

Classification Specific - Comparison table

NURSING SERVICES

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement),
Roman Catholic Archbishop of Perth Non-Teaching Staff Enterprise Agreement 2014 (Current EBA), and
Educational Services (Schools) General Staff Award 2020 (Award)

Key Points

- The Proposed Agreement contains the same number of 3 Levels with 11 Steps in total. The Current EBA contains 8-year steps.
- Each Classification Level contains descriptions of the types of work, experience and qualification required.
- Full-time and Part-time employees are paid their Base Salary for all weeks of the year as per the Current EBA. Unlike the Award, Nurses cannot work under a Reduced Working Year Arrangement in which the Base Salary for term weeks is averaged over the calendar year.
- Casual employees receive a 25% loading up from 20% under the Current EBA. Maximum ordinary hours are 38 per week; overtime applies thereafter.
- Part-time regular roster, plus casual loading 25% on additional hours, or overtime for hours outside or regular rosters.
- There are new provisions for Professional Learning and Professional Supervision for Nursing Services employees.
- Rates are between 15% and 34% above the Award.

Comparison of other Entitlements

NEW to the Proposed Agreement, and currently in the Award	Not in the Award but in the Current EBA	NEW not in the Current EBA or the Award
- 10-hour break	- Accreditation Allowance	- Camp Allowance
- On-call/Recall Allowance	- School Bus Allowance	- Catholic Day
- Meal Allowance	- Location Allowance	- Discretionary Leave Day
- Make-up Time	- Deferred Salary Scheme	- Study Leave
	- Infectious Diseases Leave	- Financial Incentive for select regional and remote schools
	- Leave Without Pay	
	- Special Leave	

NOTE: The Current EBA contains a laundry and uniform allowance and a boarding/lodging deduction no longer relevant.

Table 1: Comparison of Levels Proposed Agreement and Current EBA

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
SCHEDULE 2 – 6. NURSING SERVICES		
6.1 Classifications – Explanation and Comparison		
Level 1	An Employee at Level 1 provides primary nursing care with its associated administrative responsibilities. Typical position: School Nurse	67. Nurse shall mean one who is registered or entitled to be registered as a general trained nurse in Western Australia under the Health Practitioner Regulation National Law (WA) Act 2010 (WA) as amended or replaced from time to time.
Level 2	In addition to Level 1 duties, an Employee at Level 2 may provide health counselling and health education, act in a resource capacity to the school community, and provide primary care with its associated administrative duties. Typical position: School Nurse	
Level 3	In addition to Level 2 duties, an Employee at Level 3 would be responsible for the coordination, administration, and management of a school health centre and/or in charge of and directing the activities of other Employees within the school's health service. Typical position: Nurse Manager	No equivalent level.

Table 2: Comparison – Ordinary Hours and Penalty Rates

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
SCHEDULE 2 – 1. 2 Ordinary Hours				
6.2 (a), (b) Ordinary Hours	<ul style="list-style-type: none"> - Full-time employees work 38 ordinary hours per week, which may be averaged over 2 or 4 weeks - Part-time employees work less than 38 ordinary hours per week under Clause 8 of the Proposed Agreement. - Ordinary hours may be worked on no more than 5 in any 7 days, Monday to Friday, 6.30 am to 6.30 pm 	- No provision. – nurses are entitled to 48 consecutive hours off duty each week.	Provided for.	The Proposed Agreement is neutral with respect to the Award and specifies ordinary hours, unlike the Current EBA.
14.3 Ordinary Hours (casual)	<ul style="list-style-type: none"> - Maximum of 38 ordinary hours per week. Overtime applies after maximum ordinary hours. 	- No provision.	Provided for.	The Proposed Agreement is overall neutral with respect to the Award; however, the MHR is higher and therefore more beneficial. The Proposed Agreement is more beneficial than the Current EBA, as it provides maximum ordinary hours, followed by overtime.
57 Overtime – Full-time and part-time	<ul style="list-style-type: none"> - Mon – Sat – first 3 hours- 150% of the MHR - After 3 hours, 200% of the MHR - Sunday - 200% of the MHR - Public holidays 250% of MHR 	- No provision.	Provided for.	The Proposed Agreement remains neutral on the Award concerning overtime percentages, but the MHR is higher and therefore more beneficial. The Current EBA does not provide overtime for nurses.
57 Overtime – Casuals (includes casual loading)	<ul style="list-style-type: none"> - Mon – Sat – first 3 hours- 175% of the MHR - After 3 hours, 225% of the MHR - Sunday - 225% of the MHR - Public holidays 250% of MHR. 	No provision.	Provided for.	The Proposed Agreement is neutral on the Award's overtime percentages, but the MHR is higher than the Award and therefore more beneficial overall. The Proposed Agreement is more beneficial than the Current EBA as it provides overtime pay for casual employees.
6.4 Professional learning	The Employer recognises the importance of professional learning opportunities in retaining and developing experienced nurses.	No provision.	No provision.	The Proposed Agreement recognises the importance of professional learning.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
	When a Nursing Services Employee needs to undertake ongoing professional development or learning to maintain their registration, the Employer will provide access to suitable training and professional development opportunities. All professional development or learning must be approved by the Principal and scheduled at a mutually agreed time, considering the school's operational requirements.			
6.5 Professional supervision	The Employer recognises that Nurses may need to participate in supervision to keep their registration. Where feasible and necessary for registration, such supervision should occur during normal work hours.	No provision.	No provision.	The Proposed Agreement recognises that nurses may need to participate in supervision, and where feasible, this should occur during work time.

