community Health Centre, 18-26 Jemmeson St, Lakes Entrance Vic 3909
Lakes Entrance Private Nursing Home, Alexandra Avenue, Lakes Entrance Vic
Lalor & Dist. Comm. Health Cen., 18-20 May Road, Lalor Vic 3075
Lancefield & District B N Hospital, Lancefield 3435
Lara Community Health Centre, Waverley Rd, Lara 3212
Latrobe Regional Hospital - Traralgon, Princes Highway, Traralgon Vic 3844
Latrobe Regional Hospital, Princes Highway, Traralgon Vic 3844
Latrobe Valley Hospital, Ollerton Ave, Moe 3825
Latrobe Valley Palliative Care, 8 Sinclair Avenue, Morwell Vic 3840
Latrobe Valley, Ollerton Avenue, Moe Vic 3825
Laura Kirby Health Centre, 79a Chapman St, Swan Hill Vic 3585
Le Chateau Nursing Home, Don Rd, Healesville 3777
Leigh Community Care Centre, Shelford Road, Rokewood Vic 3300
Leighton Private Nursing Home, 1 Templestowe Rd, Bulleen 3105
Les Sages Femme, 29 Shiers St, Fairfield Vic 3078
Lewisham Private Nursing Home, 15-17 Lewisham Rd, Windsor 3181
Lilley Lodge Private Nursing home, 18 Bray St, Bendigo Vic 3550
Lilley Lodge Private Nursing Home, 9 Brown St, Bendigo 3550
Lilydale & District B N Hospital, Lilydale 3140
Lilydale & District Hospital Inc, Anderson St, Lilydale Vic 3140
Linacre Hospital, 12-16 Linacre Rd, Hampton 3188
Lismore & District Hospital, High St, Lismore 3324
Little Sister's Of The Poor, 112 St Georges Road, Northcote Vic 3070

Llandyssil Private Nursing Home, 4 Scott St, Essendon 3040
Loch Sport Community Health Centre Society, National Park Road, Loch Sport Vic 3551
Lockington B N Centre, Lockington 3563
Lonsdale House Nursing Home, 88 Cunningham St, Northcote Vic 3070
Lorne Community Health Service, Albert St, Lorne Vic 3232
Lorne Community Hospital, Mountjoy Parade, Lorne 3232
Lorne Nursing Home, Lot 1 Albert St, Lorne Vic 3232
Lovely Banks Nursing Home, 5 Victoria St, Cobden Vic 3266
Lucinda Private Hospital, 4 Robe St, St Kilda 3182
Lumeah Home For The Aged, 78 Bruce St, West Preston Vic
Lumeah Nursing Home, 9/27 Francis St, Echuca Vic 3564
Lynden Nursing Home, 49 Lynden St, Camberwell Vic 3124
Lyndoch Hospital & Home For The Aged Hopkins Road, Warrnambool 3280
Lyndoch Warrnambool Inc, Hopkins Rd, Warrnambool Vic
Lynn Private Nursing Home, 11 Elgin Avenue, Armadale 3143
Lynwood Private Nursing Home, 1 Trafalgar St, Mont Albert 3127

Macarthur & District Memorial Hospital, Ardonachie St, Macarthur 3286
Macleod Nursing Home, 118 Somers Avenue, Macleod Vic 3085
Macro Hand Rehabilitation, 316 Malvern Road, Prahran Vic 3181
Maffra & District Extended Care Association, George St, Maffra Vic 3860
Maffra District Hospital, 48 Kent St, Maffra 3860
Mahogany Lodge Private Nursing Home, 25 Service St, Hampton 3188
Maidstone Private Nursing Home, 41 Thompson St, Maidstone 3012
Maldon Hospital, Adams St, Maldon Vic 3463
Maldon Hospital, Chapel St, Maldon 3463
Mallacoota & District B N Centre, Mallacoota 3889
Maltese Community Council Of Vic, 477 Royal Parade, Parkville Vic 3052
Malvern Clinic, 323 Glenferrie Road, Malvern 3144
Malvern Nurses Agency, 4 Beaver St, Malvern Vic 3145
Malvern Private Hospital, 5 Wilton Crescent, Malvern East 3145
Manangatang & Dist Nursing Home, Pioneer St, Manangatang Vic 3546
Manangatang & District Hospital, Pioneer St, Manangatang 3506
Manchester Lodge Private Nursing Home, 41 Manchester Drive, Sydenham Vic 3038
Manchester Unity Aged Members Centre, 129 Coleman Parade, Glen Waverley 3150
Mansfield District Hospital, Mansfield 3722
Manvantara Hospital, 46 Warrandyte Rd, Ringwood 3134
Marian Home Nursing Home, 16 Wardrop Grove, Northcote Vic 3070
Maribyrnong Community Centre, Randall St, Maribyrnong Vic 3032
Maristowe Private Hospital, 31 Station Rd, Fairfield 3078
Marivale Nursing Home, 69-73 Epsom Road, Ascot Vale Vic 3032
Maroona Private Hospital, 105 Sth Rd, Brighton 3186
Maroondah Community Health Service, 75 Patterson St, East Ringwood Vic 3135
Maroondah Hospital, Mt Dandenong Rd, Ringwood East 3138
Maroondah Social and Comm. Hlth Centre Inc., 75 Patterson Street, East Ringwood Vic
Maryborough & District Hospital, Clarendon St, Maryborough 3465
Maryvale Private Hospital McDonald Street, Morwell 3840
Maryville Nursing Home, 54 Western Beach , Geelong Vic 3220
Masada Private Hospital, 26 Balaclava Rd, East St Kilda 3183
Mayfield Education Centre, 11-27 Mayfield Avenue, Malvern Vic 3144
Mayflower Home For Aged People, 7 Centre Road, East Brighton Vic 3187

McArthur Management Services P/L, 1st Floor, 199 Toorak Rd, South Yarra Vic 3141
McCulloch House, 246 Clayton Road, Clayton Vic 3168
McKinnon Private Nursing Home, 97 Wheatly Rd, McKinnon 3024
McLellan House - Nwhos, 22-26 Robinson St, Jacana Vic 3047
Mecwa Home And Hostel, 6 Warner St, Malvern Vic 3144
Mecwa Private Care Agency, 171 Darling Road, Malvern East Vic 3145
Medi Power Nursing Agency & Medical Re., 497 Burke Road, Camberwell Vic 3124
Medical Benefits Fund Of Australia Limited 97-99 Bathurst Street, Sydney 2000
Melaleuca Lodge, Cnr Brunt Rd & Princess Hwy, Beaconsfield Vic 3807
Melbourne City Mission, 472 Nicholson St, Fitzroy North Vic 3068
Melbourne Clinic 130 Church Street Prahran Vic 3181
Melbourne Inner West Nursing Agency, 25 Norwood Avenue, Moonee Ponds Vic 3039
Melbourne Jewish Philanthropic Society & The Montefiore Home for the Aged, 619 St Kilda Rd, Melbourne 3004
Melbourne Midwifery Specialist Room, 14 Seves St, Altona Vic 3018
Melbourne Nursing Service, 106 Clausen St, Fitzroy Vic 3065
Melbourne Private Hospital Royal Parade, Parkville 3050

Meldoc Laboratories, 131 Johnston St, Fitzroy Vic 3065
Melton Community Health Centre, Post Office Box 3, Melton Vic 3337
Melton Private Hospital, Bridge Rd, Melton 3337
Mena House Private Hospital, 29 Simpson St, East Melbourne 3002
Mental Health Auxiliaries Of Victoria Trelowarren House 544 Orrong Road Hawthorn Vic 3122
Mentone & District Private Nursing Home, 7 Collins St, Mentone Vic 3194
Merbein Community Health Centre, 36 Box Street, Merbein Vic 3505
Mercy Home Nursing Service, 1002 Mair St, Ballarat East Vic 3350
Mercy Hospice Inc, 3 Devonshire Road, Sunshine Vic 3020
Mercy Maternity Hospital, Clarendon Street, East Melbourne 3002
Mercy Private Hospital, 159 Grey St, East Melbourne 3002
Merino B N Centre, Annesley St, Merino Vic 3310
Merino B N Hospital, Merino 3310
Merlynston Private Nursing Home, 1050 Sydney Rd, Merlynston 3058
Metropolitan Rehabilitation Service, Footscray Plaza 95 Droop St, Footscray Vic 3011
Mid Eastern Palliative Care Association Inc., 216-226 Mahoney's Road, East Burwood Vic 3151
Mildura Aboriginal Corporation, 120 Madden Ave, Mildura Vic 3502
Mildura Base Hospital, Thirteenth St, Mildura 3500
Mildura Home For The Aged, Princes Court, Mildura Vic 3500
Mildura Nursing Home Unit, Thirteenth St, Mildura Vic 3500
Mildura Private Hospital 220 Thirteenth Street, Mildura 3500
Minyip & District Hospital, Church St, Minyip 3392
Mira Nursing Home - Nhill Hospital, 51 Nelkson St, Nhill Vic 3418
Miranda Private Nursing Home, 105 Sth Rd, Brighton 3186
Mirboo North & District B N Hospital, 6 Brennan St, Mirboo North 3871
Mitcham & District Private Hospital, 27 Doncaster East Rd, Mitcham 3152
Moe and Dist. Community Health Centres Inc, Post Office Box 63, Moe Vic 3825
Moir Hospital for Children, 13 Southey St, Sandringham 3191
Molesworth Private Nursing Home, 387 Neerim Rd, Murrumbeena 3163
Mon Repos Private Nursing Home, 14 Cambermere St, Essendon Vic 3040
Monash Gardens Nursing Home Hostel, 355 Wellington Rd, Mulgrave Vic 3170
Monash IVF Pathology, 252 Clayton Rd, Clayton Vic 3168
Monash Medical Centre - Clayton, 246 Clayton Rd, Clayton Vic 3168
Monash Medical Centre McCulloch House, 246 Clayton Rd, Clayton Vic 3168

Monash Medical Centre Moorabbin Campus, 867 Centre Rd, East Bentleigh Vic 3165
Monash Private Hospital, 252-254 Clayton Rd, Clayton Vic 3168
Mont Albert & Surrey Hills Private Hospital, 13 Broughton St, Surrey Hills 3127
Mont Calm Nursing Home For The Aged, 173 Prospect Hill Rd, Camberwell Vic 3124
Montclair Private Hospital, 18 Montclair Ave, North Brighton 3186
Montefiore Homes For The Aged Fink Family Wing, 95 High St Rd, Ashwood Vic 3147
Montefiore Homes For The Aged, 619 St Kilda Rd, Melbourne Vic 3000
Moonee Ponds Private Nursing Home, 103 Holmes Rd, Moonee Ponds 3039
Moorabbin Hospital, Centre Rd, East Bentleigh 3165
Moorfields Community For Adult Care, PO Box 470, Hawthorn Vic 3122
Mooroolbark-Croydon C.H.C., 88 Brice Avenue, Mooroolbark Vic 3138
Mooroopna Hospital, McLellan St, Mooroopna Vic 3629
Mordialloc Cheltenham Community Health Centre, 35 Venice St, Mentone Vic 3194
Mordialloc Community Nursing Home Inc, 10 Brindisi St, Mentone Vic 3194
Mordialloc-Cheltenham Community Hospital, Nepean Hwy, Parkdale 3195

Moreland Hall, 26 Jessie St, Coburg 3058
Moreland Private Nursing Home, 15 Shaftsbury St, Coburg Vic 3058
Mornington Peninsula Hosp - Rosebud, 1527 Nepean Highway, Rosebud Vic 3939
Mornington Private Nursing Home, 680 Nepean Highway, Mornington Vic 3931
Morrie Evans Nursing Home, Coster St, Benalla Vic 3672
Mortlake District Hospital (The), Mortlake 3272
Moruya Private Nursing Home, 13 Lewis Rd, Wantirna Sth 3152
Morwell & District Community Hospital, 16 Elgin St, Morwell 3840
Morwell Community Health Centre, 251 Princes Highway, Morwell Vic 3840
Mount Alexander Hospital, Cornish St, Castlemaine Vic 3450
Mount Alvernia Private Hospital, Cnr Lily & Chum Streets, Bendigo 3550
Mount Eliza Geriatric Centre (The), Jacksons Rd, Mt. Eliza 3930
Mount Romnya Private Hospital, 31 Lambert St, Ararat 3377
Mount Royal Brunswick Day Centre, 503 Sydney Rd, Brunswick 3056
Mount Royal Coburg Day Hospital, Jessie St, Coburg 3058
Mount Royal Hawthorn Day Hospital, 102 Power St, Hawthorn 3122
Mount Royal Heidelberg Day Hospital, 8 Bond St, Ivanhoe 3079
Mount Royal Henry Pride Geriatric Centre, 44 Walmer St, Kew 3101
Mount Royal Hospital, Poplar Rd, Parkville 3052
Mount Royal Lodge, Park St, West Brunswick 3055
Mountain District Comm. Health Service Inc., Mcbride Street, Cockatoo Vic 3781
Mowbray House Private Nursing Home, 87 Argyle Avenue, Chelsea 3196
Mt Alexander Nursing Home, 20 Cornish St, Castlemaine Vic 3450
Mt Martha Private Nursing Home, Cnr Bentons Rd & The Esplanade, Mt Martha Vic 3934
Multiple Sclerosis Centre, Furlong Road, St Albans Vic 3021
Murchison B N Home Annexe, Murchison 3610
Murchison B N Hospital, Murchison 3610
Murchison D.P. Jones Nursing home, 38 Impey St, Murchison Vic 3610
Murrayvale Private Nursing Home (Melb. Office), 609 Church St, Richmond Vic 3121
Murrayville BN Home, Murrayville , Vic 3512
Murrayville Memorial B N Hospital, Murrayville 3512
Murtoa Hospital, Murtoa 3390
Myola Private Nursing Home, 59 Serrell St, Malvern East 3145
Myrtleford District War Memorial Hospital, O'Donnell Ave, Myrtleford 3737

Nada Nurses Agency, 6 Mary St, Lower Templestowe Vic 3107
Nagambie Bush Nursing Hospital Inc, 22 Church St, Nagambie Vic 3608
Nan-org Private Hospital, Dorset Rd, Croydon 3136
Narre Warren Community Health Centre, Shop 12/13 Village Fair Dve, Narre Warren Vic
Nathalia District Hospital, Elizabeth St, Nathalia Vic 3638
Nathalia District Hospital, North St, Nathalia 3629
Nathalia Nursing Home Unit, Elizabeth St, Nathalia Vic 3638
Natimuk B N Hospital, Natimuk 3409
Natimuk Bush Nursing Home Annexe, 6 Schurmann St, Natimuk Vic 3409
National Heart Foundation, 411 King St, West Melbourne Vic 3003
Nazareth House, 16 Cornell St, Camberwell 3124
Nazareth House, 218 Mills St, Ballarat Vic 3353
Neerim District Soldiers Memorial Hospital Inc, Main Road, Neerim Vic 3831
Nenagh Private Hospital, 9 Villamanta St, Geelong 3220
Newcomb Private Nursing Home, Helms Street, Newcomb Vic 3219

Newhaven Private Hospital, 86 Normanby Rd, Kew 3101
Nhill Hospital (The), Nhill 3418
Nirvana Nursing Home, 78 Nirvana St, East Malvern Vic 3145
Noble Park Childrens Services Ctr, Cnr Douglas & Thomas St, Noble Park Vic 3174
North Richmond Family Care Centre, 23 Lennox Street, Richmond North Vic 3121
North West Hospital, Poplar Rd, Parkville Vic 3052
North Western District Private Nursing Home, 14 South Circular Rd, Tullamarine 3043
North/West Melbourne Comm. Hlth, 49 Buncl Street, North Melbourne Vic 3051
Northcote Community Health Centre, 42 Separation St, Northcote Vic 3070
Northcote Day Centre, 92 Dennis St, Northcote Vic 3070
Northern District Community Health Centre, PO Box 523, Kerang Vic 3579
Northern Div. Of General Practice Melb., C/- Heidelberg Repatriation Hospital, Heidelberg Vic 3084
Northern Hill Nurses Agency, 12 Fullbrook Drive, Sunbury Vic 3429
Northpark Hospital Centre Greenhills Road Bundoora Vic 3083
Nowa Nowa Community Health Centre, Nowa Nowa Vic 3887
Numurkah & District War Memorial Hospital, Coomba Memorial Drive, Numurkah 3636
Numurkah War Memorial Nursing Home , Katamatite Road, Numurkah Vic 3636
Nurse Specialists, 35 Glenferrie Road, Malvern Vic 3144
Nurseline Nurses Agency, 30 Sadie St, Mount Waverley Vic
Nyah District B N Hospital, Nyah West 3595
Oaklands Private Hospital, 418 Murray Rd, Preston 3072
Oakleigh District Community Hospital, 13 Palmer St, Oakleigh 3166
Oakmoor Private Nursing Home, rear 354 Warrigal Rd, South Oakleigh 3167
O'Connell Family Centre, 6 Mont Albert Rd, Canterbury Vic 3126
Oddysey House, 28 Bonds Road, Lower Plenty Vic 3093
Olinda Private Hospital, 5 Cedar Ave, Mildura 3500
Olive Miller Nursing Home, 10-14 Warner St, Malvern Vic 3144
Olivet Aged Persons Home, 7 Rupert St, Ringwood 3134
Olympia Nursing Home, 12 Francis Grove, Thornbury 3071
Omeo & District C.H.C., Eastern Street, Omeo Vic 3898
Omeo District Hospital, Easton St, Omeo 3898
Oranje Private Nursing Home, 1565 Malvern Road, Glen Iris 3146
Orbost & District Hospital, Boundary Rd, Orbost 3888
Orbost Community Health Centre, Browning St, Orbost Vic 3888

Osburn Lodge Private N.H. , Hovell St, Wodonga Vic 3690
Outer Eastern Womens Health Service, 116a Mt Dandenong Road, East Ringwood Vic 3135
Ouyen & District Hospital, Ouyen 3490
Ouyen Nursing Home Canon TD Martin Unit, Britt St, Ouyen Vic 3490
Ovens & Murray Hospital for the Aged, Warner Rd, Beechworth 3747
Ovens District Hospital, Beechworth 3747
Overton Nursing Home, 17 Pakington St, Kew Vic 3101
Pakenham B N Hospital, Prince's Highway, Pakenham 3810
Paraplegic & Quadraplegic Association, 229 Burwood Road, Hawthorn Vic 3122
Parkview Private Nursing Home, 81-83 Burke Rd, Malvern East 3145
Patchewoollock B N Centre, Patchewoollock 3477
Pathway Centre24 Mercer Road Armadale Vic 3143
Pembroke Private Nursing Home, 161 Male Street, Brighton 3186
Peninsula Community Health Service, 19 Albert Street, Mornington Vic 3931
Peninsula Nursing & HomeCare Service, 21 Melville Road, Tootgarook Vic 3941

Peninsula Private Hospital, 255-265 Cranbourne Rd, Frankston 3199
Penrose House, 28 Hackett St, Pascoe Vale Vic 3044
Penshurst & District Memorial Hospital, Watton St, Penshurst 3289
Perpetua Private Nursing Home, 300-302 Springvale Rd, Donvale 3111
Peter James Centre, Cnr Mahoneys & Burwood Hwy, East Burwood Vic 3131
Peter Maccallum Cancer Institute, 7 St Andrews Place, East Melbourne Vic 3002
Pine-Dene Private Nursing Home, 1 North Valley Rd, Highton 3216
Pineville Private Nursing Home, 2 Gertrude St, Geelong West Vic 3218
Port Fairy Hospital, Villiers Street, Port Fairy 3284
Portarlington & Dist. Comm. Hlth Cen., 39 Fenwick Street, Portarlington Vic 3223
Portland & District Hospital, Bentinck St, Portland 3305
Portland Community Health Centre, Clarke Street, Portland Vic 3305
Portland Private Nursing Home, 40 Richardson St, Portland Vic 3305
Prahran City Parish Mission 211 Chapel Street Prahran Vic 3181
Prahran Community Health Centre Inc., 240 Malvern Road, Prahran Vic 3181
Preston & District Private Nursing Home, 36 Benambra St, Preston West 3072
Preston & Northcote Community Hospital, 205 Bell St, Preston 3072
Preston Private Hospital, 10 Hotham Street, Preston 3072
Prestonia Private Nursing Home, 10 Hotham St, Preston 3072
Prince Henry's Hospital, St Kilda Rd, Melbourne 3004
Princes Hill Village, Pigdon St, North Carlton 3054
Princeton Private Nursing Home, 3 Bellett St, Camberwell 3124
Private Hospital Pty Ltd
Progressive Home Care, 11 Rosemary Rd, Beaumaris Vic 3193
Psychiatric Care Consultants, PO Box 1073, Ivanhoe Vic 3079
Pyramid Hill B N Hospital Inc, Durham Ox Road, Pyramid Hill Vic 3575
Pyramid Hill B N Hospital, Gladfield Road, Pyramid Hill 3575
Quambatook Community Care Clinic, Mildred St, Quambatook 3540
Queen Elizabeth Centre Carlton, 53 Lytton St, Carlton Vic 3053
Queen Elizabeth Geriatric Centre, 102 Ascot Street, South Ballarat 3350
Queen Elizabeth Village Nursing Home, Gillies St, Wendouree Vic 3355
Queen Victoria Medical Centre, 172 Lonsdale St, Melbourne 3000
Queenscliff & Dist. Comm. Health Centre Inc, Nelson Road, Point Lonsdale Vic 3225
Queenscliff Private Nursing Home, 20-26 Hesse St, Queenscliff Vic 3225

R.S.L. Park War Veterans N.H. & Hostel, Overport Road, Frankston Vic 3199
R.S.L. War Veterans' Homes Trust, Anzac House 4 Collins St, Melbourne Vic 3000
Radford Private Nursing Home, 87 Roadford Rd, Reservoir 3073
Rainbow B N Hospital, Swinburne Avenue, Rainbow 3424
Rangeview Private Nursing Home, Lot 4 Worland Road, Wangaratta Vic 3677
Rattray Services, 7 Tannock St, North Balwyn Vic 3104
Red Cliffs District Hospital, Jamieson Avenue, Red Cliffs 3496
Red Cross Society (Victorian Division) 171 City Rd, South Melbourne 3205
Red Cross Society, 206 Clarendon St, East Melbourne 3002
Reg Geary House, 54 Pinnacle Crescent, Melton South Vic 3338
Regal Home Nursing, Room 2 Ground Floor 101 Sturt St, Ballarat Vic 3350
Regent Private Nursing Home, 44 Regent St, Preston 3072
Reservoir Private Hospital, 73-75 Pine St, Reservoir 3073
Richmond Community Health Centre, 283 Church Street, Richmond Vic 3121
Richmond Grove Nursing Home, 33 Bendigo St, Richmond Vic 3122

Ringwood Private Hospital, 36 Mount Dandenong Rd, Ringwood 3134
Ripon Peace Memorial Hospital, 28 Havelock Street, Beauford 3373
Riversdale Private Nursing Home, 65 Riversdale Rd, Hawthorn 3122
Riverside Nursing Care Pty Ltd Private Nursing Home, 68 Gladesville Boulevard, Patterson Lakes 3197
Robinvale & District Hospital, Latje Rd, Robinvale 3549
Robinvale & District Nursing Home, Latje Road, Robinvale Vic 3549
Rochester & District Nursing Home, Pascoe St, Rochester Vic 3561
Rochester & District War Memorial Hospital, Rochester 3561
Ronoco Private Nursing Home, 355-357 Wilsons Rd, Whittington Vic 3219
Rosary (Sacred Heart) Nursing Home Convent, 147 Victoria St, Ballarat 3350
Rosden Private Nursing Home, 1 Royton St, Burwood East 3151
Rosebank Nursing Home, 45 Station St, Yea Vic 3717
Rosebud C.H.C., 111 Boneo Road, Rosebud Vic 3939
Rosebud Rehabilitation Unit, Eastbourne Road, Rosebud Vic 3939
Rosedale & District Com. Care Cen., PO Box 19, Rosedale Vic 3847
Rosedale & District Community Health Centre, 36 Cansick St, Rosedale Vic 3847
Rosehill Private Nursing Home, 1-3 Maxflo Court, Highett 3190
Rosehill Private Nursing Home, 265 Centre Road, Bentleigh Vic 3204
Rothsay Anglican Home For Elderly, 49 Bay Road, Sandringham Vic 3191
Rowena Private Nursing Home, 599 Upper Heidelberg Road, Heidelberg Vic 3081
Royal Childrens Hospital, Flemington Rd, Parkville 3052
Royal Dental Hospital of Melbourne, 711 Elizabeth Street, Melbourne 3000
Royal District Nursing Service, 452 St Kilda Road, Melbourne Vic 3004
Royal Freemasons Homes of Victoria, 313 Punt Rd, Prahran 3181
Royal Melbourne Hospital, Grattan St, Parkville 3052
Royal Southern Memorial, 260 Kooyong Rd, Caulfield South 3162
Royal Talbot General Rehabilitation Hospital, Yarra Boulevard, Kew 3101
Royal Victorian Eye & Ear Hospital, 32 Gisbourne St, East Melbourne 3002
Royal Womens Hospital, 732 Swanston St, Carlton 3053
Rumbalara Nursing Home, 171 Church St, Brighton Vic 3186
Rupanyup & District Hospital, Cromie St, Rupanyup 3388
Rutherglen District Hospital, High St, Rutherglen 3685
Sackville Private Nursing Home, 48 Sackville St, Kew 3101
Sacred Heart Hospital, Moreland Rd, Coburg 3058

Sale Private Nursing Home, 12 Sale/Maffra Road, Sale Vic 3850
Salford Nursing Home, 100 Harold St, Wantirna Vic
Salisbury House Nursing Home, Salisbury Road, Upper Beaconsfield 3808
Salvation Army Anchorage, 50 Victoria Crescent, Abbotsford Vic 3067
Salvation Army, 217 A'beckett St, Melbourne Vic 3001
Sampford Nursing Home, 508 Glen Eira Rd, Caulfield 3162
San Carlo Vaccari Village, Plenty Rd, South Morang Vic 3752
San Remo & District Comm. Health Centre Inc., Back Beach Road, San Remo Vic 3925
Sandown Private Hospital, 519 Princes Hwy, Noble Park 3174
Sandringham & District Memorial Hospital, 193 Bluff Rd, Sandringham 3191
Schizophrenia Fellowship Of Victoria 3rd Floor, 211 Chapel Street Richmond Vic 3121
Sea Lake & District B N Hospital, Sea Lake 3533
Sea Lake & District Nursing Home, 33-43 McClelland Avenue, Sea Lake Vic 3533
Sebastopol Community Health Centre, 260 Vickers St, Sebastopol Vic 3356
Sebastopol Community Health Centre, Wilson Street, Sebastapol Vic 3526
Serco Gardner Merchant Pty Ltd, 90 Arthur Street, North Sydney NSW 2060

Settlement Hospital, Dandenong Rd, Carrum 3197
Seymour District Memorial Hospital, Brettoneaux St, Seymour 3660
Seymour District Nursing Home Unit, Brettoneaux St, Seymour Vic 3660
Shelley Memorial Hospital, A'beckett Rd, Bunyip 3815
Shepparton & District Retirement Village, The Boulevard, Shepparton Vic 3630
Shepparton Private Hospital And Nursing Home Cnr Pine & Numurkah Roads, Shepparton 3630
Shepparton Private Nursing Home, Cnr Pine & Numurkah Roads, Shepparton Vic 3630
Sheraton Private Nursing Home, 374 Nepean Hwy, Frankston 3199
Sherbrooke Community Health Centre, Reynolds Lane, Belgrave Vic 3160
Sherbrooke Private Nursing Home, 18 Tarana Avenue, Upper Ferntree Gully 3156
Shoreham Nursing Home, 75-79 Flinders Road, Shoreham Vic 3916
Siesta Private Nursing Home, 11 Sheppard St, Moorabbin 3189
Silver Circle Home Support Services, 6 Nepean Highway, Elsternwick Vic 3185
Skin & Cancer Foundation Of Victoria, 9 Brunswick St, Fitzroy Vic 3065
Skin And Cancer Pathology, 691 Burke Road, Camberwell Vic 3124
Skipton & District Memorial Hospital, Blake St, Skipton 3361
Sorrento House Private Nursing Home, 3405 Nepean Highway, Sorrento Vic 3943
South Eastern Child & Family Centre, 25 Queens Rd, Melbourne 3004
South Eastern District Private Hospital, Cnr Princes Hwy & Heatherton Rd, Noble Park
South Gippsland Hospital, 87 Station Rd, Foster 3960
South Port Community Health Service, 7 Perrin Street, South Melbourne Vic 3205
South Port Community Nursing Home, 18-30 Richardson St, Albert Park Vic 3106
Southern Cross Homes, 284 Canterbury Road, Surrey Hills Vic 3127
Southern Peninsula Hospital, 1527 Nepean Highway, Rosebud 3939
Spastic Society, 135 Inkerman St, St Kilda Vic 3182
Springfield Private Nursing Home, 162 Albert Ave, Boronia 3155
Springvale & District Community Hospital, 55 Buckingham Avenue, Springvale 3171
Springvale Community Health Service, 55 Buckingham Avenue, Springvale Vic 3171
Springvale Private Nursing Home, 340 Springvale Road, Springvale Vic 3171
Spurway Nursing Home, 89-91 Murrumbeena Road, Murrumbeena Vic 3163
St Aidan's Nursing Home Pty Ltd, 79 Mansfield St, Thornbury 3071
St Albans Community Health and Resources Centre, 1 Andrea Street, St Albans Vic 3021
St Andrew's Hospital, Cathedral Place, East Melbourne 3002
St Anne's Church Of England Nursing Home, 33 Wattle Road, Hawthorn Vic 3122

St Anne's Private Nursing Home, 82 Hotham St, East St Kilda 3183
St Arnaud District Hospital, Sunraysia Hwy, St Arnaud 3478
St Arnaud District Nursing Home, Wimmera Highway, St Arnaud Vic 3478
St Arnaud Residential Centre, 29 Bowen St, St Arnaud Vic 3478
St Benedict's Private Nursing Home, 5 Heath Street, Sandringham 3191
St Catherine's Hospital, 7 Collins Street, Mentone 3194
St Catherine's House Nursing Home, 1 Clayton Rd, Balwyn Vic 3103
St Elizabeth Private Nursing Home Pty. Ltd, 410 Wattletree Rd, Malvern East 3145
St Elmo Private Hospital, 188 Moreland Rd, Brunswick 3056
St Francis Xavier Cabrini Hospital, 5 Coonil Cres, Malvern 3144
St George's Hospital, 283 Cotham Rd, Kew 3101
St Georges Nursing Home (Anglican Homes), 13-19 Howard St, Altona Meadows Vic 3028
St Helier's Private Nursing Home, 2 Canterbury Road, Camberwell 3124
St Hilarys Nursing Home, 16 Elgin St, Morwell Vic 3840
St Ives Private Nursing Home Pty Ltd, 118 Vale St, East Melbourne 3002

St James Nursing Home, 21 Sandham St, Elsternwick 3185
St John Of God Hospital, 80 Myers St, Geelong Vic 3220
St John Of God Hospital, Geelong 80 Myers Street, Geelong 3220
St John Of God Hospital,, 136 Botanic Rd, Warrnambool Vic 3280
St John of God Private Hospital, 101 Drummond St, Ballarat 3350
St John of God Private Hospital, 29 Heathfield Rd, Brighton 3186
St Joseph's (Convent of Mercy), Private Nursing Home, Retreat Rd, Newtown 3220
St Joseph's Convent Nursing Home, 6 King St, Hawthorn East 3123
St Joseph's Home For The Aged, 112b St Georges Road, Northcote Vic 3070
St Joseph's Tower Nursing Home, 2 Malmsbury St, Kew 3101
St Joseph's Tower Private Nursing Home, 2 Malsbury St, Kew Vic 3101
St Jude's Private Nursing Home, 17-19 Barton St, Surrey Hills 3127
St Jude's Private Nursing Home, 2 Newton St, Chadstone Vic 3148
St Kilda Community Health Centre, 18 Mitford Street, St Kilda Vic 3182
St Lawrence Private Nursing Home, 43 Mcmillan St, Morwell 3840
St Leeor Private Nursing Home, 31 Thanet St, Malvern 3144
St Leigh Nursing Home, 33 Bay Rd, Sandringham 3191
St Linus Private Hospital, 18 Delta Avenue, Merlynston 3058
St Mark Aged Day Care Centre, Burton St, Chadstone Vic 3148
St Mark's Private Nursing Home, 829 Mt Alexander Road, Essendon 3040
St Mary's Private Nursing Home, 24 Waterdale Road, Ivanhoe 3079
St Michael's Private Nursing Home, 1 Omama Rd, Murrumbeena 3163
St Pauls School For The Blind, Fernhurst Grove, Kew Vic 3101
St Peter's Private Nursing Home, 11A Avondale Rd, Armadale 3143
St Raphaels Hostel, C/- Genazzano Convent Cotham Rd, Kew Vic 3101
St Raphael's Private Nursing Home, 12 Glendene Avenue, Kew Vic 3101
St Ronan's Private Nursing Home, 51 Adelaide St, Armadale 3143
St Theresa's Private Nursing Home, 10 Geelong Road, Footscray Vic 3011
St Vincent De Paul Nursing Home & Day, 110 Albion Road, Box Hill Vic 3128
St Vincent's Hospital, Victoria Parade, Fitzroy 3065
St Vincent's Private Hospital, 59 Victoria Parade, Fitzroy 3065
St Winifred's Private Nursing Home, 41 Coppin St, Malvern East 3145
Stanhope Nursing Service, 65 Stanhope St, Malvern Vic 3144
Stanhope Nursing Services, 75 Stanhope Street, Malvern Vic 3144

Stanleigh Private Nursing Home, 18 Hawthorn Rd, Caulfield North 3161
Star Nursing & Domestic Agency, 24 Palmerstone St, Camberwell Vic 3134
Stawell District Hospital, Sloane St, Stawell 3380
Stella Anderson Wing, 100-104 Barnard St, Bendigo Vic 3550
Stephenson House, Gibb Street, Berwick Vic 3806
Steyi Nursing Home, 94 Springs Road, Clayton South Vic 3169
Stonelea Private Hospital, 30 Eleanor St, Footscray Vic 311
Strathalan Baptist Aged Peoples Home, Cnr Erskine & Greensborough Rds, Macleod Vic 3085
Strathdon Community Nursing Home, 9 Jolimont Road, Forest Hill Vic 3131
Strathmore Private Hospital, 102 David Street, Preston 3072
Studley Park Private Nursing Home, 26 Edgecombe St, Kew 3101
Sunbury Community Health Centre Inc, PO Box 218, Sunbury Vic 3429
Sunbury Private Hospital, Cnr. Riddell Rd & Spavin Dve, Sunbury 3429
Sunda Bay Private Hospital, 60 Auburn Rd, Auburn 3122
Sunraysia Private Nursing Home, 253 Tenth St, Mildura Vic 3500

Sunrise Private Nursing Home Pty Ltd, 2-4 Sunrise Dve, Mulgrave 3170
Sunshine & District Community Hospital, 9 King Edward Ave, Sunshine 3020
Sunshine Private Hospital, Cnr Wiltshire & Cumberlands Sts, Sunshine 3020
Sunshine Private Nursing Home, 74 Devonshire Road, Sunshine Vic 3020
Surf Coast Community Health Service, 15 Bell Street,
Surgical Nurses Agency, 685 Orrong Road, Toorak Vic 3142
Surrey Hills Private Nursing Home, 16 Florence Road, Surrey Hills 3127
Swan Hill Community Health Centre, PO Box 483, Swan Hill Vic
Swan Hill District Hospital, Splatt St, Swan Hill 3585
Swan Hill District Nursing Home, Splatt St, Swan Hill Vic 3585
Swifts Creek B N Centre, Swifts Creek 3896
Tabulam Nursing Home, 31 Elizabeth St, Bayswater Vic 3153
TAC Rehabilitation Centre 499 Springvale Road, Glen Waverley 3150
Tallangatta Hospital Nursing Home, Baree St, Tallangatta Vic 3700
Tallangatta Hospital, Tallangatta 3700
Tara Private Nursing Home, 398 Ryrie St, Geelong 3220
Tarcoola, 9 Batman Avenue, Shepparton Vic 3630
Tatura Annexe Hospital, Park St, Tatura 3616
Tawonga District General Hospital, Mount Beauty 3699
Tawonga Nursing Home, Holland St, Mount Beauty Vic 3699
Taylor Lodge Nursing Home, Cnr Copernicus Way & Sunshine Avenue, Sydenham Vic 3038
Tempcare Nurses Agency, Box 206, Golden Square Vic 3555
Templestowe Private Nursing Home, 50-52 Foote St, Templestowe 3106
Templestowe Retirement Village, 29 Fitzsimons Lane, Templestowe Vic 3106
Terang & District (Norah Cosgrave) Community Hospital, 1 Austin Avenue, Terang 3264
Terry Barker Nursing Home, Broadford Crescent, Macleod Vic 3085
The Camperdown District Hospital, Robinson St, Camperdown 3260
The Gordon Bruns Nursing Home, 3 Moule Avenue, Brighton Vic 3186
The Homestead Nursing Home, 21 Skene St, Newtown Vic 3222
The Ian Rollo Currie Nursing Home, Rushall Crescent, North Fitzroy Vic 3068
The Marysville & Dist. Comm. Care Centre Inc, Murchison Street, Marysville Vic 3779
The Surrey Private Hospital, 13 Broughton Rd, Surrey Hills Vic 3127
The Valley Private Hospital Cnr Police And Gladstone Roads, Mulgrave 3170
The Wycheproof Hospital, Wycheproof 3527

Thomas Hogan Wing, Simpson St, Kyneton Vic 3144
Thomastown Private Nursing Home, 89 Dalton Road, Thomastown 3074
Thompson Nursing Home, 21-27 Hoddle St, Yarra Junction Vic 3797
Timboon & District Hospital, Timboon 3268
Timboon and District Community Health Centre, Wark Street, Timboon Vic 3268
Tongala Aged Care Complex, Perdey St, Tongala Vic 3962
Tongala B N Hospital, Cavell St, Tongala 3621
Toora B N Hospital, Toora 3962
Toorak Home Nursing Agency, Baster Street, Toorak Vic 3142
Toorak House Private Nursing Home, 1011 Toorak Rd, Camberwell 3124
Torquay Community Health Centre, 15 Bell Street, Torquay Vic 3228
Transport Accident Commission Rehabilitation Centre, 499 Springvale Rd, Glen Waverley Vic 3150
Traralgon Comm. Health Centre Inc, 11 Seymour Street, Traralgon Vic 3844
Traralgon District Private Nursing Home, 7-11 Campbell St, Traralgon Vic 3844
Treannam Private Nursing Home, Flinders Rd, Shoreham 3916

Trentham B N Hospital, Trentham 3458
Trentwood Private Hospital, 52 Northcote Avenue, Caulfield 3162
Trethowan Private Hospital, 98 McKillop St, Geelong 3220
Trewint Nursing Home, 1312 Heatherton Rd, Noble Park Vic 3174
Trinity Community Council 5 The Close Wangaratta Vic 3677
Tudor Home Nursing Services Pty Ltd, 7 Tudor Road, Doncaster Vic 3108
Tullamore Res. Aged Care Hostel, 991 Mt Dandenong Tourist Rd, Montrose Vic 3765
Tweddle Baby Hospital, 398 Barkly St, Footscray 3011
Twin Hills Nursing Agency, 62 The Grange, Lower Templestowe Vic 3106
Underbool B N Centre, Underbool 3509
Unipro Nursing Agency, 38 Havelock Road, Hawthorn East Vic 3123
Upper Goulburn CHC, High Street, Eildon Vic 3713
Upper Goulburn District Hospital, Woods Point 3723
Upper Hume Community Health Service, 10 Stanley St, Wodonga Vic 3690
Upper Murray Nursing Home, Kiel St, Corryong Vic 3707
Upper Yarra B N Home Annexe, Yarra Junction 3797
Upper Yarra B N Hospital, Yarra Junction 3797
Valley Private Nursing Home (The), 195 McLennan St, Mooroopna Vic 3629
Vaucluse Private Hospital, 82 Moreland Rd, Brunswick 3056
Vermont Private Nursing Home, 770 Canterbury Rd, Vermont 3133
Vermont Private Nursing Home, 89 Dalton Road, Thomastown 3074
Victoria House Private Hospital, 7 Gordon St, Toorak 3142
Victorian Aboriginal Health Service, 186 Nicholson St, Fitzroy Vic 3065
Victorian Baby Health Centres Association (Inc), 53 Lytton St, Carlton 3053
Victorian Base Puckapunyal Health Care , Poziers Parade, Puckapunyal Vic 3662
Victorian Deaf Society, 1 Lake Road, Blackburn Vic 3130
Victorian Deaf Society, 101 Wellington Parade, East Melbourne Vic 3002
Victorian Foundation For The Survivors, House 23 35 Poplar Road, Parkville Vic 3052
Victorian School For Deaf Children, 597 St Kilda Road, Melbourne Vic 3004
Villa Franca Nursing Home, Cnr Greaves & Deutgam Sts, Werribee 3030
Villa Madonna Centre, 1424-1430 Plenty Road, Bundoora Vic 3083
Villa Madonna Home For The Blind, 310 High St, Windsor Vic 3181
Villa Maria Centre Home For The Blind, 355 Stud Road, Wantirna Vic 3152
Villa O'Neill Nursing Home For The Blind, 101 Lewisham Road, North Prahran Vic 3181