Table 3 - Comparison Relevant Allowances and Entitlements – Where Applicable

- ✘ Means the entitlement is not contained in the Current EBA or Award
- ✔ Means the entitlement is contained in the Current EBA or Award

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
6.4	Professional learning	✘	✘	The Proposed Agreement recognises the importance of professional learning.
6.4	Professional supervision	✘	✘	The Proposed Agreement recognises that nurses may need to participate in supervision, and where feasible, this should occur during work time.
39	Ten-hour break	✘	✔	The Proposed Agreement is neutral towards the Award and more beneficial than the Current EBA, as it does not contain this provision.
43	Accreditation allowance	✔	✘	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
45	Location Allowance/ Remote Area Package	✔	✘	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA with regards to the Location Allowances, but more beneficial with regards to the Remote Area Package.
46	School Bus Allowance	✔	✘	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
47	Higher Duties Allowance	✔	✔	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
48	On-call and Recall Allowance	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award, except that the MHR is higher under the Proposed Agreement.
49	Meal Allowance	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
51	Camp Allowance	✘	✘	The Proposed Agreement is more beneficial than the Current EBA and the Award because they do not include a camp allowance.
52	Personal Protective Equipment	✘	✘	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
53	Vehicle Allowance	✔	✔	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
59	Broken Shift Penalty	✘	✔	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
60	Time off instead of overtime	✔	✔	The Proposed Agreement is neutral in relation to the Current EBA and the Award.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
61	Make-up time	X	✓	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
68	Catholic Day	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
72	Deferred salary scheme	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
74	Infectious diseases leave	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
75	Leave without pay	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
82	Special leave	✓	X	The Proposed Agreement is more advantageous than the Award and neutral regarding the Current EBA.
83	Discretionary leave	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
84	Study leave	X	X	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.

Table 4 – Proposed Agreement v Award

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Nursing Services			Award – Nurses			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	Base Salary	% Higher
Level 1 Step 1	\$35.87	\$71,098	Grade 1 Level 6.1	\$30.30	\$60,057	18%	\$11,041
Level 1 Step 2	\$37.30	\$73,937	Grade 1 Level 6.2	\$32.36	\$64,141	15%	\$9,797
Level 1 Step 3	\$38.75	\$76,804	Grade 1 Level 6.2	\$32.36	\$64,141	20%	\$12,664
Level 1 Step 4	\$40.18	\$79,644	Grade 1 Level 6.2	\$32.36	\$64,141	24%	\$15,504
Level 2 Step 1	\$41.61	\$82,482	Grade 2 Level 7.1	\$33.31	\$66,022	25%	\$16,460
Level 2 Step 2	\$43.05	\$85,321	Grade 2 Level 7.2	\$34.38	\$68,142	25%	\$17,179
Level 2 Step 3	\$44.48	\$88,163	Grade 2 Level 7.3	\$35.44	\$70,250	26%	\$17,913
Level 2 Step 4	\$45.93	\$91,030	Grade 2 Level 7.3	\$35.44	\$70,250	30%	\$20,780
Level 3 Step 1	\$46.44	\$92,040	Grade 3 Level 8	\$38.60	\$76,503	20%	\$15,537
Level 3 Step 2	\$49.06	\$97,240	Grade 3 Level 8	\$38.60	\$76,503	27%	\$20,737
Level 3 Step 3	\$51.68	\$102,440	Grade 3 Level 8	\$38.60	\$76,503	34%	\$25,937