Village Glen Retirement Centre, Eastbourne Rd, Rosebud West Vic 3940
Village Nursing Agency, 18 Sharrock Drive, Dingley Vic 3172
Vimy House Hospital, 5 Studley Avenue, Kew 3085
Violet Town B N Hospital, Violet Town 3669
Wahroonga Nursing Home, 53 Bay Road, Sandringham 3199
Walmsley Friendship Village Private Nursing Home, Greeves Dve, Kilsyth 3137
Walwa and District Bush Nursing Hospital Main Street, Walwa 3709
Wandella Private Hospital, 97 Ormond Esplanade, Elwood 3184
Wandin Springs, Stevenson Lane, Wandin East Vic 3139
Wangaratta District Base Hospital, Green St, Wangaratta 3677
Wangaratta Nursing Home, Green St, Wangaratta Vic 3688
Waranga Memorial Hospital, Coyle St, Rushworth 3612
Warburton Health-Care Centre & Hospital, Donna Buang Road, Warburton 3799
Warley B N Hospital, Warley Avenue, Cowes, Phillip Island 3922
Warracknabeal District Hospital, Dimboola Rd, Warracknabeal 3393

Warracknabeal District Nursing Home, Dimboola Rd, Warracknabeal Vic 3393
Warrawee Moorabbin Comm. Ext Care, 854a Centre Road, East Bentleigh Vic 3165
Warringal Private Hospital, 216 Burgundy St, Heidelberg 3084
Warrnambool & District Base Hospital, Ryot St, Warrnambool 3280
Wattle Glen Private Nursing Home, 45 Silvan Rd, Wattle Glen 3096
Waverley Community Health Centre, 7 Dunscombe Avenue, Glen Waverley Vic 3150
Waverley Private Hospital, 347 Blackburn Rd, Mt Waverley 3149
Wedderburn Community Health Centre, Hospital St, Wedderburn Vic 3518
Weerona Nursing Home, 400-402 Waverley Rd, East Malvern Vic 3145
Wellington Hospital (The), 209 Cotham Rd, Kew 3101
Wellington Youth Counselling Service 4th Floor, 594 St Kilda Road Melbourne Vic
Wendouree Community Health Centre, 1097 Howitt Street, Wendouree Vic 3355
Werribee and District Community Health Service, 3 Princes Highway, Werribee Vic 3030
Werribee District Hospital, Synnott Street, Werribee 3030
Werribee Mercy Hospital, 300 Princes Highway, Werribee Vic 3030
Werribee Private Nursing Home Pty Ltd, Cnr Little St & Centre Ave, Werribee 3030
West Add Inc, 49 Nicholson Street, Footscray Vic 3011
West Bellarine Community Health Centre, Unit 4/163 Bellarine Hwy, Newcomb Vic
West Gate Private Nursing Home, 4 William St, Newport 3015
West Gippsland Community Health Centre, Oak Street, Drouin Vic 3818
West Gippsland Hospital, Landsborough Rd, Warragul 3820
West Gippsland Nursing Home, Landsborough Road, Warragul Vic 3820
West Goulburn Community Health Cen., Birdwood Avenue, Stanhope Vic 3623
West Heidelberg Community Health Centre Inc., 20 Morobe Street, West Heidelberg Vic
Westbury Private Nursing Home, 12 Pretoria St, Deepdene 3103
Western General Hospital, 25 Eleanor St, Footscray 3011
Western Nursing Agency, 15 Ivy Tower Court, Taylors Lakes Vic 3038
Western Private Nursing Home, 46 Commercial Rd, Footscray 3011
Western Region Health Centre Ltd, 72-78 Paisley Street, Footscray Vic 3011
Western Suburbs Private Nursing Home, 44 Stephen St, Yarraville 3031
Westernport Memorial Hospital, Rossiter Rd, Koo-wee-rup 3981
Westernport Nursing Home, Rossiter Rd, Koo Wee Rup Vic 3981
Westgate Community Health Services, 101 Judson Street, Spotswood Vic 3015
Westside Lodge Nursing Homes, Santiago St, St Albans Vic 3021

Wheatlands Community Health Service, 31 Mildred St, Quambatook Vic 3540
Whiteside Nurses Agency, 1136 Malvern Road, Malvern Vic 3144
Whitfield C.H.C., Main Road, Whitfield Vic 3733
Whittlesea Community Health Centre, Walnut Street, Whittlesea Vic 3757
Wilglen Private Nursing Home, 3 Moule Avenue, Brighton 3186
Willaura & District Hospital, Willaura 3291
William Angliss Hospital, Albert St, Upper Fern Tree Gully 3156
Williamstown Hospital (The), Railway Crescent, Williamstown 3016
Wimmera Base Hospital, Baillie St, Horsham 3400
Winchelsea & District Hospital, Gosney St, Winchelsea 3241
Winchelsea Community Health Centre, Gosney Street, Winchelsea Vic 3241
Windermere Hospital Foundation Ltd, 646 High St, Prahran East 3181
Windermere Private Hospital, 646 High St, Prahran East 3181
Winston Private Hospital, 33 Burke Rd, Malvern East 3145
Wodonga District Hospital, Vermont Street, Wodonga 3690

Women's Clinic On Richmond Hill 366 Church Street, Richmond 3121
Women's Health Service - Bendigo, 31 McKenzie St, Bendigo Vic 3550
Women's Health Service For The West, 60 Droop St, Footscray Vic 3011
Wonthaggi & District Hospital, Graham St, Wonthaggi 3995
Woodleigh Private Nursing Home, 10 Collins Street, Preston 3072
Woods Point & Dist. Comm. Health Cen., Upper Goulburn, Coster Street, Woods Point
Woomelang & District B N Centre, Woomelang, 3485
Woorayl District Memorial Hospital, Koonwarra Rd, Leongatha 3953
Woorayl Lodge Nursing Home, 71-73 McCarton St, Leongatha Vic 3953
Wycheproof Hospital, Grandview St, Wycheproof Vic 3527
Wycheproof Nursing Home, Grandview St, Wycheproof Vic 3527
Wyndham Lodge Nursing Home, 120 Synnott St, Werribee Vic 3030
Wynnstay Private Nursing Home, 21 Wynnstay Rd, Prahran 3181
Wyuna Private Nursing Home, 88 Cunningham St, Northcote 3070
Yackandandah B N Hospital, Yackandandah 3749
Yarra Junction & District Hosp Inc, Hoddle St, Yarra Junction Vic 3797
Yarram & District Hospital, Commercial Rd, Yarram 3971
Yarraman Nursing Home, Yarraman Road, Noble Park Vic 3174
Yarrowonga Community Health Centre, Piper St, Yarrowonga 3730
Yarrowonga District Hospital Piper St, Yarrowonga 3730
Yasmar Private Nursing Home, 14 Caloola Avenue, Oakleigh 3166
Yea & District Memorial Hospital, 35 Station St, Yea 3717
Yeovil Private Hospital, 15 The Esplanade, Geelong 3220
Yooralla Society of Victoria, 52 Thistlethwaite St, South Melbourne 3205
Young People's Health Service, 226 Flinders Lane, Melbourne Vic 3000

SCHEDULE B - PUBLIC HEALTH SECTOR INSTITUTIONS

After Care Hospital
Aged Care Unit
Alambee Nursing Home
Alchera House
Alexandra District Hospital
Alfred Hospital
Alister Hinchley Nursing Home
Alpine Health Service
Altona District Hospital
Amalgamated Melbourne and Essendon Hospital
Anglesea and District Community Health Centre
Anne Caudle Centre
Apollo Bay & Otway Community Health Service
Apollo Bay and District Memorial Hospital
Ararat and District Hospital
Armitage House
Austin Hospital
Austin Repatriation Medical Centre
Bacchus March & District Nursing Home
Bacchus Marsh and District War Memorial Hospital
Bairnsdale Comm. Health & Resource Centre
Bairnsdale Regional Health Service
Ballarat and District Base Hospital
Ballarat East Community Health Centre
Ballarat Health Services
Balwyn Manor
Barwon Health
Beaufort & Skipton Health Service
Beeac and District Hospital
Beechworth Hospital
Benalla and District Memorial Hospital
Benalla Community Health Centre

Bendigo and Northern District Base Hospital
Bendigo Community Health
Bendigo Health Care Group
Bendigo Home and Hospital for the Aged
Bentley House Nursing Home
Bethlehem Hospital Inc
Birregurra and District Community Hospital
Boort Hospital
Box Hill and District Hospital
Box Hill Community Health Service Inc
Boyne Russell House Nursing Home
Braybrook/Maidstone Community Health Centre
Bright District Hospital
Brighton Community Hospital
Broadford & District Community Health Centre Inc

Broadmeadows Community Health Service
Brunswick Community Health Service
Bundoora Extended Care Centre
Bunyip Community Health Centre
Burwood and District Community Hospital
Caladenia Nursing Home
Calambeen Lodge
Cambridge House
Camperdown District Hospital
Canon TD Martin Nursing Home
Carinya Nursing Home
Caritas Christi Hospice
Carlton Community Health Centre Inc
Carshalton House
Casterton Memorial Hospital
Castlemaine District Community Health Centre Inc
Castlemaine District Community Hospital
Caulfield Hospital
Central Gippsland Health Service
Central Gippsland Hospital
Central Victorian Community Health Service Inc,
Central Wellington Health Service
Chadstone Community Health Centre Inc
Chelsea Community Health Centre
Churchill Community Health Centre Inc
Clarendon House
Clunes District Hospital
Cobaw Community Health Centre Inc
Cobram District Hospital
Coburg Community Health Centre
Cohuna District Hospital
Cohuna Retirement Village
Colac Community Health Centre
Colac District Hospital

Coleraine and District Hospital
Collingwood Community Health Centre
Cooinda Lodge
Corio Community Health Centre
Corio House
Corryong District Hospital
Craigieburn Community Health Centre
Cranbourne & District. Comm. Health Centre Inc
Creswick District Hospital
Creswick/Hepburn Health Services
Cyril Jewell House Nursing Home
Dandenong and District Hospital
Darlingford Upper Goulburn Nursing Home

Daylesford Community Health Centre
Daylesford District Hospital
Daylesford Nursing Home
De Paul House
Deer Park Comm. Health Centre Inc.
Diamond Valley Community Health Service
Dimboola District Hospital
Djerriwarrh Health Service
Donald & District Nursing Home
Donald District Hospital
Donvale & District Nursing Home
Doveton-Hallam-Endeavour Hills Comm Health Centre Inc
Dunmunkle Health Service
Dunolly District Hospital
Dunolly Nursing Home
Eaglehawk/Long Gully Comm. Health Centre Inc
East Bentleigh Community Health Centre,
East Gippsland Centre
East Gippsland Hospital
East Grampians Health Service
East Preston Community Health Centre,
East Wimmera Health Service
Echuca District Hospital
Echuca Regional Community Health Centre
Echuca Regional Health Service
Edenhope and District Hospital
Edward Street Nursing Home
Eildon and District Hospital
Elmore and District Hospital
Eltham Community Health Service
Endeavour Hills Community Health Centre
Ensay Community Health Centre,
Erica Community Health Centre
Ernest Jones Clinic

Evelyn Wilson Wing
Fairfield Hospital
Far East Gippsland Health Service
Fitzroy Community Health Centre
Flemington Community Health Centre
Frankston Comm. Health Centre Inc,
Frankston Community Hospital
Gardenview House Nursing Home
Gay Men's Health Centre/Victorian Aids Council,
Geelong Hospital
Gippsland Base Hospital
Gippsland Southern Health Service
Gisborne & District Community Health Centre
Glenarm Wing Nursing Home
Glenhuntly Rehabilitation Centre

Glenview Community Care
Golden Square/Kangaroo Flat Community Health Centre Inc
Goroke Community Health Centre
Goulbourn Valley Health
Goulburn Valley Base Hospital
Grace McKellar House
Grampians Community Health Centre Inc
Greenvale Centre
Hamilton Base Hospital
Hamilton Community Health Centre
Hampton Rehabilitation Hospital
Hazeldean Nursing Home
Healesville and District Hospital
Heathcote and District Hospital
Heathcote Community Health Centre
Heatherton Hospital
Helen Schutt Nursing Home
Henry Pride Geriatric Centre
Hepburn Health Service
Hesse Rural Health Service
Heyfield Hospital
Heywood and District Memorial Hospital
Ian Brand Nursing Home
Inglewood District Health Service
Inglewood Hospital
Inglewood Nursing Home
Inglewood/Wedderburn Community Health Service
Inner & Eastern Health Care Network
Iona-Digby Harris Nursing Home
Irvin House Nursing Home
Jack Lonsdale Lodge
Jean Turner Nursing Home
Jeparit Hospital
John Pickford House

John Robb House
Kaniva District Hospital
Kara Court Nursing Home
Kensington Community Health Centre
Kerang and District Hospital
Kiewa & Ovens Valley Comm. Health Services,
Kilmore Hospital
King Valley and District Community Health Services
Kingston Centre
Koo Wee Rup Regional Health Service
Koorooman House Nursing Home
Koroit and District Memorial Hospital
Korumburra District Hospital
Kowree Nursing Home
Kyabram and District Memorial Community Hospital
Kyneton and District Hospital
Kyneton District Health Service

Lakes Entrance Community Health Centre
Lalor & District Community Health Centre
Latrobe Community Health Service Inc
Latrobe Regional Hospital
Latrobe Valley Hospital
Leigh Community Care Centre
Lismore and District Hospital
Little Company of Mary Hospital
Loch Sport Community Health Centre
Lorne Community Health Service
Lorne Community Hospital
Lumeah Nursing Home
Lyndoch Nursing Home
Macarthur and District Memorial Hospital
Maffra District Hospital
Maldon & District Nursing Home
Maldon Hospital
Mallee Track Health & Community Services
Manangatang and District Hospital
Mansfield District Hospital
Manvantara Hospital
Maribyrnong Community Centre
Marindah Lodge Nursing Home
Maroondah Community Health Service
Maroondah Hospital
Maroondah Social and Community Health Centre Inc
Maryborough & District Health Services
Maryborough and District Hospital
McDonald Wing - Maffra
McIvor Health & Community Services
McIvor Nursing Home
McLellan House
Melbourne Extended Care & Rehabilitation
Melton Community Health Centre

Merbein Community Health Centre
Mercy Hospital for Women
Mercy Maternity Hospital
Mildura Base Hospital
Minyip and District Hospital
Moe and District Community Health Centres Inc
Monash Medical Centre
Moorabbin Hospital Centre
Mooroopna & District Base Hospital
Mordialloc and Cheltenham Community Hospital
Mordialloc Cheltenham Community Health Centre
Morrie Evans Nursing Home Wing
Mortlake District Hospital
Morwell and District Community Hospital
Morwell Community Health Centre

Mount Eliza Centre
Mount Royal Brunswick Day Centre
Mount Royal Coburg Day Hospital
Mount Royal Hawthorn Day Hospital
Mount Royal Henry Pride Geriatric Centre
Mount Royal Hospital
Mount Royal Lodge
Mountain District Comm. Health Service Inc
Moyne Health Services
Mt Alexander Extended Care
Mt Alexander Hospital
Murchison Community Care Inc
Murtoa Hospital
Myrtleford District War Memorial Hospital
Narre Warren Community Health Centre
Nathalia District Hospital
Nathalia Nursing Home Unit
Neerim District Soldiers' Memorial Hospital
Newborn Emergency Transport Service
Nhill Hospital
North East Kidney Service
North Richmond Family Care Centre
North Western Health Care Network
North/West Melbourne Comm. Health
Northcote Community Health Centre
Northern District Community Health Centre
Nowa Nowa Community Health Centre
Numurkah and District War Memorial Hospital
Numurkah District Health Service
Numurkah War Memorial Nursing Home
Oakleigh District Community Hospital
Omeo District Hospital
Orbost and District Hospital
Orbost Community Health Centre

Otway Health & Community Services
Ouyen and District Hospital
Ovens and Murray Hospital for the Aged
Ovens District Hospital
Parkland House Nursing Home
Peninsula Community Health Service
Peninsula Health Care Network
Penshurst & District Health Service
Penshurst and District Memorial Hospital
Peter James Centre
Peter MacCallum Cancer Institute
Port Fairy Hospital
Portarlington & District Comm Health Centre
Portland and District Hospital
Portland Community Health Centre
Pahran Community Health Centre Inc.

Preston and Northcote Community Hospital
PS Hobson Nursing Home
Quambatook Community Health Centre
Queen Elizabeth Centre
Queen Elizabeth Geriatric Centre
Queenscliff & Dist. Comm.Health Centre Inc
Rapunyup Nursing Home
Red Cliff District Hospital
Red Cliffs Nursing Home
Red Cross Blood Bank
Reg Geary House
Richmond Community Health Centre
Ripon Peace Memorial Hospital
Ripon Peace Memorial Nursing Home
Robinvale & District Nursing Home
Robinvale and District Hospital
Rochester & District Nursing Home
Rochester & Elmore District Health Service
Rochester and District War Memorial Hospital
Rosebank Nursing Home
Rosebud Hospital
Rosebud Rehabilitation Unit
Rosedale & District Community Health Centre,
Royal Children's Hospital
Royal Dental Hospital of Melbourne
Royal District Nursing Service
Royal Melbourne Hospital
Royal Park Hospital
Royal Southern Memorial Hospital
Royal Talbot General Rehabilitation Hospital
Royal Victorian Eye and Ear Hospital
Royal Women's Hospital
Rural Northwest Health Service
Rupanyup and District Hospital

Rutherglen District Hospital
San Remo & District Comm.Health Centre Inc.
Sandringham and District Memorial Hospital
Sebastopol Community Health Centre
Settlement Hospital
Seymour District Memorial Hospital
Seymour District Nursing Home Unit
Shelley Memorial Hospital
Sherbrooke Community Health Centre
Skipton and District Memorial Hospital
Skipton Nursing Home
South Eastern Child and Family Centre
South Gippsland Hospital
South Port Community Health Service
South West Healthcare

Southern Health Care Network
Southern Peninsula Hospital
Specialist Network
Springvale and District Community Hospital
Springvale Community Health Service,
St Albans Community Health and Resources Centre
St Arnaud District Hospital
St George's Hospital
St Kilda Community Health Centre,
St Vincent's Correctional Health Service
St Vincent's Hospital
Stawell District Hospital
Sunbury Community Health Centre Inc
Sunshine and District Community Hospital
Surf Coast Community Health Service
Swan Hill Community Health Centre
Swan Hill District Hospital
Swan Hill District Nursing Home
Tallangatta Hospital
Tallangatta Hospital Nursing Home
Tatura Annexe Hospital
Tawonga District General Hospital
Terang - Mortlake Health Service
Terang and District Community Hospital
The Alfred Healthcare Group
The Marysville & District Community Care Centre Inc
The Northern Hospital
Thomas Hogan Wing
Timboon and District Community Health Centre
Timboon and District Hospital
Torquay Community Health Centre
Traralgon Comm. Health Centre Inc
Tully Vea Nursing Home
Tweddle Baby Hospital

Upper Goulburn District Hospital
Upper Murray Health & Community Services
Upper Murray Nursing Home
Wangaratta District Base Hospital
Wangaratta Nursing Home
Waranga Memorial Hospital
Waranga Memorial Nursing Home
Warracknabeal District Hospital
Warrnambool and District Base Hospital
Waverley Community Health Centre
Wedderburn Community Health Centre
Weeah Lodge Nursing Home
Weighbridge
Wendouree Community Health Centre
Werribee and District Community Health Service,

Werribee District Hospital
Werribee Mercy Hospital
West Bellarine Community Health Centre
West Gippsland Community Health Centre
West Gippsland Health Care Group
West Gippsland Hospital
West Goulburn Community Health Centre.,
West Heidelberg Community Health Centre Inc
West Wimmera Health Service
Western District Health Service
Western General Hospital
Western Hospital
Western Region Health Centre Ltd,
Westernport Memorial Hospital
Westgate Community Health Services,
Whittlesea Community Health Centre
Willaura and District Hospital
William Angliss Knox and Sherbrooke Community Hospital
Williamstown Hospital
Wimmera Base Hospital
Wimmera Nursing Home
Winchelsea and District Hospital
Winchelsea Community Health Centre
Wodonga District Hospital
Wodonga Regional Health Service
Wonthaggi and District Hospital
Woods Point & District Community Health Centre
Woorayl District Memorial Hospital
Wycheproof Hospital
Wycheproof Nursing Home
Yarra Ranges Health Service
Yarram & District Health Service
Yarram & District Nursing Home
Yarram and District Hospital

Yarrowonga & District Nursing Home
Yarrowonga Community Health Centre
Yarrowonga District Hospital
Yea and District Memorial Hospital

[Roping-in award No. 1 of 2000 inserted by V001 from 17Aug00]

1 TITLE

This award shall be known as the Nurses (Victorian Health Services) (Roping-In No. 1) Award 2000.

2 ARRANGEMENT

This award is arranged as follows:

Clause number	Subject matter
1	Title
2	Arrangement
3	Incidence and application
4	Parties bound
5	Supersession
6	Date and period of operation
7	Definition
8	Terms and conditions of employment
Schedule A	Employer parties

3 INCIDENCE AND APPLICATION

This award shall apply to the work, and employment in Victoria, of registered, enrolled and mothercraft nurses, employed by any employer bound by this award.

4 PARTIES BOUND

This award shall be binding upon:

- 4.1** the Australian Nursing Federation, its officers and members; and
- 4.2** the employers referred to in schedule A hereof, in respect of all their employees to which this award applies.

5 SUPERSESSION

This award supersedes, for the employees to which it applies, the following awards of the former Victorian Industrial Relations Commission:

5.1 Registered Nurses Award.

5.2 Health and Allied Services Award.

5.3 Mothercraft Nurses Award.

Roping-in award 2000/1 - contd

Provided that no right, obligation or liability, accrued or incurred under those awards, shall be affected by such supersession.

6 DATE AND PERIOD OF OPERATION

This award shall come into operation on 17 August 2000 and shall remain in force for a period of twelve months.

7 DEFINITION

The term **parent award** in this award shall mean the Nurses (Victorian Health Services) Award 1992 [Print K6359 [N0175]], as varied and in force from time to time, or any award expressed to supersede that award.

8 TERMS AND CONDITIONS OF EMPLOYMENT

The salaries, allowances and other terms and conditions of employment of employees to whose employment this award applies, shall be those provided for in the parent award as defined in clause 7 of this award.

SCHEDULE A

C No. 30800 of 1997

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	ABORIGINAL COMMUNITY ELDER'S SERVICES	5 PARKVIEW AVENUE	EAST BRUNSWICK	VIC	3023
THE EMPLOYER OF NURSES	ACLAND GRANGE	166-169 BARKLY STREET	ST KILDA	VIC	3182
THE EMPLOYER OF NURSES	ADIA PERSONNEL PTY LTD	LEVEL 5, 267 COLLINS ST	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	AIRLIE SPECIAL ACCOMMODATION	33 UPPER HEIDELBERG ROAD	IVANHOE	VIC	3079
THE EMPLOYER OF NURSES	ALAWARA RETIREMENT VILLAGE	392 HIGH STREET	GOLDEN SQUARE	VIC	3555
THE EMPLOYER OF NURSES	ALAWARRA LODGE	220 MIDDLEBOROUGH ROAD	BLACKBURN	VIC	3130
THE EMPLOYER OF NURSES	ALCOA AUSTRALIA LTD	PO BOX 460	GEELONG	VIC	3220
THE EMPLOYER OF NURSES	ALLAN W. LOCKWOOD HOSTEL	SCHURMAN STREET	NATIMUK	VIC	3409
THE EMPLOYER OF NURSES	ALLAWAH SPECIAL CARE	42 HUME STREET	YARRAWONGA	VIC	3730
THE EMPLOYER OF NURSES	ALPHINGTON PRIVATE	9-11 OLD HEIDELBERG ROAD	ALPHINGTON	VIC	3078
THE EMPLOYER OF NURSES	ALTON COURT	2 MCINTYRE DRIVE	ALTONA	VIC	3018
THE EMPLOYER OF NURSES	AMBIKAB PATIENT TRANSPORT	PO BOX 2032	WEST CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	ANN NICHOL HOUSE	80 WILLIS STREET	PORTARLINGTON	VIC	3223

THE EMPLOYER OF NURSES	ARGYLE COURT	81-83 ARGYLE AVENUE	CHELSEA	VIC	3196
THE EMPLOYER OF NURSES	ARMADALE LODGE SPECIAL ACCOM.	645 HIGH STREET	ARMADALE	VIC	3143
THE EMPLOYER OF NURSES	ARPAD	9 GARRISSON GROVE	WANTIRNA	VIC	3152
THE EMPLOYER OF NURSES	ASHWOOD MEDICAL GROUP	448 WARRIGAL ROAD	ASHBURTON	VIC	3147
THE EMPLOYER OF NURSES	ASSISSI HOME FOR THE AGED	230 ROSANNA ROAD	ROSANNA	VIC	3084
THE EMPLOYER OF NURSES	AUSTRALIAN COSMETIC SURGERY CENTRE	LEVEL 22, 15 COLLINS ST	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	AVE MARIA HOSTEL	GRAHAM STREET	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	AVONDRUST	FRANKSTON/DANDENONG ROAD	CARRUM DOWNS	VIC	3201
THE EMPLOYER OF NURSES	BALLARAT DIV GEN PRACTICE	PO BOX 36W	BALLARAT WEST	VIC	3350
THE EMPLOYER OF NURSES	BAPTIST VILLAGE	8 ROBINSONS ROAD	BAXTER	VIC	3911
THE EMPLOYER OF NURSES	BAPTIST VILLAGE NURSING HOME	8 ROBIN ROAD	BAXTER	VIC	3911
THE EMPLOYER OF NURSES	BARWON HOMESTEAD	8 FEDERATION STREET	NATHALIA	VIC	3638
THE EMPLOYER OF NURSES	BAXTER LODGE 5	GRACE MCKELLAR HOUSE, 45-95 BALLARAT RD	NORTH GEELONG	VIC	3215

Roping-in award 2000/1 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	BAYSIDE DIV GEN PRACTICE	193 BLUFF ROAD	SANDRINGHAM	VIC	3191
THE EMPLOYER OF NURSES	BAYSIDE PERSONNEL AUST P/L	ILLOURA PLAZA, SUITE 611, 424 ST KILDA RD	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	BELLA VISTA	29-31 FINTONIA ROAD	NOBLE PARK	VIC	3174
THE EMPLOYER OF NURSES	BERWICK FRAIL AGED HOSTEL	GLOUCESTER AVENUE	BERWICK	VIC	3806
THE EMPLOYER OF NURSES	BERWICK VILLAGE HOSTEL	29 WILSON STREET	BERWICK	VIC	3806
THE EMPLOYER OF NURSES	BETHLEHEM HOME FOR THE AGED	17 TAYLOR STREET	GOLDEN SQUARE	VIC	3555
THE EMPLOYER OF NURSES	BIRREGURRA HOSTEL	STRACHAN STREET	BIRREGURRA	VIC	3242
THE EMPLOYER OF NURSES	BRICKENDON LODGE	BALAKA COURT	ROSEBUD	VIC	3939
THE EMPLOYER OF NURSES	BRIMBANK NURSING HOME	CNR WILTSHIRE & CUMBERLAND STREETS	SUNSHINE	VIC	3020
THE EMPLOYER OF NURSES	BROOKLYN HOUSE	132 APHRASIA STREET	NEWTOWN	VIC	3220
THE EMPLOYER OF NURSES	BRUNSWICK LODGE	17 LOYOLA AVENUE	BRUNSWICK	VIC	3056
THE EMPLOYER OF NURSES	BUNYIP HILL VIEW HOSTEL	CNR ANDERSON & A'BECKETT ROADS	BUNYIP	VIC	3815
THE EMPLOYER OF NURSES	C/WLTH DEPT OF HUMAN SERVICES & HEALTH	CASSELDEN PLACE, 2 LONSDALE STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	CARINYA LODGE	CARINYA CRESCENT (OFF SWANSTONE ST)	KORUMBURRA	VIC	3950
THE EMPLOYER OF NURSES	CASA ELDA VACCARI	863 BRUNSWICK STREET	NORTH FITZROY	VIC	3068
THE EMPLOYER OF NURSES	CAULFIELD DIALYSIS CENTRE	261 KOOYONG ROAD	ELSTERNWICK	VIC	3185
THE EMPLOYER OF NURSES	CENTRE FOR RURAL HEALTH,	LATROBE REGIONAL HOSPITAL, LOCKED BAG NO. 1	MOE	VIC	3825
THE EMPLOYER OF NURSES	CHATHAM LEA	13-15 CHATHAM ROAD	CANTERBURY	VIC	3126
THE EMPLOYER OF NURSES	CHELSEA LODGE	6 GOSNEY STREET	WINCHELSEA	VIC	3241
THE EMPLOYER OF NURSES	CHRISTIAN GUEST HOME	139 ATHERTON ROAD	OAKLEIGH	VIC	3166
THE EMPLOYER OF NURSES	CHURCH NURSING HOME (AND CHURCH NURSING SERVICE)	33 BLYTHE STREET	BRUNSWICK	VIC	3056

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	CLARENCE COURT	18 CLARENCE STREET	ELSTERNWICK	VIC	3185
THE EMPLOYER OF NURSES	CLARENDON GRANGE	40 STUD ROAD	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	COCKATOO CHC	MCBRIDE STREET	COCKATOO	VIC	3781
THE EMPLOYER OF NURSES	COLTON CLOSE	1-19 YORK STREET	GLENROY	VIC	3046
THE EMPLOYER OF NURSES	CONTINENCE FOUNDATION OF AUSTRALIA	59 VICTORIA PARADE	COLLINGWOOD	VIC	3066
THE EMPLOYER OF NURSES	CONVENT OF MERCY	146 BOTANIC ROAD	WARRNAMBOOL	VIC	3280
THE EMPLOYER OF NURSES	COORABIN HOSTEL	NELSON ROAD	POINT LONSDALE	VIC	3225
THE EMPLOYER OF NURSES	CORONELLA HOSTEL	163-165 CENTRAL ROAD	NUNAWADING	VIC	3131
THE EMPLOYER OF NURSES	CORPUS CHRISTI	885 MICKLEHAM ROAD	GREENVALE	VIC	3047
THE EMPLOYER OF NURSES	COX COURT	3 DANDENONG ROAD	CARRUM DOWNS	VIC	3201
THE EMPLOYER OF NURSES	CUMBERLAND VIEW	WHALLEY DRIVE	WHEELERS HILL	VIC	3150
THE EMPLOYER OF NURSES	CYRIL JEWELL HOUSE NURSING HOME	68 BASSETT CRESCENT	EAST KEILOR	VIC	3033
THE EMPLOYER OF NURSES	DONVALE RETIREMENT VILLAGE	160-170 SPRINGVALE ROAD	DONVALE	VIC	3111
THE EMPLOYER OF NURSES	DOONGALLA LODGE	47 MOUNT VIEW ROAD	BORONIA	VIC	3155
THE EMPLOYER OF NURSES	DOWELL COURT	157-159 LOWER HEIDELBERG ROAD	IVANHOE	VIC	3079
THE EMPLOYER OF NURSES	EDGARLEY	79-85 JACKSON STREET	CASTERTON	VIC	3311
THE EMPLOYER OF NURSES	EDITH BENDALL RETIREMENT VILLAGE	11 PARK STREET	PASCOE VALE	VIC	3044
THE EMPLOYER OF NURSES	ELDERLY CHINESE HOME	129 MANNINGHAM STREET	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	ELDERS HOSTEL	DALMAHOY STREET	BAIRNSDALE	VIC	3875
THE EMPLOYER OF NURSES	ESSEX HEIGHTS PRIMARY SCHOOL	ESSEX ROAD	MOUNT WAVERLEY	VIC	3149
THE EMPLOYER OF NURSES	EUREKA LODGE	BALMORAL DRIVE	BALLARAT EAST	VIC	3350
THE EMPLOYER OF NURSES	EVELYN WILSON NURSING HOME	GUNTHRIDGE PARADE	SALE	VIC	3850
THE EMPLOYER OF NURSES	FAIRWAY HOSTEL	ROYAL AVENUE	SANDRINGHAM	VIC	3191
THE EMPLOYER OF NURSES	FLINDERS LODGE NURSING HOME	ST LAURENCE PARK, 90 STATION LAKE ROAD	LARA	VIC	3212
THE EMPLOYER OF NURSES	FORD AUSTRALIA	1735 SYDNEY ROAD	CAMPBELLFIELD	VIC	3061
THE EMPLOYER OF NURSES	GEELONG MULTICULTURAL HOSTEL	100 WEDDELL ROAD	GEELONG NORTH	VIC	3215

Roping-in award 2000/1 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	GIPPSLAND DIAGNOSTIC SERVICES	PO BOX 1330	TRARALGON	VIC	3844
THE EMPLOYER OF NURSES	GIPPSLAND HOME (HOSTEL)	122 MCKEAN STREET	BAIRNSDALE	VIC	3875
THE EMPLOYER OF NURSES	GLADSWOOD LODGE	15 WAXMAN PARADE	BRUNSWICK WEST	VIC	3055
THE EMPLOYER OF NURSES	GLENHUNTLY TERRACE	164 GRANGE ROAD	GLENHUNTLY	VIC	3163
THE EMPLOYER OF NURSES	GOLDEN OAKS VILLAGE	STONEHAM STREET	GOLDEN SQUARE	VIC	3555
THE EMPLOYER OF NURSES	GOLDSWORTHY LODGE	91-95 GOLDSWORTHY ROAD	CORIO	VIC	3214
THE EMPLOYER OF NURSES	GOOD SHEPHERD HOSTEL & NURSING HOME	2 CLARKE STREET	ABBOTSFORD	VIC	3067
THE EMPLOYER OF NURSES	GOONAWARRA NURSING HOME	23 ANDERSON ROAD	SUNBURY	VIC	3429
THE EMPLOYER OF NURSES	GRACEDALE MANOR	205 WARRANDYTE ROAD	RINGWOOD	VIC	3134
THE EMPLOYER OF NURSES	GRANGE HOSTEL	19 GRAY STREET	HAMILTON	VIC	3300
THE EMPLOYER OF NURSES	GREEN GABLES	15 COULSTOCK STREET	EPPING	VIC	3076
THE EMPLOYER OF NURSES	GREGORY LODGE	36-90 NEWMARKET STREET	FLEMINGTON	VIC	3031
THE EMPLOYER OF NURSES	GRIFFITH POINT LODGE	DAVIS POINT ROAD	SAN REMO	VIC	3925
THE EMPLOYER OF NURSES	GUALTIERO VACCARI VILLAGE	PLENTY ROAD	SOUTH MORANG	VIC	3752
THE EMPLOYER OF NURSES	HAILEY HOUSE	102 ASCOT STREET SOUTH	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	HAVILAH	HARKNESS STREET	MARYBOROUGH	VIC	3465
THE EMPLOYER OF NURSES	HEALTHSWA NURSES DATA BANK	5TH FLOOR, MERCANTILE MUTUAL BUILDING	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	HEDLEY SUTTON	2 GASCOYNE STREET	CANTERBURY	VIC	3126
THE EMPLOYER OF NURSES	HEINZ HJ CO. AUSTRALIA LTD	PRINCES HIGHWAY	DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	HEYTESBURY LODGE	5 VICTORIA STREET	COBDEN	VIC	3266
THE EMPLOYER OF NURSES	HOWARD KINGHAM LODGE	69 DARNLEY STREET	BRAYBROOK	VIC	3019
THE EMPLOYER OF NURSES	HUMAN SERVICES & HEALTH	CASSELDEN PLACE, SPRING ST	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	HUME COURT	118 BANKS STREET	LARA	VIC	3212
THE EMPLOYER OF NURSES	HUME RETIREMENT HOME	14 SOUTH CIRCULAR RD	GLADSTONE PARK	VIC	3043
THE EMPLOYER OF NURSES	HUME RETIREMENT VILLAGE	14 SOUTH CIRCULAR ROAD	GLADSTONE PARK	VIC	3043
THE EMPLOYER OF NURSES	INTERNATIONAL DIABETES INSTITUTE	260 KOOYONG ROAD	CAULFIELD	VIC	3162
THE EMPLOYER OF NURSES	ISOMER HOSTEL	LOT 37 WELLINGTON ROAD	LYSTERFIELD	VIC	3156
THE EMPLOYER OF NURSES	J.P. HATELEY	5 WARNER ROAD	BEECHWORTH	VIC	3747
THE EMPLOYER OF NURSES	JAMES BRAY	24 WILLS STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	JAMES THOMAS COURT	CNR MORGAN & SPENCER STREET	SEBASTAPOL	VIC	3356
THE EMPLOYER OF NURSES	JESSIE GILLETT COURT	CNR MORGAN & SPENCER STREET	SEBASTAPOL	VIC	3356

Roping-in award 2000/1 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	JOHN R. HANNAH	68 WATTLE GROVE	MULGRAVE	VIC	3170
THE EMPLOYER OF NURSES	JR & AE LANDT	NOAL STREET	WARRACKNABEAL	VIC	3393
THE EMPLOYER OF NURSES	JUSTIN VILLA HOSTEL	2 CARAVAN STREET	BALWYN	VIC	3103
THE EMPLOYER OF NURSES	KARINGAL PRIVATE NURSING HOME	101F MAJOR ROAD	FAWKNER	VIC	3060
THE EMPLOYER OF NURSES	KEILOR HOSTEL	1 AMIS CRESCENT	EAST KEILOR	VIC	3033
THE EMPLOYER OF NURSES	KEMCOR AUST. LTD	CNR MAIDSTONE & KAROIT CREEK RD	ALTONA	VIC	3018
THE EMPLOYER OF NURSES	KING DAVID SCHOOL DAY CARE CENTRE	74 ALMA ROAD	ST KILDA	VIC	3182
THE EMPLOYER OF NURSES	KIRKBRAE HOSTEL	794 MT DANDENONG ROAD	KILSYTH	VIC	3137
THE EMPLOYER OF NURSES	KRAFT FOODS LTD	162 SALMON ST	PORT MELBOURNE	VIC	3207
THE EMPLOYER OF NURSES	KURRAJONG LODGE	BAILLIE STREET	HORSHAM	VIC	3400
THE EMPLOYER OF NURSES	LAKE PARK HOSTEL	CNR LAKE & CENTRAL ROADS	BLACKBURN	VIC	3130
THE EMPLOYER OF NURSES	LAKE PARK NURSING HOME	1 LAKE ROAD	BLACKBURN	VIC	3130
THE EMPLOYER OF NURSES	LAKE TYERS ABORIGINAL TRUST	PO BOX 11	LAKES ENTRANCE	VIC	3909
THE EMPLOYER OF NURSES	LATROBE VALLEY VILLAGE	5 OLLERTON AVENUE	MOE	VIC	3825
THE EMPLOYER OF NURSES	LATVIAN FRIENDLY SOCIETY	FRASER CRESCENT	SOUTH WANTIRNA	VIC	3152
THE EMPLOYER OF NURSES	LIONS CLUB OF SUNBURY	CNR BARKLY & TIMMS STREET	SUNBURY	VIC	3429
THE EMPLOYER OF NURSES	LUMEAH HOSTEL	78 BRUCE STREET	PRESTON	VIC	3072
THE EMPLOYER OF NURSES	MACLEOD RETIREMENT CENTRE	BROADFORD CRESCENT	MACLEOD	VIC	3085
THE EMPLOYER OF NURSES	MARANOVA HOUSE DAY CENTRE	47 TALBOT AVENUE	BALWYN	VIC	3103
THE EMPLOYER OF NURSES	MARGERIE COLE	137 GWALIA STREET	TRARALGON	VIC	3844
THE EMPLOYER OF NURSES	MARIAN HOUSE	16 WARDROP GROVE	NORTHCOTE	VIC	3070

Roping-in award 2000/1 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	MARLBOROUGH GARDENS	8-12 MARLBOROUGH ROAD	HEATHMONT	VIC	3135
THE EMPLOYER OF NURSES	MARTIN LUTHER HOMES	67 MOUNT VIEW ROAD	BORONIA	VIC	3155
THE EMPLOYER OF NURSES	MARYVILLE HOSTEL	7-9 UNDERWOOD ROAD	BORONIA	VIC	3155
THE EMPLOYER OF NURSES	MAY NOONAN MEMORIAL	FOLEY ROAD	TERANG	VIC	3264
THE EMPLOYER OF NURSES	MEKONG HOSTEL FOR THE AGED	6-12 TROTT PLACE	KEILOR EAST	VIC	3033
THE EMPLOYER OF NURSES	MELALEUCA LODGE	1 WATCHORN ROAD	COWES	VIC	3922
THE EMPLOYER OF NURSES	MELBOURNE COLLAGEN FOUNDATION	GROUND FLOOR, SUITE 2, COLLINS ST	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	MELBOURNE IVF	320 VICTORIA PDE	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	MELTON COURT	16 MCKENZIE STREET	MELTON	VIC	3337
THE EMPLOYER OF NURSES	MENTONE GARDENS SPECIAL ACCOMMODATION	70 NEPEAN HIGHWAY	MENTONE	VIC	3194
THE EMPLOYER OF NURSES	METROPOLITAN WOMENS PRISON		DEER PARK	VIC	3022
THE EMPLOYER OF NURSES	MIDLANDS HOSTEL	701 NORMAN STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	MILPARA HOSTEL	220 MIDDLEBOROUGH ROAD	BLACKBURN	VIC	3130
THE EMPLOYER OF NURSES	MITCHELL HOUSE	127 VARY STREET	MORWELL	VIC	3840
THE EMPLOYER OF NURSES	MOUNTAIN VIEW	CNR ACHERON WAY & BLACKWOOD AVENUE	WARBURTON	VIC	3799
THE EMPLOYER OF NURSES	MOYOLA LODGE HOSTEL	CNR PARK & HUNTER STREETS	TATURA	VIC	3616
THE EMPLOYER OF NURSES	MT ROYAL - THE LODGE	83 POPLAR STREET	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	MURRAY HOSTEL	7 SPRING STREET	BELMONT	VIC	3216
THE EMPLOYER OF NURSES	NAPIER YOUTH SERVICES	118 NAPIER STREET	FITZROY	VIC	3065
THE EMPLOYER OF NURSES	NORTH PARK HOSPITAL	GREENHILLS ROAD	BUNDOORA	VIC	3083
THE EMPLOYER OF NURSES	NURSES BOARD OF VICTORIA	LEVEL 7, 607 BOURKE STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	OLIVET HOSTEL	7 RUPERT STREET	RINGWOOD	VIC	3134
THE EMPLOYER OF NURSES	OUTLOOK GARDENS	CNR OUTLOOK DRIVE & GLADSTONE DRIVE	NORTH DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	OUYEN HOSTEL	53 HUGHES STREET	OUYEN	VIC	3490
THE EMPLOYER OF NURSES	PALMERSTON COURT	16 PALMERSTON STREET	DRYSDALE	VIC	3222
THE EMPLOYER OF NURSES	PINEHURST HOSTEL	2 JELLCOE STREET	CHELLENHAM	VIC	3192

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	POLISH RETIREMENT HOME	3-5 PERCIVAL STREET	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	PORT FAIRY NURSING HOME	VILLIERS STREET	PORT FAIRY	VIC	384
THE EMPLOYER OF NURSES	PORT PHILLIP SERVICED APARTMENTS	SUITE 1 DENDY PLAZA, 26-34 CJIRCJ ST	BRIGHTON	VIC	3186
THE EMPLOYER OF NURSES	PORT PHILLIP SERVICED APARTMENTS	STEWART AVENUE	ALTONA	VIC	3018
THE EMPLOYER OF NURSES	PRESENTATION SISTERS HOSTEL, MARIAN COMMUNITY	4 MURPHY STREET	BRIGHTON	VIC	3186
THE EMPLOYER OF NURSES	PRINCES MAGRIET LODGE	736 MOUNT DANDENONG ROAD	KILSYTH	VIC	3132
THE EMPLOYER OF NURSES	PRINCESS ELIZABETH JUNIOR SCHOOL FOR DEATH CHILDREN	90 ELGAR ROAD	BURWOOD	VIC	3125
THE EMPLOYER OF NURSES	PS HOBSON NURSING HOME	GILLIES STREET	WENDOUREE	VIC	3355
THE EMPLOYER OF NURSES	QUALITY AGE SERVICES	430 MAIN ROAD	LOWER PLENTY	VIC	3093
THE EMPLOYER OF NURSES	R.L. MONTGOMERY HOSTEL	194-294 KOOYONG ROAD	CAULFIELD	VIC	3162
THE EMPLOYER OF NURSES	R.M. MCHALE HOSTEL	PURDEY STREET	TONGALA	VIC	3621
THE EMPLOYER OF NURSES	RADDIN MEDICAL IMAGING	281 MORELAND RD	MORELAND	VIC	3058
THE EMPLOYER OF NURSES	RAY M. BEGG HOSTEL	EPPING STREET	KYNETON	VIC	3444
THE EMPLOYER OF NURSES	REGENT LODGE	46 REGENT STREET	ELSTERNWICK	VIC	3185
THE EMPLOYER OF NURSES	RESERVOIR ROTARY VILLAGE	52-56 ELLIOTT STREET	RESERVOIR	VIC	3073
THE EMPLOYER OF NURSES	RICE VILLAGE	CNR MARSHALLTOWN, HORSESHOE BEND & BARWON HEADS RDS	MARSHALL	VIC	3216
THE EMPLOYER OF NURSES	RIPPLEBROOK NURSING HOME	21-25 INVERNESS ST	CLARINDA	VIC	3169
THE EMPLOYER OF NURSES	RODNEY PARK HOSTEL	KNIGHT STREET	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	ROSE LODGE	226-233 GRAHAM STREET	WONTHAGGI	VIC	3995
THE EMPLOYER OF NURSES	ROSEBANK HOSTEL	20 MILLER STREET	YEA	VIC	3717
THE EMPLOYER OF NURSES	ROTHESAY HOSTEL	49 BAY ROAD	SANDRINGHAM	VIC	3191
THE EMPLOYER OF NURSES	SALFORD PARK LODGE HOSTEL	100 HAROLD STREET	WANTIRNA	VIC	3152

Roping-in Award 2000/1 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	SAMARINDA LODGE	286 HIGH STREET	ASHBURTON	VIC	3147
THE EMPLOYER OF NURSES	SANDFIELD HOSTEL	378 BLUFF ROAD	SANDRINGHAM	VIC	3191
THE EMPLOYER OF NURSES	SANTA CASA	35 FLINDERS STREET	QUEENSCLIFF	VIC	3225
THE EMPLOYER OF NURSES	SIR JOHN MONASH PRIVATE HOSPITAL	212 CLAYTON ROAD	CLAYTON	VIC	3168
THE EMPLOYER OF NURSES	SIR WILLIAM HALL HOSTEL	1-61 EDWIN STREET	HEIDELBERG WEST	VIC	3081
THE EMPLOYER OF NURSES	SKIPTON & DISTRICT HOSTEL	BLAKE STREET	SKIPTON	VIC	3362
THE EMPLOYER OF NURSES	SLADE PHARMACY	89 BRIDGE ROAD	RICHMOND	VIC	3121
THE EMPLOYER OF NURSES	ST BERNADETTE'S	COOKE AVENUE	ST ALBANS	VIC	3021
THE EMPLOYER OF NURSES	ST CATHERINE'S HOME HOSTEL	12-14 FORD STREET	WANGARATTA	VIC	3677
THE EMPLOYER OF NURSES	ST CATHERINE'S HOUSE HOSTEL	1 CLAYTON ROAD	BALWYN	VIC	3105
THE EMPLOYER OF NURSES	ST ELIZABETH'S HOSTEL	1600 STURT STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	ST GEORGES HOSTEL	248 TRAFALGAR AVENUE	ALTONA MEADOWS	VIC	3028
THE EMPLOYER OF NURSES	ST JAMES TERRACE HOSTEL	294-296 WARRIGAL ROAD	CHELTENHAM	VIC	3192
THE EMPLOYER OF NURSES	ST JOHN OF KRONSTADT	24-26 MORWELL AVENUE	DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	ST JOSEPH'S CENTRE FOR THE AGED	25 LLEWELLYN COURT	NOBLE PARK	VIC	3174
THE EMPLOYER OF NURSES	ST JOSEPH'S HOME	112 ST GEORGES ROAD	NORTHCOTE	VIC	3070
THE EMPLOYER OF NURSES	ST JOSEPH'S HOSTEL	97 ELGIN STREET	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	ST PAUL'S HOSTEL	15-17 STRETTLE STREET	THORNBURY	VIC	3071
THE EMPLOYER OF NURSES	ST RAPHAEL'S HOSTEL	12 GLENEDENE AVENUE	KEW	VIC	3101
THE EMPLOYER OF NURSES	STRETCHER TRANSPORT SERVICES	NEWCASTLE ROAD	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	STRETTON PARK	GEORGE STREET	MAFFRA	VIC	3860
THE EMPLOYER OF NURSES	SUNNYSIDE HOUSE	1 ADENEY STREET	CAMPERDOWN	VIC	3260
THE EMPLOYER OF NURSES	SUNRAYSIA	CALOTIS STREET	RED CLIFFS	VIC	3496
THE EMPLOYER OF NURSES	SURGICENTRE PRIVATE HOSPITAL	92 DAVID STREET	DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	SYNDEY QUAYLE	21 BARCLAY STREET	HEYWOOD	VIC	3304
THE EMPLOYER OF NURSES	TARCOOLA HOSTEL	119 THE BOULEVARD	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	TEMPLETON LODGE	41 THOMSON STREET	MAIDSTONE	VIC	3012
THE EMPLOYER OF NURSES	THALPERIC NURSING HOME	181 FURLONG ROAD	ST ALBANS	VIC	3021
THE EMPLOYER OF NURSES	THE ALLERGY CENTRE	366 MAROONDAH HWY	RINGWOOD	VIC	3134
THE EMPLOYER OF NURSES	THE GRANGE	1 WYUNA STREET	ROSEBUD	VIC	3939

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STATE	P/CODE
THE EMPLOYER OF NURSES	THE OLD COLONISTS ASSOC. OF VIC.	PO BOX 214	CLIFTON HILL	VIC	3068
THE EMPLOYER OF NURSES	THE VILLAGE	38 AUGUSTINE STREET	COHUNA	VIC	3568
THE EMPLOYER OF NURSES	TOYOTA MOTOR CORP OF AUSTRALIA	155 BERTIE ST	PORT MELBOURNE	VIC	3267
THE EMPLOYER OF NURSES	TRAVELLERS MEDICAL & VACCINATION CENTRE	393 LITTLE BOURKE STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	TRESCOWTHICK HOUSE, NATIMUK BNH	6 SCHURMANN STREET	NATIMUK	VIC	3409
THE EMPLOYER OF NURSES	TWIN PARKS	47 BLAKE STREET	RESERVOIR	VIC	3073
THE EMPLOYER OF NURSES	UKRAINIAN ELDERLY PEOPLES HOME	TAYLORS ROAD	KEILOR DOWNS	VIC	3038
THE EMPLOYER OF NURSES	V.R.D.C.U.	5TH FLOOR, ESSENDON HOSPITAL, CHESTER ST	MOONEE PONDS	VIC	3039
THE EMPLOYER OF NURSES	VICTOR CRESCENT CHILD CARE CENTRE	86 VICTOR CRESCENT	NARRE WARREN	VIC	3805
THE EMPLOYER OF NURSES	VINCENTIAN HOUSE	58-62 VILLAMANTA STREET	WEST GEELONG	VIC	3218
THE EMPLOYER OF NURSES	VONLEA MANOR PRIVATE	1 MORAN STREET	NORLANE	VIC	3214
THE EMPLOYER OF NURSES	WAHROONGA FRIENDSHIP VILLAGE	129 COLEMAN PARADE	GLEN WAVERLEY	VIC	3150
THE EMPLOYER OF NURSES	WARRAMUNDA VILLAGE	WARRAMUNDA COURT	KYABRAM	VIC	3620
THE EMPLOYER OF NURSES	WATERDALE HOSTEL	250-260 WATERDALE ROAD	IVANHOE	VIC	3079
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	151 REYNARD STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	WESTERN TERRACE	40 STEPHEN STREET	YARRAVILLE	VIC	3013
THE EMPLOYER OF NURSES	WESTERNPORT HOSTEL	86 VICTORIA STREET	HASTINGS	VIC	3915
THE EMPLOYER OF NURSES	WESTHAVEN	99 PAISLEY STREET	FOOTSCRAY	VIC	3011
THE EMPLOYER OF NURSES	WHITTINGTON HOSTEL	TOWNSEND ROAD	WHITTINGTON	VIC	3219
THE EMPLOYER OF NURSES	WILLAURA & DISTRICT HOSPITAL/HOSTEL	DELACUMBE WAY	WILLAURA	VIC	3379
THE EMPLOYER OF NURSES	YARRA ME CENTRE	294 MAROONDAH ROAD	CROYDON	VIC	3136
THE EMPLOYER OF NURSES	YOORALLA SOCIETY SPECIAL SCHOOL	STROUD STREET	BALWYN	VIC	3103

[Roping-in award No. 2 of 2000 inserted by V002 from 17Aug00]

1 - TITLE

This award shall be known as the Nurses (Victorian Health Services) (Roping-In No. 2) Award 2000.

2 - ARRANGEMENT

This award is arranged as follows:

Clause number	Subject matter
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1	Title
2	Arrangement
3	Incidence and application
4	Parties bound
5	Supersession
6	Date and period of operation
7	Definition
8	Terms and conditions of employment
Schedule A	Employer parties

3 - INCIDENCE AND APPLICATION

This award shall apply to the work, and employment in Victoria, of registered, enrolled and mothercraft nurses employed by any employer bound by this award.

4 - PARTIES BOUND

This award shall be binding upon:

- 4.1 the Australian Nursing Federation, its officers and members; and
- 4.2 the employers referred to in schedule A hereof, in respect of all their employees to which the award applies.

5 - SUPERSESSION

This award supersedes, for the employees to which it applies, the following awards of the former Victorian Industrial Relations Commission:

- 5.1 Registered Nurses Award.
- 5.2 Health and Allied Services Award.
- 5.3 Mothercraft Nurses Award.

Provided that no right, obligation or liability, accrued or incurred under those awards, shall be affected by such supersession.

Roping-in award 2000/2 - contd

6 - DATE AND PERIOD OF OPERATION

This award shall come into operation on 17 August 2000 and shall remain in force for a period of twelve months.

7 - DEFINITION

The term **parent award** in this award shall mean the Nurses (Victorian Health Services) Award 1992 [Print K6359 [N0175]], as varied and in force from time to time, or any award expressed to supersede that award.

8 - TERMS AND CONDITIONS OF EMPLOYMENT

The salaries, allowances and other terms and conditions of employment of employees to whose employment this award applies, shall be those provided for in the parent award as defined in clause 7 of this award.

Roping-in award 2000/2 - contd

SCHEDULE A

C No. 35351 of 1997

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	CROFT HEALTH CARE PTY LTD	205 WARRANDYTE ROAD	NORTH RINGWOOD	VIC	3134
THE EMPLOYER OF NURSES	PAYNESVILLE PRIVATE NURSING HOME	FORT KING ROAD	PAYNESVILLE	VIC	3880
THE EMPLOYER OF NURSES	BAIRNSDALE PRIVATE NURSING HOME	HARNHAM DRIVE	BAIRNSDALE	VIC	3875
THE EMPLOYER OF NURSES	COLBRAN LODGE	313 PUNT ROAD	PRAHRAN	VIC	3181
THE EMPLOYER OF NURSES	COLOSTOMY ASSOCIATION	SUITE 221, 98 ELIZABETH STREET	MELBOURNE	VIC	3001
THE EMPLOYER OF NURSES	CRANBOURNE DAY THEATRE	197 HIGH STREET	CRANBOURNE	VIC	3977
THE EMPLOYER OF NURSES	EASTERN WOMENS CLINIC	116-118 WELLINGTON PARADE	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	MELBOURNE ASSISTED CONCEPTION CENTRE	2ND FLOOR, 166 GIPP STREET	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	MULTI CARE AGENCY	34 JACKSTON STREET	TOORAK	VIC	3142
THE EMPLOYER OF NURSES	MULTIPLE SCLEROSIS SOCIETY	34 JACKSON STREET	TOORAK	VIC	3142
THE EMPLOYER OF NURSES	NOR WEST ENDOSCOPIC CENTRE	221 MARIBYNONG ROAD	ASCOT VALE	VIC	3032
THE EMPLOYER OF NURSES	ROYAL CHILDRENS HOSPITAL RESEARCH FOUNDATION	FLEMINGTON ROAD	PARKVILLE	VIC	3053
THE EMPLOYER OF NURSES	SPRINGVALE ENDOSCOPIC CENTRE	20 BALMORAL AVENUE	SPRINGVALE	VIC	3171

THE EMPLOYER OF NURSES	TABCORP, STAFF CLINIC	1 QUEENS ROAD	MELBOURNE	VIC	3001
THE EMPLOYER OF NURSES	VICTORIAN ABORIGINAL HEALTH SERVICE CO-OP LTD	186 NICHOLSON STREET	FITZROY	VIC	3065
<u>C No. 36203 of 1999</u>					
THE EMPLOYER OF NURSES	ELEN AVON TRADING AS MURRAY VALLEY PRIVATE HOSPITAL	PO BOX 469	WODONGA	VIC	3689
THE EMPLOYER OF NURSES	LATROBE UNIVERSITY MEDICAL CENTRE	CNR PLENTY ROAD AND KINSBURY DRIVE	BUNDOORA	VIC	3074
THE EMPLOYER OF NURSES	VICTORIAN HOSPITALS INDUSTRIAL ASSOCIATION	2ND FLOOR, 150 ALBERT STREET	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	AUSTRALIAN RETIREMENT COMMUNITIES	DENDY PLAZA	BRIGHTON	VIC	3186
THE EMPLOYER OF NURSES	LORAIN HARRY AGENCY	1ST FLOOR, 119 YARRA STREET	GEELONG	VIC	3220
THE EMPLOYER OF NURSES	PRIME LIFE CORPORATION	LEVEL 9. 406 COLLINS STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	TIME CRITICAL SPECIALIST NURSES AGENCY	PO BOX 179	EAST BENTLEIGH	VIC	3165
THE EMPLOYER OF NURSES	PRIME NURSING AGENCY	PO BOX 7176	DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	STAFFING SYNERGY	11 KEYSTONE CRESCENT	KEW EAST	VIC	3102

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
<u>C No. 75675 of 1998</u>					
THE EMPLOYER OF NURSES	ABBNEYFIELD HOUSE	30 SHAW STREET	MORTLAKE	VIC	3272
THE EMPLOYER OF NURSES	ALAWARA HOSTEL	392 HIGH STREET	GOLDEN SQUARE	VIC	3555
THE EMPLOYER OF NURSES	ANNESLEY HOSTEL	694 WHITEHORSE RD	MONT ALBERT	VIC	3132
THE EMPLOYER OF NURSES	ASHLEIGH HOUSE	BERGIN CRESCENT	SALE	VIC	3850
THE EMPLOYER OF NURSES	AVONSLEIGH TERRACE	41-43 ROBE STREET	ST KILDA	VIC	3182
THE EMPLOYER OF NURSES	BAILLY HOUSE	68-72 CHAPMAN STREET	NORTH MELBOURNE	VIC	3051
THE EMPLOYER OF NURSES	BALLAN HOSTEL FOR FRAIL AND AGED	168 INGLIS STREET	BALLAN	VIC	3342
THE EMPLOYER OF NURSES	BARWON REGIONAL PRISON	LOCKED BAG 7	LARA	VIC	3212
THE EMPLOYER OF NURSES	BELLHAVEN HOSTEL	547 BELL STREET	PRESTON	VIC	3072
THE EMPLOYER OF NURSES	BERWICK AGED PERSONS HOSTEL	1 GIBB STREET	BERWICK	VIC	3806
THE EMPLOYER OF NURSES	BINDAREE RETIREMENT CENTRE INC	CNR. HIGHETT & LOVICK STREETS	MANSFIELD	VIC	3722
THE EMPLOYER OF NURSES	BOORT HOSTEL FOR THE AGED	KINIRY STREET	BOORT	VIC	3537
THE EMPLOYER OF NURSES	BRIGIDINE SISTERS HOSTEL	1 CHARLOTTE STREET	ECHUCA	VIC	3564
THE EMPLOYER OF NURSES	BROADMEAD HOSTEL	27-29 WATTLE ROAD	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	BURNLEY LODGE	54 GIBDON STREET	RICHMOND	VIC	3121
THE EMPLOYER OF NURSES	CAMDEN COURT HOSTEL	6 FEEMAN STREET	CAULFIELD SOUTH	VIC	3162
THE EMPLOYER OF NURSES	CAULFIELD X-RAY CENTRE	600 GLENHUNTLY ROAD	ELSTERNWICK	VIC	3185
THE EMPLOYER OF NURSES	CHOMLEY HOUSE	113 CHOMLEY STREET	PRAHRAN	VIC	3181
THE EMPLOYER OF NURSES	CLAREMONT HOME (HOSTEL)	286 ALBERT ROAD	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	CLARINDA CENTRE	1213 CENTRE ROAD	SOUTH OAKLEIGH	VIC	3167
THE EMPLOYER OF NURSES	CLEVEDON TERRACE SPECIAL ACCOM.	405-409 UPPER HEIDELBERG ROAD	HEIDELBERG	VIC	3084
THE EMPLOYER OF NURSES	CLUNY HOSTEL INC.	34 WRIXSON STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	COATES HOSTEL	CNR JAMES & LONG STS	ST ARNAUD	VIC	3478
THE EMPLOYER OF NURSES	CONDARE COURT	8 JOFFRE STREET	BURWOOD	VIC	3125
THE EMPLOYER OF NURSES	CONVENT OF MERCY HOSTEL	159 GREY STREET	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	COOINDA-BENALLA ELDERLY PEOPLES HOMES	CNR SAMARIA & KILFEERA ROADS	BENALLA	VIC	3672
THE EMPLOYER OF NURSES	COPTIC VILLAGE HOSTEL	LOT 1 SAFFRON DRIVE	FOUNTAIN GATE	VIC	3805

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	CORANDIRK FRAIL AGED HOSTEL	74A MARIBYRNONG ROAD	MOONEE PONDS	VIC	3039
THE EMPLOYER OF NURSES	COROWA COURT HOSTEL	752 THE ESPLANADE	MORNINGTON	VIC	3931
THE EMPLOYER OF NURSES	CORRONG VILLAGE INC.	100 TOOLE STREET	HOPETOUN	VIC	3396
THE EMPLOYER OF NURSES	CROSSLEY HOUSE HOSTEL INC.	14 NICOL STREET	YARRAM	VIC	3971
THE EMPLOYER OF NURSES	DOROTHY IMPEY HOME	196-202 CUMBERLAND ROAD	PASCOE VALE	VIC	3044
THE EMPLOYER OF NURSES	EDMUND RICE HOSTEL	35 WESTBURY STREET	ST KILDA	VIC	3182
THE EMPLOYER OF NURSES	EMMAUS HOSTEL	41 MURRUMBEENA ROAD	MURRUMBEENA	VIC	3163
THE EMPLOYER OF NURSES	EMMY MONASH HOME FOR THE AGED INC.	518-524 DANDENONG ROAD	NORTH CAULFIELD	VIC	3161
THE EMPLOYER OF NURSES	ENGLEBERT LODGE	70 HAVERFIELD STREET	ECHUCA	VIC	3564
THE EMPLOYER OF NURSES	EUROAVILLE FRAIL AGED HOSTEL	WEIR STREET	EUROA	VIC	3666
THE EMPLOYER OF NURSES	EVA TILLEY MEMORIAL HOSTEL	24 NICHOLSON STREET	NORTH BALWYN	VIC	3104
THE EMPLOYER OF NURSES	EVENTIDE STAWELL HOSTEL INC.	111 PATRICK STREET	STAWELL	VIC	3380
THE EMPLOYER OF NURSES	FAIRVIEW HOMES FOR THE AGED INC.	SARGEANT STREET	WARRAGUL	VIC	3820
THE EMPLOYER OF NURSES	FERNTREE LODGE HOSTEL	10 THE AVENUE	FERNTREE GULLY	VIC	3156
THE EMPLOYER OF NURSES	FORTY DORKING ROAD HOSTEL	40 DORKING ROAD	BOX HILL	VIC	3128
THE EMPLOYER OF NURSES	GALINI HOSTEL	94 SPRINGS ROAD	SOUTH CLAYTON	VIC	3169
THE EMPLOYER OF NURSES	GARDEN VIEW COURT HOSTEL	LOWE STREET	ARARAT	VIC	3377
THE EMPLOYER OF NURSES	GLANVILLE VILLAGE	CNR SERVICE & HAVERFIELD STS	ECHUCA	VIC	3564
THE EMPLOYER OF NURSES	GOLDEN OAKS NURSING HOME	STONEHAM STREET	GOLDEN SQUARE	VIC	3555
THE EMPLOYER OF NURSES	GOOD SHEPHERD MARYVILLE HOSTEL	7 UNDERWOOD ROAD	BORONIA	VIC	3155
THE EMPLOYER OF NURSES	GORRIN HOUSE	ALBERT STREET	ARARAT	VIC	3377
THE EMPLOYER OF NURSES	GRANTHAM GREEN HOSTEL	LOT 100 MAGNOLIA STREET	ST ALBANS	VIC	3021
THE EMPLOYER OF NURSES	GREENHILLS HOSTEL FOR THE AGED	CLARENCE STREET	LOCH	VIC	3945
THE EMPLOYER OF NURSES	GWENNAP HOME FOR THE AGED	319-321 GEELONG ROAD	WEST FOOTSCRAY	VIC	3012
THE EMPLOYER OF NURSES	HAMER COURT	535 HIGH STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	HANOVER SOUTHBANK	52 HAIG STREET	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	HATELEY HOSTEL	PO BOX 20	BEECHWORTH	VIC	3747
THE EMPLOYER OF NURSES	HAWTHORN VILLAGE AGED CARE HOSTEL	HAWTHORN LANE	BRIGHT	VIC	3741
THE EMPLOYER OF NURSES	HEALTH & FAMILY SERVICES DEPT	CASSELDEN PLACE, SPRING ST	MELBOURNE	VIC	3001
THE EMPLOYER OF NURSES	HEATHLANDS HOSTEL	15 HAWTHORN ROAD	NORTH CAULFIELD	VIC	3161
THE EMPLOYER OF NURSES	HEATHMONT HOSTEL	261 CANTERBURY ROAD	HEATHMONT	VIC	3135

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	HELEN MC NAIR HOUSE	HIGH STREET	LISMORE	VIC	3324
THE EMPLOYER OF NURSES	HILLSIDE LODGE	77 BRIDGE STREET	KORUMBURRA	VIC	3950
THE EMPLOYER OF NURSES	IOOF COMMUNITY VILLAGES	WHALLEY DRIVE	WHEELERS HILL	VIC	3150
THE EMPLOYER OF NURSES	IRIS LOVETT GARDINER ABORIGINAL ELDERS	5 PARKVIEW AVENUE	EAST BRUNSWICK	VIC	3057
THE EMPLOYER OF NURSES	IRVING BENSON COURT	41 HUDSON STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	JOHN FAWKNER CARDIOLOGY	275 MORELAND ROAD	COBURG	VIC	3058
THE EMPLOYER OF NURSES	JOHN WESLEY LODGE	45-47 MUNRO STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	JOHNSON-GOODWIN MEMORIAL HOMES	20 CAMP STREET	DONALD	VIC	3480
THE EMPLOYER OF NURSES	KALKEE AGED PEOPLES COMMUNITY	7 SPRING STREET	BELMONT	VIC	3216
THE EMPLOYER OF NURSES	KANIVA COTTAGES-HOSTEL	ARTHUR VIVIAN CLOSE	KANIVA	VIC	3419
THE EMPLOYER OF NURSES	KARANA BAPTIST HOME FOR AGED	55 WALPOLE STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	KARDINIA AGED CARE HOSTEL	1 RIVERVIEW TERRACE	BELMONT	VIC	3216
THE EMPLOYER OF NURSES	KARINGAL HOSTEL	BRETTONEAUX STREET	SEYMOUR	VIC	3660
THE EMPLOYER OF NURSES	KELLOCK LODGE	CNR. SHAMROCK & BON STREETS	ALEXANDRA	VIC	3714
THE EMPLOYER OF NURSES	KEYSBOROUGH GARDENS	15 STANLEY ROAD	KEYSBOROUGH	VIC	3173
THE EMPLOYER OF NURSES	KNOWLES LODGE/KNOX VILLAGE	466 BURWOOD HIGHWAY	WANTIRNA SOUTH	VIC	3152
THE EMPLOYER OF NURSES	KNOXVILLE HOSTEL	428 SCORESBY RD	FERNTREE GULLY	VIC	3156
THE EMPLOYER OF NURSES	LADIES GUEST HOME HOSTEL	34 WRIXON STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	LAKEVIEW LODGE HOSTEL	22 CHURCH STREET	NAGAMBIE	VIC	3608
THE EMPLOYER OF NURSES	LATROBE HEALTH SERVICES INC	32 MCDONALD STREET	MOREWELL	VIC	3840
THE EMPLOYER OF NURSES	LATROBE VILLAGE	870 PLENTY ROAD	RESERVOIR	VIC	3073
THE EMPLOYER OF NURSES	LAURINA LODGE HEYFIELD	ELEANOR STREET	HEYFIELD	VIC	3858
THE EMPLOYER OF NURSES	LEOPOLD LODGE	52-54 ASH ROAD	LEOPOLD	VIC	3224
THE EMPLOYER OF NURSES	LEWIS COURT HOME FOR THE AGED INC.	18 WELLINGTON ROAD	PORTLAND	VIC	3305
THE EMPLOYER OF NURSES	LIONSBRAE HOSTEL	CNR EVERARD RD & MAROONDAH HWY	RINGWOOD EAST	VIC	3135
THE EMPLOYER OF NURSES	LIONSVILLE LODGE HOSTEL	3 MORELAND ROAD	ESSENDON	VIC	3040
THE EMPLOYER OF NURSES	LISCOMBE HOUSE	339 ST HELENA ROAD	ELTHAM	VIC	3095
THE EMPLOYER OF NURSES	LOCHIEL HOUSE HOSTEL	115 STANLEY STREET	ORBOST	VIC	3888
THE EMPLOYER OF NURSES	LODDON PRISON	PRIVATE MAIL BAG NO 3	CASTLEMAINE	VIC	3450
THE EMPLOYER OF NURSES	LOGANVILLE HOSTEL INC.	205 BIGNELL ROAD	BENTLEIGH EAST	VIC	3165
THE EMPLOYER OF NURSES	LORETO CONVENT	31 GAWLER STREET	PORTLAND	VIC	3305

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	LOTUS LODGE HOSTEL	1497 NEPEAN HIGHWAY	ROSEBUD	VIC	3939
THE EMPLOYER OF NURSES	LOVELL HOUSE HOSTEL	389 ALMA ROAD	CAULFIELD	VIC	3162
THE EMPLOYER OF NURSES	LYNCHS BRIDGE HOSTEL	44 MARKET STREET	KENSINGTON	VIC	3031
THE EMPLOYER OF NURSES	MACKIE HOUSE	89 CHURCH STREET	COLERAINE	VIC	3315
THE EMPLOYER OF NURSES	MALOGA HOSTEL	22 FRASER STREET	NATHALIA	VIC	3638
THE EMPLOYER OF NURSES	MANOR COURT AGED CARE HOSTEL	5 HOGANS GROVE	WERRIBEE	VIC	3030
THE EMPLOYER OF NURSES	MCLEAN LODGE HOSTEL FOR THE AGED	1-2 LITTLE PRINCES STREET	FLEMINGTON	VIC	3031
THE EMPLOYER OF NURSES	MIDLANDS TERRACE	1111 DOVETON STREET	NORTH BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	MILDURA BASE HOSPITAL-DEPT OF	P O BOX 306	MILDURA	VIC	3500
THE EMPLOYER OF NURSES	MILLHAVEN ELDERLY PERSONS HOSTEL	CNR PHILLIP COURT & AHERN ROAD	PAKENHAM	VIC	3810
THE EMPLOYER OF NURSES	MILPARA PARK	46 EBDAL STREET	FRANKSTON	VIC	3199
THE EMPLOYER OF NURSES	MOUNT CARMEL	ANDERSON STREET	LILYDALE	VIC	3140
THE EMPLOYER OF NURSES	MOYNEYANA HOUSE	COLLEGE ST	PORT FAIRY	VIC	3284
THE EMPLOYER OF NURSES	NANGATTA HOST & WIMMERA ST. COMM.	206 HIGH STREET	BELMONT	VIC	3216
THE EMPLOYER OF NURSES	NAPIER STREET HOSTEL	179 NAPIER STREET	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	NORTH EASTERN DIV OF GENERAL PRACT	ROOM 83 LEVEL C, LESLIE JENNER RESIDENCE	AUSTIN HOSPITAL HEIDELBERG	VIC	3084
THE EMPLOYER OF NURSES	NORTH WEST HOSPITAL-HEAD OFFICE	POPLAR ROAD	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	NORTHCLIFFE LODGE	10-12 NORTHCLIFFE ROAD	EDITHVALE	VIC	3196
THE EMPLOYER OF NURSES	NUNAWADING COMMUNITY HOSTEL	39 LIVINGSTON ROAD	VERMONT	VIC	3133
THE EMPLOYER OF NURSES	OAK GRANGE RETIREMENT VILLAGE	695-707 HAWTHORN ROAD	BRIGHTON EAST	VIC	3187
THE EMPLOYER OF NURSES	OTTREY LODGE	CAMPBELL ROAD	COBRAM	VIC	3644
THE EMPLOYER OF NURSES	OUTER EAST PALLIATIVE CARE SERVICE	13 CULLIS PARADE	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	PENOLA HOSTEL	3 HAVELOCK ROAD	HAWTHORN EAST	VIC	3123
THE EMPLOYER OF NURSES	PINE CRESCENT	201-203 CLARKE ROAD	SPRINGVALE	VIC	3171
THE EMPLOYER OF NURSES	PLEASANT HOME HOSTEL	34 PLEASANT STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	POLWORTH HOUSE	CORANGAMITE STREET	COLAC	VIC	3250
THE EMPLOYER OF NURSES	PRAGUE HOUSE	52 SACKVILLE STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	PRESENTATION CONVENT HOSTEL	187 DANDENONG ROAD	WINDSOR	VIC	3181
THE EMPLOYER OF NURSES	PRINCES COURT HOMES HOSTEL	PRINCES COURT	MILDURA	VIC	3500
THE EMPLOYER OF NURSES	PRONIA HOME FOR THE FRAIL AGED	94 SPRINGS ROAD	CLAYTON SOUTH	VIC	3169

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	PROVIDENCE HOSTEL	9 GRIFFITH STREET	BACCHUS MARSH	VIC	3340
THE EMPLOYER OF NURSES	QUEEN ELIZABETH VILLAGE HOSTEL	GILLIES STREET	WENDOUREE	VIC	3355
THE EMPLOYER OF NURSES	RAVENSWOOD COURT	15A TOVEY STREET	RESERVOIR	VIC	3073
THE EMPLOYER OF NURSES	RIVERSIDE HOSTEL	39 LATJE STREET	ROBINVALE	VIC	3549
THE EMPLOYER OF NURSES	ROSARY HOME	138 ODESSA AVENUE	KEILOR DOWNS	VIC	3038
THE EMPLOYER OF NURSES	ROSEBUD VILLAGE	287-323 BAYVIEW ROAD	ROSEBUD	VIC	3939
THE EMPLOYER OF NURSES	ROSSTOWN COURT	6 AMES AVENUE	CARNEGIE	VIC	3163
THE EMPLOYER OF NURSES	RSL ST KILDA HOUSE	3 ALBION STREET	BALACLAVA	VIC	3183
THE EMPLOYER OF NURSES	SAMBELL LODGE	1 SOUTH TERRACE	CLIFTON HILL	VIC	3068
THE EMPLOYER OF NURSES	SIMONS GENE TYPE DIAGNOSTIC PTY LTD	60-66 HANOVER STREET	FITZROY	VIC	3065
THE EMPLOYER OF NURSES	SIR ERIC PEARCE HOUSE	273 CHURCH STREET	RICHMOND	VIC	3121
THE EMPLOYER OF NURSES	SORRENTO LODGE	211 OCEAN BEACH ROAD	SORRENTO	VIC	3943
THE EMPLOYER OF NURSES	SOUTHLEIGH HOSTEL	24-34 ROBERT STREET	BENTLEIGH	VIC	3204
THE EMPLOYER OF NURSES	ST BASILS HOSTEL	24-26 LORNE STREET	FAWKNER	VIC	3060
THE EMPLOYER OF NURSES	ST LAURENCE COURT-EAGLEHAWK HOSTEL	UPPER ROAD	EAGLEHAWK	VIC	3556
THE EMPLOYER OF NURSES	STRATH-HAVEN HOME FOR THE AGED	131-149 CONDON STREET	BENDIGO	VIC	3550
THE EMPLOYER OF NURSES	SUMNER HOUSE HOSTEL	128-134 FITZROY STREET	FITZROY	VIC	3065
THE EMPLOYER OF NURSES	SUNNYSIDE LUTHERAN REST HOME	TRINITY DRIVE	HORSHAM	VIC	3400
THE EMPLOYER OF NURSES	TANDERRA HOSTEL	141 HIGHFIELD ROAD	CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	THE HEIGHTS HOSTEL	15 KERFERD ROAD	GLEN IRIS	VIC	3146
THE EMPLOYER OF NURSES	THE LODGE HOSTEL	RUSHALL PARK, RUSHALL CRESCENT	NORTH FITZROY	VIC	3068
THE EMPLOYER OF NURSES	VERMONT COURT-ELDERLY PEOPLES HOME	VERMONT STREET	WODONGA	VIC	3690
THE EMPLOYER OF NURSES	VERMONT VILLAGE	562-584 BURWOOD HIGHWAY	VERMONT SOUTH	VIC	3133
THE EMPLOYER OF NURSES	VILLA LORETO HOSTEL	59 PROSPECT HILL ROAD	CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	VINCENPAUL HOSTEL	13-25 STRABANE AVENUE	BOX HILL NORTH	VIC	3129
THE EMPLOYER OF NURSES	VIOLET LAMBERT HOUSE HOSTEL	1 LORDING STREET	FERNTREE GULLY	VIC	3156
THE EMPLOYER OF NURSES	VIRGINIA COURT HOSTEL	300 COTHAM ROAD	KEW	VIC	3101
THE EMPLOYER OF NURSES	W.E.J. SIMS LODGE	CNR NELSON & MURRAY ROADS	POINT LONSDALE	VIC	3225
THE EMPLOYER OF NURSES	WANNON COURT	67 MCLEOD STREET	COLERAINE	VIC	3315
THE EMPLOYER OF NURSES	WANTIRNA VILLAGE	2 OLD STUD ROAD	WANTIRNA	VIC	3152
THE EMPLOYER OF NURSES	WARATAH HOSTEL	KNIGHT STREET	MOOROOPNA	VIC	3629

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	WARRINA HOSTEL	CNR PIPER & HUME STS	YARRAWONGA	VIC	3730
THE EMPLOYER OF NURSES	WATTLE LODGE	209 BAY STREET	BRIGHTON	VIC	3186
THE EMPLOYER OF NURSES	WATTLE LODGE HOSTEL	18 COCHRANE STREET	BRIGHTON	VIC	3186
THE EMPLOYER OF NURSES	WESTCARE LINKAGES	PRIVATE BAG 10	WEST FOOTSCRAY	VIC	3012
THE EMPLOYER OF NURSES	WESTHAVEN HOSTEL	99 PAISLEY STREET	FOOTSCRAY	VIC	3011
THE EMPLOYER OF NURSES	WILLOWBROOK AGED PERSONS HOSTEL	247 WILLOW ROAD	UPPER FERNTREE GULLY	VIC	3156
THE EMPLOYER OF NURSES	WINTRINGHAM HOSTEL	100 PARK CRESCENT	WILLIAMSTOWN	VIC	3016
THE EMPLOYER OF NURSES	YAMAROO HOSTEL	20 ISAACS AVENUE	YACKANDANDAH	VIC	3749
THE EMPLOYER OF NURSES	YARRAWONGA ELDERLY CITIZENS HOSTEL	PIPER STREET	YARRAWONGA	VIC	3730

C No. 75676 of 1998

THE EMPLOYER OF NURSES	A C L ENGINE PARTS	87 MITCHELL STREET	MAIDSTONE	VIC	3012
THE EMPLOYER OF NURSES	AG EASTWOOD HOSTEL	WARRIGAL ROAD	CHELTENHAM	VIC	3192
THE EMPLOYER OF NURSES	ALBERT ROAD CLINIC	31 ALBERT RD	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	ALBERT STREET MEDICAL CLINIC	LEVEL 4, 372 ALBERT STREET	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	ALBURY/WODONGA MEDICAL CENTRE	LATCHFORD BARRACKS	BONEGILLA	VIC	3693
THE EMPLOYER OF NURSES	ALCHERINGA HOSTEL FOR THE AGED	44 RUTHERFORD STREET	SWAN HILL	VIC	3585
THE EMPLOYER OF NURSES	ALTUS PERSONNEL	P O BOX 3363	MILDURA	VIC	3502
THE EMPLOYER OF NURSES	ALZHEIMERS ASSOCIATION VICTORIA	P O BOX 5096	GLENFERRIE SOUTH	VIC	3122
THE EMPLOYER OF NURSES	AMBULANCE OFFICERS	69 QUEENS ROAD	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	ANESI PRIVATE NURSING HOME	335 STATION ST	THONBURY	VIC	3071
THE EMPLOYER OF NURSES	ANZ BANK, EMPLOYEE RELATIONS	4/100 QUEEN STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	ANZAC LODGE PRIVATE NURSING HOME	10-12 ANZAC AVE	COBURG	VIC	3058
THE EMPLOYER OF NURSES	ARARAT RETIREMENT VILLAGE INC	ALBERT STREET	ARARAT	VIC	3377
THE EMPLOYER OF NURSES	ARNOTTS BISCUITS	53-71 HUNTINGDALE ROAD	BURWOOD	VIC	3125
THE EMPLOYER OF NURSES	ASHBURTON & DISTRICT HOSTEL	286 HIGH STREET	ASHBURTON	VIC	3147
THE EMPLOYER OF NURSES	ASSOCIATED ANAESTHETISTS	166 GIPPS STREET	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	ASTA COMPONENTS	226 LORIMER STREET	PORT MELBOURNE	VIC	3206

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	AUSTRAHEALTH NURSING AGENCY	SUITE G11 ILLOURA PLAZA, 424 ST KILDA RD	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	AUSTRALIAN COLLEGE OF GENERAL	1 PALMERSTON CRES	STH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	AUSTRALIAN COLLEGE OF MIDWIVES INC	1/127 GRATTAN STREET	CARLTON	VIC	3053
THE EMPLOYER OF NURSES	AUSTRALIAN NURSING HOMES AND	2/1949 MALVERN ROAD	MALVERN EAST	VIC	3145
THE EMPLOYER OF NURSES	AUTUMDALE LODGE	13 EAGLAND ROAD	CHELTHENHAM	VIC	3192
THE EMPLOYER OF NURSES	AVONLEA	70-72 MACPHERSON STREET	NHILL	VIC	3418
THE EMPLOYER OF NURSES	AVONLEA GRANGE SPECIAL ACCOMODATION HOME	3 PATTY STREET	MENTONE	VIC	3194
THE EMPLOYER OF NURSES	BAIRNSDALE COMMUNITY CORRECTIONAL	108A MCLEOD STREET	BAIRNSDALE	VIC	3875
THE EMPLOYER OF NURSES	BALLARAT INTERGRATED CARE	93 HILL STREET	SEBASTOPOL	VIC	3356
THE EMPLOYER OF NURSES	BALLARAT SURGICAL CLINIC	106 DRUMMOND STREET	NORTH BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	BAMFIELD LODGE	37 BAMFIELD ROAD	HEIDELBERG HEIGHTS	VIC	3081
THE EMPLOYER OF NURSES	BANKSIA LODGE	JONES ST	FOSTER	VIC	3960
THE EMPLOYER OF NURSES	BANKSIA PALLIATIVE CARE SERVICE	11/39 SUSAN STREET	ELTHAM	VIC	3095
THE EMPLOYER OF NURSES	BARWON C.A.T SERVICE - COLAC TEAM	6 MILLER STREET	COLAC	VIC	3250
THE EMPLOYER OF NURSES	BARWON REGIONAL AGED CARE ASSESSMENT	99 BALLARAT RD	NORTH GEELONG	VIC	3215
THE EMPLOYER OF NURSES	BELL RADIOLOGY	30 ELEANOR STREET	FOOTSCRAY	VIC	3011
THE EMPLOYER OF NURSES	BELLEROSE MANOR	7 ST JAMES AVENUE	BENTLEIGH	VIC	3204
THE EMPLOYER OF NURSES	BENALLA HOME NURSING SERVICE	56 SAMARIA RD	BENALLA	VIC	3672
THE EMPLOYER OF NURSES	BENDIX MINTEX	14 VILLIERS STREET	NORTH MELBOURNE	VIC	3051
THE EMPLOYER OF NURSES	BERWICK PHARMACY	51 HIGH STREET	BERWICK	VIC	3806
THE EMPLOYER OF NURSES	BIRTHMATTERS	8 PARADISE AVENUE	CLEMATIS	VIC	3782
THE EMPLOYER OF NURSES	BLUE CROSS COMMUNITY CARE SERVICES	33 LANSELL ROAD	TOORAK	VIC	3142
THE EMPLOYER OF NURSES	BOC GASES	90 BELL STREET	PRESTON	VIC	3072
THE EMPLOYER OF NURSES	BOLGA COURT HOSTEL	BARRIE STREET	TALLANGATTA	VIC	3700
THE EMPLOYER OF NURSES	BONE MARROW DONER INSTITUTE	ROYAL MELBOURNE HOSPITAL, ROYAL PDE	PARKVILLE	VIC	3050
THE EMPLOYER OF NURSES	BRADMILL TEXTILES P/L	341 FRANCIS STREET	YARRAVILLE	VIC	3013

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	BRIDGE INDUSTRIAL CLINIC	141 BRIDGE ST	PORT MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	BROADMEADOWS MAGISTRATES COURT	PRIVATE BAG 4	BROADMEADOWS	VIC	3047
THE EMPLOYER OF NURSES	BROTHERHOOD OF ST LAURENCE PENINSULA	FRANKSTON-DANDENONG ROAD	CARRUM DOWNS	VIC	3201
THE EMPLOYER OF NURSES	BTR KENNON MANUFACTURING COMPANY	36-42 CHIFLEY DRIVE	PRESTON	VIC	3072
THE EMPLOYER OF NURSES	BUNDOORA RADIOLOGY	115 PLENTY ROAD	BUNDOORA	VIC	3083
THE EMPLOYER OF NURSES	CADBURY SCHWEPES	636 ST KILDA ROAD	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	CALEMBEEN LODGE	P O BOX 66	CRESWICK	VIC	3363
THE EMPLOYER OF NURSES	CANTERBURY FAMILY CENTRE	19 CANTERBURY RD	CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	CARINYA HOSTEL FOR THE AGED	33-43 MC CLELLAND AVENUE	SEA LAKE	VIC	3533
THE EMPLOYER OF NURSES	CAROLINE CHISHOLM CENTRE FOR	166 GIPPS STREET	EAST MELBOURNE	VIC	3002
THE EMPLOYER OF NURSES	CARRINGTON COURT AGED CARE	50 LIVINGSTONE RD	VERMONT STH	VIC	3133
THE EMPLOYER OF NURSES	CENTRAL GIPPSLAND ALCOHOL & DRUG SERVICE	P O BOX 890	MORWELL	VIC	3840
THE EMPLOYER OF NURSES	CENTRAL HIGHLANDS INDEPENDANT	31 PEEL STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	CENTRAL HIGHLANDS ULCER MANAGEMENT	214 SKIPTON STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	CENTRE FOR FAMILY THERAPY TRAINING	PO BOX 1013	UPWEY	VIC	3158
THE EMPLOYER OF NURSES	CENTRE FOR MEDICAL/NATURAL THERAPY	305 WARRIGAL ROAD	BURWOOD	VIC	3125
THE EMPLOYER OF NURSES	CENTRE FOR YOUNG PEOPLES MENTAL	LOCKED BAG NO 10	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	CHELSEFIELD HOSTEL	401 ELGAR ROAD	BOX HILL	VIC	3128
THE EMPLOYER OF NURSES	CHELTENHAM MANOR HOSTEL	10-12 BENDIGO STREET	CHELTENHAM	VIC	3192
THE EMPLOYER OF NURSES	CHESTERFIELD SUPPORTED RESIDENTIAL	345 SHANNON AVEN	NEWTOWN VIC	VIC	3220
THE EMPLOYER OF NURSES	CITY CHILD CARE	50 WALSH STREET	WEST MELBOURNE	VIC	3003
THE EMPLOYER OF NURSES	CITY OF KINGSTON HOME NURSING SERVICE	C/- 37 VENICE STREET	MENTONE	VIC	3194
THE EMPLOYER OF NURSES	CITY WIDE SOLUTIONS PTY LTD	292 ARDEN STREET	NTH MELBOURNE	VIC	3051
THE EMPLOYER OF NURSES	CLINIC OF VICTORIAN OPTOMETRY	374 CARDIGAN STREET	CARLTON	VIC	3053
THE EMPLOYER OF NURSES	CODE BLUE SPECIALIST NURSES AGENCY	PO BOX 5087	CHELTENHAM	VIC	3192
THE EMPLOYER OF NURSES	COLES MYER P/L	MYER LEVEL 7, 295 LONSDALE STREET	MELBOURNE	VIC	3001
THE EMPLOYER OF NURSES	COLOPLAST PTY LTD	6/154 Highbury Road	BURWOOD	VIC	3125
THE EMPLOYER OF NURSES	CONVATEC	606 HAWTHORN ROAD	EAST BRIGHTON	VIC	3187
THE EMPLOYER OF NURSES	CORONERS COURT	57-83 KAVANAGH STREET	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	CORONIAL SERVICES CENTRE	57 KAVANAGH STREET	SOUTHBANK	VIC	3006

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	COUNCIL FOR THE DISABLED	PO BOX 1763	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	COUNCIL OF ADULT EDUCATION	256 FLINDERS STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	CRESTHAVEN HOSTEL	1 THE AVENUE	EAST MALVERN	VIC	3145
THE EMPLOYER OF NURSES	CRITICAL CARE EDUCATION SERVICES	45 NORDIC AVENUE	KEILOR LODGE	VIC	3038
THE EMPLOYER OF NURSES	CROWN CASINO LIMITED	8 WHITEMAN STREET	SOUTHBANK	VIC	3006
THE EMPLOYER OF NURSES	D HENRICKSON PROFESSIONAL HEALTH SERVICE	267 ESPLANADE	ALTONA	VIC	3018
THE EMPLOYER OF NURSES	DENTAL HEALTH SERVICES VICTORIA	407 ROYAL PARADE	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	DINGLEY VILLAGE DENTAL GROUP	134 CENTRE DANDENONG ROAD	DINGLEY	VIC	3172
THE EMPLOYER OF NURSES	DISABILITY ATTENDANT SUPPORT	86 HERBERT STREET	NORTHCOTE	VIC	3070
THE EMPLOYER OF NURSES	DOCTORS ROWE LAMONT & LONGMAN	116 GAMON STREET	YARRAVILLE	VIC	3013
THE EMPLOYER OF NURSES	DOROTHY FARMER PERSONNEL	P O BOX 14 FLINDERS LANE	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	DOW CHEMICAL (AUST) P/L	KOROROIT CREEK RD	ALTONA	VIC	3018
THE EMPLOYER OF NURSES	DULUX AUSTRALIA	MC NAUGHTON ROAD	CLAYTON	VIC	3168
THE EMPLOYER OF NURSES	DUTCH CARE	1105 FRANKSTON DANDENONG ROAD	CARRUM DOWNS	VIC	3201
THE EMPLOYER OF NURSES	EAST GIPPSLAND COMMUNITY COLLEGE	48 MAIN STREET	BAIRNSDALE	VIC	3875
THE EMPLOYER OF NURSES	EDGELL BIRDSEYE-YOPLAIT LTD	DENMARK ROAD	ECHUCA	VIC	3564
THE EMPLOYER OF NURSES	EMMAUS HOSTEL - BALLARAT	145 VICTORIA STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	EMPLOYER COMPENSATION MANAGEMENT	SUITE 3, 2/337 MAROONDAH HIGHWAY	CROYDON VIC	VIC	3136
THE EMPLOYER OF NURSES	EPPING SPECIAL CENTRE	52 COULSTOCK ST	EPPING VIC	VIC	3076
THE EMPLOYER OF NURSES	EVENTIDE LUTHERAN HOMES	72 BALLARAT ROAD	HAMILTON	VIC	3300
THE EMPLOYER OF NURSES	FERNHILL HOSTEL FOR THE AGED	18-20 FERNHILL ROAD	SANDRINGHAM	VIC	3191
THE EMPLOYER OF NURSES	FIRST AID TRAINING	2 WATTAMOLLA RIDGE	DONVALE	VIC	3111
THE EMPLOYER OF NURSES	FRANKSTON AGED CARE & REHAB CENTRE	125 GOLFLINKS RD	FRANKSTON	VIC	3199
THE EMPLOYER OF NURSES	FRANKSTON HEALTH CARE	54-58 WELLS STREET	FRANKSTON	VIC	3199
THE EMPLOYER OF NURSES	FREW KYNETON	EDGECOMBE RD	KYNETON	VIC	3444
THE EMPLOYER OF NURSES	FUTURE CHOICES HEALTH SERVICE	11 MURRAY ST	PRAHRAN	VIC	3181
THE EMPLOYER OF NURSES	GANDARRA PALLIATIVE CARE UNIT	102 ASCOT ST	STH BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	GEELONG PRIVATE HOSPITAL (THE)	CNR RYRIE & BELLARINE STREETS	GEELONG	VIC	3220
THE EMPLOYER OF NURSES	GIPPSLAND ORTHOPAEDIC GROUP	148 PRINCES HIGHWAY	TRARALGON	VIC	3844
THE EMPLOYER OF NURSES	GISBORNE PRIVATE CHILD CARE CENTRE	93 SHEEDY ROAD	GISBORNE	VIC	3437

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	GLADSTONE PARK AMCAL PHARMACY	SHOP 111, GLADSTONE PARK SHOPPING CTR	GLADSTONE PARK	VIC	3043
THE EMPLOYER OF NURSES	GLENDALE AGED CARE HOSTEL	1 GLENDALE STREET	HOPPERS CROSSING	VIC	3029
THE EMPLOYER OF NURSES	GOULBURN VALLEY COMM HLTH SERVICE	P.O.BOX 1167	SHEPPARTON	VIC	3632
THE EMPLOYER OF NURSES	GRACE BRUCE & JL MACMILLAN MEMORIAL	MARIE STREET	TRARALGON	VIC	3844
THE EMPLOYER OF NURSES	GRACELIN MANOR	21 WESTLEY STREET	FERNTREE GULLY	VIC	3156
THE EMPLOYER OF NURSES	GREENRIDGE HOSTEL	39 GREENRIDGE AVENUE	TEMPLESTOWE	VIC	3106
THE EMPLOYER OF NURSES	GREENSLOPES RETIREMENT VILLAGE	236 TEMPLESTOWE RD	TEMPLESTOWE	VIC	3107
THE EMPLOYER OF NURSES	GUILDAS HOUSE	45 AUSTIN STREET	ALPHINGTON	VIC	3078
THE EMPLOYER OF NURSES	HAWTHORN GRANGE SUPPORTED RESIDENTI	7 HUNTER STREET	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	HEALTH & PROFESSIONAL NURSING	24 ZIEGLER PARADE	ALLANSFORD	VIC	3277
THE EMPLOYER OF NURSES	HEALTH CARE OF AUSTRALIA	LEVEL 8, 21 VICTORIA STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	HEALTH COMPUTING SERVICES	680 BLACKBURN ROAD	CLAYTON	VIC	3168
THE EMPLOYER OF NURSES	HEALTH ISSUES CENTRE	LEVEL 11, 300 FLINDERS STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	HICMR PTY LTD	33 JACKS AVENUE	DINGLEY	VIC	3172
THE EMPLOYER OF NURSES	HKC ACTIVITIES CENTRE	C/O 102 POWER STREET	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	HOLLOWAY HOSTEL	1 AMIS CRESCENT	EAST KEILOR	VIC	3033
THE EMPLOYER OF NURSES	HOLLY RIVER HEALTH CARE SERVICES P/L	LEVEL 8/505 ST KILDA RD	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	HOME HEALTH AUSTRALIA	SUITE 12/9 PROSPECT STREET	BOX HILL	VIC	3128
THE EMPLOYER OF NURSES	HOME NUTRITION SERVICE	304 GLENFERRIE RD	MALVERN	VIC	3144
THE EMPLOYER OF NURSES	HOPPERS CROSSING CHILD CARE CENTRE	162 HEATH ROAD	HOPPERS CROSSING	VIC	3029
THE EMPLOYER OF NURSES	HOPPERS CROSSING ENDOSCOPY CENTRE	111 MORRIS ROAD	HOPPERS CROSSING	VIC	3029
THE EMPLOYER OF NURSES	HOSPITAL HMAS CERBERUS	HMAS CERBERUS	WESTERNPORT BAY	VIC	3920
THE EMPLOYER OF NURSES	HUNTSMAN CHEMICAL COMPANY	SOMERVILLE ROAD	WEST FOOTSCRAY	VIC	3012
THE EMPLOYER OF NURSES	ICI AUSTRALIA OPERATIONS	295 WHITEHALL STREET	YARRAVILLE	VIC	3013
THE EMPLOYER OF NURSES	IMMIGRATION DETENTION CENTRE	53 HAMSTEAD ROAD	MARIBYRNONG	VIC	3032
THE EMPLOYER OF NURSES	INDUSTRIAL AUDIOMETRIC SERVICES P/L	24 PARKERS ROAD	PARKDALE	VIC	3195
THE EMPLOYER OF NURSES	INDUSTRIAL WORK CONDITIONING CLINIC	60 ELGIN STREET	CARLTON	VIC	3053
THE EMPLOYER OF NURSES	INGHAM CHICKENS	SETTLEMENT ROAD	THOMASTOWN	VIC	3074
THE EMPLOYER OF NURSES	INNER EAST COMMUNITY OPTIONS	316 CAMBERWELL ROAD	CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	INTERACT ATTENDANT CARE SERVICES	93A AUBURN ROAD	HAWTHORN	VIC	3122

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	INTERGRATED HEALTH	P.O.BOX 19	HEIDELBERG	VIC	3084
THE EMPLOYER OF NURSES	JAMILTON COUNSELLING CENTRE	RIVERSDALE ROAD	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	JANEFIELD TRAINING CENTRE	PLENTY ROAD	BUNDOORA	VIC	3083
THE EMPLOYER OF NURSES	JEWISH COMMUNITY SERVICES INC.	P O BOX 500	ST KILDA	VIC	3182
THE EMPLOYER OF NURSES	JOSEPH & SERE GUTNICK NURSING	52-58 NORTHCOTE AVENUE	CAULFIELD	VIC	3162
THE EMPLOYER OF NURSES	KARDINIA INTERNATIONAL COLLEGE	PO BOX 17	GEE LONG	VIC	3220
THE EMPLOYER OF NURSES	KEALBA SPECIALIST & RADIOLOGY CENTRE	57 SUNSHINE AVENUE	KEALBA	VIC	3021
THE EMPLOYER OF NURSES	KEILOR RETIREMENT VILLAGE	868 OLD CALDER HIGHWAY	KEILOR	VIC	3036
THE EMPLOYER OF NURSES	KEW RESIDENTIAL SERVICES	LOCKED MAIL BAG 15	KEW	VIC	3101
THE EMPLOYER OF NURSES	KINDILAN SOCIETY	P.O.BOX 62	DROMANA	VIC	3936
THE EMPLOYER OF NURSES	KIRKBRAE HOSTEL-WHITTINGTON	130 TOWNSEND ROAD	WHITTINGTON	VIC	3219
THE EMPLOYER OF NURSES	LAERDAL PTY LTD	23 EDWARD STREET	OAKLEIGH	VIC	3166
THE EMPLOYER OF NURSES	LAKESIDE LODGE	CNR CENTRAL & LAKE ROADS	BLACKBURN	VIC	3130
THE EMPLOYER OF NURSES	LAMINEX INDUSTRIES	TREWIN STREET	WENDOUREE	VIC	3355
THE EMPLOYER OF NURSES	LIFESCREEN AUSTRALIA PTY LTD	660 DONCASTER ROAD	DONCASTER	VIC	3108
THE EMPLOYER OF NURSES	LINKCARE AUSTRALIA	59 TILSON DRIVE	VERMONT	VIC	3133
THE EMPLOYER OF NURSES	MACFARLANE BURNET CENTRE	YARRA BEND ROAD	FAIRFIELD	VIC	3078
THE EMPLOYER OF NURSES	MALVERN COMMUNITY REHAB CENTRE	4 OCEAN STREET	HAMPTON	VIC	3188
THE EMPLOYER OF NURSES	MANAGEMENT ADVANTAGE P/L	14 EDGAR ST	HEIDELBERG	VIC	3084
THE EMPLOYER OF NURSES	MARINDAH LODGE	YORK STREET	CAMPERDOWN	VIC	3260
THE EMPLOYER OF NURSES	MARY MC KILLOP PRIVATE N.H.	6 KING STREET	EAST HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	MAYNE NICKLESS LIMITED	390 ST KILDA ROAD	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	MC MANAMNY PLASTIC & RECONSTRUCTIVE -	3 WILTON VALE CRESCENT	MALVERN EAST	VIC	3145
THE EMPLOYER OF NURSES	MELB MAGISTRATES COURT-COURT LIAISON	520 LONSDALE STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	MELBOURNE ASSESSMENT PRISON - ACUTE	317 SPENCER STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	MELBOURNE COLLEGE OF NATURAL	368 ELIZABETH STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	MELBOURNE JUVENILLE JUSTICE CENTRE	900 PARK STREET	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	MELBOURNE LISTEN HEALTH CARE CLINIC	SUITE 49, 12 COLLINS STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	MELBOURNE ORTHOPAEDIC GROUP	33 THE AVENUE	WINDSOR	VIC	3181
THE EMPLOYER OF NURSES	MELBOURNE SEXUAL HEALTH CENTRE	580 SWANSTON STREET	CARLTON	VIC	3053
THE EMPLOYER OF NURSES	MELBOURNE UNIVERSITY CHILD CARE CTR	GRATTAN STREET	PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	MELTON BAPTIST CHILD CARE CENTRE	CRN WEST MELTON DRV & COBURNS RD	MELTON	VIC	3337

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	MILL PARK AMCAL PHARMACY	SHOP 1-4 CHILDS RD	MILL PARK	VIC	3082
THE EMPLOYER OF NURSES	MINERVA CONSULTANTS	PO BOX 2717	ALLANSFORD	VIC	3277
THE EMPLOYER OF NURSES	MOBIL OIL AUSTRALIA PTY LTD	CNR MILLERS & KOROROIT CRK RDS	ALTONA	VIC	3018
THE EMPLOYER OF NURSES	MORNINGTON HOUSE	79 BENTONS ROAD	MORNINGTON	VIC	3931
THE EMPLOYER OF NURSES	MULTIPLE SCLEROSIS SOCIETY-CAMBERWELL	616 RIVERSDALE ROAD	CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	MULTIPLE SCLEROSIS-GEELONG RESOURCE	3 SYDNEY AVENUE	GEELONG	VIC	3220
THE EMPLOYER OF NURSES	MURRAY VALLEY ABORIGINAL CO-OP	LATJE ROAD	ROBINVALE	VIC	3549
THE EMPLOYER OF NURSES	NEIL WERNER PHARMACY	248 WYNDHAM STREET	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	NESTLE CONFECTIONERY LTD	1585 HUME HWY	CAMPBELLFIELD	VIC	3061
THE EMPLOYER OF NURSES	NEWPORT HEALTH CENTRE	11 MASON STREET	NEWPORT	VIC	3015
THE EMPLOYER OF NURSES	NIGHT & DAY NURSING SERVICES	P O BOX 314	MT EVELYN	VIC	3796
THE EMPLOYER OF NURSES	NJERNDA KOORI HEALTH HOUSE	208 MC KINLAY STREET	ECHUCA	VIC	3564
THE EMPLOYER OF NURSES	NORTH EASTERN UROLOGY	SUITE 6, 210 BURGUNDY STREET	HEIDELBERG	VIC	3084
THE EMPLOYER OF NURSES	NORTHCOTE TRAINING SERVICES	P O BOX 195	NORTHCOTE	VIC	3070
THE EMPLOYER OF NURSES	NORTHERN HOME HEALTHCARE	13-15 ORVIETO STREET	MERLYNSTON	VIC	3058
THE EMPLOYER OF NURSES	NORTHHAVEN HOSTEL	84-88 SHADFORTH STREET	KERANG	VIC	3579
THE EMPLOYER OF NURSES	NOVARTIS NUTRITION AUSTRALASIA P/L	37 CORPORATE AVE	ROWVILLE	VIC	3178
THE EMPLOYER OF NURSES	NURSING DIRECTIONS	2 CLIFFORD STREET	HEALESVILLE	VIC	3777
THE EMPLOYER OF NURSES	O MARA HOUSE	155 HUNTER ROAD	TRARALGON	VIC	3844
THE EMPLOYER OF NURSES	OAKLEIGH BAPTIST DAY CENTRE	CNR WARRIGAL ROAD & MOOROOKYLE AVENUE	OAKLEIGH	VIC	3166
THE EMPLOYER OF NURSES	OLEX CABLES DIVISION OF PACIFIC DUNLOP	207 SUNSHINE ROAD	TOTTENHAM	VIC	3012
THE EMPLOYER OF NURSES	OLYMPIC PARK SPORTS MEDICINE CENTRE	SWAN STREET	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	OUTER EASTERN COLL OF TAFE-CROYDON	12-50 NORTON ROAD	CROYDON	VIC	3136
THE EMPLOYER OF NURSES	OVENS & KING ADULT DAY & SUPPORT CTR	24 BENTLEY STREET	MOYHU	VIC	3732
THE EMPLOYER OF NURSES	P.A.M CONSULTANTS	2 CARAWA COURT	BUNDOORA	VIC	3083
THE EMPLOYER OF NURSES	PACIFIC DUNLOP RUBBER GROUP	2 DUNLOP COURT	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	PAM RAMSEY ENVIROMENTAL/ALLERGY NURSE	13 BENNETT ST	HIGHTON	VIC	3216
THE EMPLOYER OF NURSES	PNR HOME NURSING & HEALTH CARE SERV	RMB 3192	YACKANDANDAH	VIC	3749

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	PORT PHILLIP COMMUNITY REHAB CENTRE	286 ALBERT ROAD	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	PRINCE HENRYS INST OF MED/RESEARCH	3RD FLOOR BLOCK E, MONASH MEDICAL CENTRE	CLAYTON RD CLAYTON	VIC	3168
THE EMPLOYER OF NURSES	PROFESSIONAL COUNSELLING SERVICE	7 WALNUT TREE COURT	VIEWBANK	VIC	3084
THE EMPLOYER OF NURSES	PROFESSIONAL MIDWIFERY SERVICES P/L	57 EGLINTON STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	QUEEN ELIZABETH CTR - GERIATRIC	STEELE HAUGHTON UNIT, DANA STREET	BALLARAT	VIC	3350
THE EMPLOYER OF NURSES	QUEEN ELIZABETH DANDENONG DAY STAY	DANDENONG PARK, LONSDALE ST	DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	QUEENSCLIFFE BOROUGH	50 LEARMONTH STREET	QUEENSCLIFF	VIC	3225
THE EMPLOYER OF NURSES	R G FARROW HOSTEL	42 SETTLEMENT ROAD	BELMONT	VIC	3216
THE EMPLOYER OF NURSES	RADAR INVESTMENTS P/L	376 HEIDELBERG ROAD	FAIRFIELD	VIC	3078
THE EMPLOYER OF NURSES	RADCLIN MEDICAL IMAGING	154 BORONIA ROAD	BORONIA	VIC	3155
THE EMPLOYER OF NURSES	RECKITT & COLEMAN PHARMACEUTICALS	222 BEACH ROAD	MORDIALLOC	VIC	3195
THE EMPLOYER OF NURSES	REGIONAL NURSING SERVICE	16 ISABELLA STREET	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	REMUS WAY CHILDRENS CENTRE	CNR REMUS WAY & FASTNET DRIVE	TAYLORS LAKES	VIC	3038
THE EMPLOYER OF NURSES	REMY-MOFFAT AUSTRALIA PTY LTD	8/505 ST KILDA ROAD	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	RESPIRATORY FUNCTION LABORATORY	18 MARTIN STREET	HEIDELBERG	VIC	3084
THE EMPLOYER OF NURSES	RETIREMENT BY DESIGN	LEVEL 3, 541 BLACKBURN ROAD	MOUNT WAVERLEY	VIC	3149
THE EMPLOYER OF NURSES	RICHMOND FELLOWSHIP OF VICTORIA	107 DENHAM STREET	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	RIVERSDALE MANOR	287 STATION STREET	BURWOOD	VIC	3125
THE EMPLOYER OF NURSES	RMIT - BUNDOORA CAMPUS TECHNOLOGY	PO BOX 71	BUNDOORA	VIC	3083
THE EMPLOYER OF NURSES	RMIT-DEPT OF ACCESS & PREPARTORY	GPO BOX 2476V	MELBOURNE	VIC	3001
THE EMPLOYER OF NURSES	ROSALIE HOUSE HOSTEL	24 ST DAVID STREET	NORTH GEELONG	VIC	3215
THE EMPLOYER OF NURSES	ROYAL AUSTRALIAN AIR FORCE SALE	RAAF BASE	EAST SALE	VIC	3852
THE EMPLOYER OF NURSES	ROYAL AUSTRALIAN AIRFORCE	6 HOSPITAL R.A.A.F. WILLIAMS	LAVERTON	VIC	3027
THE EMPLOYER OF NURSES	ROYAL VICTORIAN INST. FOR THE BLIND	555 ST KILDA ROAD	MELBOURNE	VIC	3004
THE EMPLOYER OF NURSES	RYAN-SEDGEMOOR THERAPY CLINIC	15 HENDERSON PARADE	MILDURA	VIC	3500
THE EMPLOYER OF NURSES	SACRED HEART MISSION ST KILDA INC	87 GREY STREET	ST KILDA	VIC	3182
THE EMPLOYER OF NURSES	SAGE HILL CARERS SERVICE	1 PRINCESS STREET	WARRNAMBOOL	VIC	3280
THE EMPLOYER OF NURSES	SAMANTHAS CHILD CARE CENTRE	190 BURKE ROAD	GLEN IRIS	VIC	3146

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	SEBASTAPOL COMPLEX	CNR MORGAN & SPENCER STREETS	SEBASTOPOL	VIC	3356
THE EMPLOYER OF NURSES	SEFTON LODGE HOSTEL	111-111A DENHAM STREET	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	SHELL HOUSE AUSTRALIA	1 SPRING STREET	MELBOURNE	VIC	3000
THE EMPLOYER OF NURSES	SHEPPARTON MULTICULTURAL HOSTEL	P O BOX 6396	SHEPPARTON	VIC	3632
THE EMPLOYER OF NURSES	SIMPLOT-LEGGOS	DENMARK ROAD	ECHUCA	VIC	3564
THE EMPLOYER OF NURSES	SKIN REVIVAL	127 WATSONIA ROAD	WATSONIA	VIC	3087
THE EMPLOYER OF NURSES	SOUTH MELBOURNE DENTAL GROUP	265 PARK STREET	SOUTH MELBOURNE	VIC	3205
THE EMPLOYER OF NURSES	SOUTH PACIFIC TYRES, HEALTH MANAGEMENT CENTRE	68 CROSS STREET	WEST FOOTSCRAY	VIC	3021
THE EMPLOYER OF NURSES	SOUTHCORP HOLDINGS	841 MOUNTAIN HWAY	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	SOVEREIGN HOME NURSING SERVICE	PO BOX 512	BUNINYONG	VIC	3357
THE EMPLOYER OF NURSES	SPACELABS MEDICAL AGENCY	5/4-6 DUKE ST	WINDSOR	VIC	3181
THE EMPLOYER OF NURSES	ST ANNES HOSTEL FOR THE FRAIL AGED	125-135 KENNY STREET	WESTMEADOWS	VIC	3049
THE EMPLOYER OF NURSES	ST FRANCIS OF ASSISI HOSTEL	230 ROSANNA ROAD	ROSANNA	VIC	3084
THE EMPLOYER OF NURSES	ST JOHN OF GOD HEALTH CARE T/AS GEELONG RADIOLOGY CLINIC	313 RYRIE STREET	GEELONG	VIC	3220
THE EMPLOYER OF NURSES	ST JOHNS PARK HOSTEL	REAY ROAD	MOOROOLBARK	VIC	3138
THE EMPLOYER OF NURSES	ST JOSEPHS BABIES & FAMILY SERVICES	155 MELBOURNE AVENUE	GLENROY	VIC	3046
THE EMPLOYER OF NURSES	ST MARYS HOUSE OF WELCOME	165-169 BRUNSWICK ST	FITZROY	VIC	3065
THE EMPLOYER OF NURSES	ST PAULS COURT ANGLICAN HOSTEL	13-15 NOLAN STREET	FRANKSTON	VIC	3199
THE EMPLOYER OF NURSES	STREZELECKI HOUSE HOSTEL	27 GILES STREET	MIRBOO SOUTH	VIC	3871
THE EMPLOYER OF NURSES	STUDENT HEALTH SERVICES-MELBOURNE UNI	251 GRATTAN STREET	CARLTON	VIC	3052
THE EMPLOYER OF NURSES	SWAN OAK NURSES AGENCY	57 BEVERLEY STREET	DONCASTER	VIC	3109
THE EMPLOYER OF NURSES	TAFT DIAGNOSTIC IMAGING WERRIBEE	300 PRINCES HWY	WERRIBEE	VIC	3030
THE EMPLOYER OF NURSES	TEMPLER HOME FOR THE AGED HOSTEL	41 ELIZABETH STREET	BAYSWATER	VIC	3153
THE EMPLOYER OF NURSES	TEMPLESTOWE PIONEER VILLAGE	16 HERLIHYS RD	LOWER TEMPLESTOWE	VIC	3107
THE EMPLOYER OF NURSES	THE BRIDGE YOUTH SERVICE	11B EDWARDS ST	SHEPPARTON	VIC	3630
THE EMPLOYER OF NURSES	THE GATEHOUSE DAY CENTRE	28 WALPOLE STREET	KEW	VIC	3101
THE EMPLOYER OF NURSES	THE GRANDE	1-3 CHURCH AVENUE	HEPBURN SPRINGS	VIC	3461

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	THE LAKES HOSTEL	LAKE STREET	EDENHOPE	VIC	3318
THE EMPLOYER OF NURSES	THE MURDOCH INSTITUTE	10TH FLOOR, ROYAL CHILDRENS HOSPITAL	FLEMINGTON RD PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	THE TRADITIONAL & COMPLIMENTARY MEDICINE	SUITE 3, 47 RAILWAY ROAD	BLACKBURN	VIC	3130
THE EMPLOYER OF NURSES	THE UNITING CHURCH LODGE PROGRAM	314 CAMBERWELL ROAD	CAMBERWELL	VIC	3124
THE EMPLOYER OF NURSES	TONS OF FUN CHILD CARE CENTRE	309 MOUNTAIN HIGHWAY	WANTIRNA	VIC	3152
THE EMPLOYER OF NURSES	TOTAL AGED SERVICES	183A CENTRE ROAD	BENTLEIGH	VIC	3204
THE EMPLOYER OF NURSES	TRANSFIELD SHIPBUILDING	NELSON HOUSE, NELSON PLACE	WILLIAMSTOWN	VIC	3016
THE EMPLOYER OF NURSES	TUBEMAKERS OF AUSTRALIA	706 LORIMER STREET	PORT MELBOURNE	VIC	3207
THE EMPLOYER OF NURSES	TULLY VEA NURSING HOME	2 CHARLES STREET	JEPARIT	VIC	3423
THE EMPLOYER OF NURSES	TURNING POINT DRUG AND ALCOHOL	54-62 GERTRUDE STREET	FITZROY	VIC	3065
THE EMPLOYER OF NURSES	UNCLE BENS OF AUSTRALIA	KELLY ST	WODONGA	VIC	3690
THE EMPLOYER OF NURSES	UNICHEMA AUSTRALIA P/L	14 WOODRUFF STREET	PORT MELBOURNE	VIC	3207
THE EMPLOYER OF NURSES	V.I.G WAVERLEY RADIOLOGY	351 BLACKBURN RD	MT WAVERLEY	VIC	3149
THE EMPLOYER OF NURSES	VERY SPECIAL KIDS	341 GLENFERRIE ROAD	MALVERN	VIC	3144
THE EMPLOYER OF NURSES	VICTORIAN CLINICAL GENETICS SERVICE	ROYAL CHILDRENS HOSPITAL, 10TH FLOOR	FLEMINGTON RD PARKVILLE	VIC	3052
THE EMPLOYER OF NURSES	VICTORIAN ELDERLY CHINESE HOSTEL	77 HURTLE STREET	ASCOT VALE	VIC	3032
THE EMPLOYER OF NURSES	VICTORIAN ELDERLY CHINESE WELFARE SOC.	187-189 VICTORIA STREET	WEST MELBOURNE	VIC	3003
THE EMPLOYER OF NURSES	VICTORIAN IMAGING GROUP - DANDENONG	96 DAVID STREET	DANDENONG	VIC	3175
THE EMPLOYER OF NURSES	VICTORIAN IMAGING GROUP - FRANKSTON	19 HASTING ROAD	FRANKSTON	VIC	3199
THE EMPLOYER OF NURSES	VILLA MARIA SOCIETY BERWICK	89-93 AVEBURY DRIVE	BERWICK	VIC	3806
THE EMPLOYER OF NURSES	WARATAH LODGE	56 ABBOTT STREET	SANDRINGHAM	VIC	3191
THE EMPLOYER OF NURSES	WATSONIA M.S ACCOMODATION UNITS	303 GREENSBOROUGH ROAD	WATSONIA	VIC	3087
THE EMPLOYER OF NURSES	WEEAH LODGE NURSING HOME	2 SWINBURNE AVENUE	RAINBOW	VIC	3424
THE EMPLOYER OF NURSES	WEEROONA HOSTEL	31 CHRYSTOBEL CRESCENT	HAWTHORN	VIC	3122
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	19 BERRY STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	54 CAMPBELL STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	4 & 6 JESSIE STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	71 PHILLIPS STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	39 SHEFFIELD STREET	COBURG	VIC	3058

Roping-in award 2000/2 - contd

NAME 1	NAME 2	ADDRESS 1	ADDRESS 2	STAT E	P/CO DE
THE EMPLOYER OF NURSES	WESLEY AGED CARE HOUSING SERVICES	31 COBURG STREET	COBURG	VIC	3058
THE EMPLOYER OF NURSES	WESTERN REGION OUTREACH SERVICE	86 PAISLEY STREET	FOOTSCRAY	VIC	3011
THE EMPLOYER OF NURSES	WHITTLESEA LODGE NURSING HOME	30-32 FIR STREET	WHITTLESEA	VIC	3757
THE EMPLOYER OF NURSES	WILLIAMSTOWN M.S ACCOMMODATION UNIT	59 POWER STREET	WILLIAMSTOWN	VIC	3016
THE EMPLOYER OF NURSES	WODONGA GROUP HOUSING	12 NILMAR AVENUE	WODONGA	VIC	3690
THE EMPLOYER OF NURSES	WOORI YALLOCK MATERNAL & CHILD HEALTH	VIEW STREET	WOORI YALLOCK	VIC	3139
THE EMPLOYER OF NURSES	WOORNAK HOSTEL	8 KILLARA STREET	SUNSHINE	VIC	3012
THE EMPLOYER OF NURSES	WOUND FOUNDATION OF AUSTRALIA (THE)	BLDG 129A AUSTIN & REPAT, BANKSIA ST	HEIDELBERG	VIC	3081
THE EMPLOYER OF NURSES	YAKKA PTY LTD	ROMET ROAD	WODONGA	VIC	3690
THE EMPLOYER OF NURSES	YARRA FALLS PTY LTD	452 JOHNSTON STREET	ABBOTSFORD	VIC	3067
THE EMPLOYER OF NURSES	YARRAVILLE VILLAGE AGED CARE	CNR SOMERVILLE RD AND FAIRLIE ST	YARRAVILLE	VIC	3013

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