



DECISION

Fair Work Act 2009

s.185 - Application for approval of a single-enterprise agreement

Royal Flying Doctor Service of Australia Central Operations T/A Royal Flying Doctor Service, Central Operations
(AG2015/4784)

RFDS, CENTRAL OPERATIONS FLIGHT NURSES (AUSTRALIAN NURSING AND MIDWIFERY FEDERATION) AGREEMENT 2015 (ALICE SPRINGS, ADELAIDE & PORT AUGUSTA)

Health and welfare services

COMMISSIONER HAMPTON

ADELAIDE, 7 SEPTEMBER 2015

Application for approval of the RFDS, Central Operations Flight Nurses (Australian Nursing and Midwifery Federation) Agreement 2015 (Alice Springs, Adelaide & Port Augusta)..

[1] An application has been made for approval of an enterprise agreement known as the *RFDS, Central Operations Flight Nurses (Australian Nursing and Midwifery Federation) Agreement 2015 (Alice Springs, Adelaide & Port Augusta)* (the Agreement). The application was made pursuant to s.185 of the *Fair Work Act 2009* (the Act) by Royal Flying Doctor Service of Australia Central Operations T/A Royal Flying Doctor Service, Central Operations. The Agreement is a single-enterprise agreement.

[2] I am satisfied that each of the requirements of ss.186, 187 and 188 of the Act as are relevant to this application for approval have been met.

[3] The Australian Nursing and Midwifery Federation – South Australian Branch and the Australian Nursing and Midwifery Federation – Northern Territory Branch, being bargaining representatives for the Agreement, have given notice under s.183 of the Act that they want the Agreement to cover them. In accordance with s.201(2) of the Act I note that the Agreement covers the organisation.

[4] The Agreement is approved and, in accordance with s.54 of the Act, will operate from 14 September 2015. The nominal expiry date of the Agreement is 31 December 2017.

A handwritten signature in black ink is written over the circular seal of the Fair Work Commission. The seal features the Australian coat of arms and the text 'THE SEAL OF THE FAIR WORK COMMISSION' around the perimeter.

COMMISSIONER

[2015] FWCA 6181

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**ROYAL FLYING DOCTOR SERVICE
CENTRAL OPERATIONS**

**FLIGHT NURSES (AUSTRALIAN NURSING
AND MIDWIFERY FEDERATION)
AGREEMENT 2015
(ALICE SPRINGS, ADELAIDE & PORT
AUGUSTA)**

1. TITLE

This Agreement shall be known as the RFDS, Central Operations Flight Nurses (Australian Nursing and Midwifery Federation) Agreement 2015 (Alice Springs, Adelaide & Port Augusta).

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3. PARTIES BOUND

This Agreement shall be binding on and apply to:

- 3.1 Royal Flying Doctor Service, Central Operations (**the RFDS**);
- 3.2 All Flight Nurses and Senior Flight Nurses employed by the Royal Flying Doctor Service, Central Operations who work from the Alice Springs, Adelaide and Port Augusta Bases;
- 3.3 The Australian Nursing and Midwifery Federation (South Australian Branch);
- 3.4 The Australian Nursing and Midwifery Federation (NT Branch).

4. PERIOD OF OPERATION

- 4.1 This Agreement shall operate from the date of approval by Fair Work Commission and shall have a nominal expiry date of 31 December 2017.
- 4.2 Upon approval of this Agreement, the RFDS will make full back payment to 1 January 2014 of:
 - 4.2.1 the salary increases applicable, as detailed in Schedule 1 and Schedule 2; and
 - 4.2.2 the allowances detailed in Clauses 13.7 and 16.1.

5. DEFINITIONS

For the purposes of this Agreement:

- 5.1 **Act** means the *Fair Work Act 2009* (Cth).
- 5.2 **Agreement** means the RFDS, Central Operations Flight Nurses (Australian Nursing and Midwifery Federation) Agreement 2015 (Alice Springs, Adelaide & Port Augusta) being an agreement between the RFDS and its Flight Nurses and Senior Flight Nurses providing aero-medical services based at its Adelaide, Port Augusta and Alice Springs bases.
- 5.3 **Base(s)** means the Adelaide, Port Augusta or Alice Springs Base from which aero-medical services are provided by the RFDS.
- 5.4 **Casual Flight Nurse** means a Flight Nurse engaged in work of a casual nature, and whose employment is terminable by the RFDS in accordance with the RFDS' requirements without notice by either party.
- 5.5 **Emergency Situation** means an occasion where service delivery is seriously compromised by the incapacitation of two or more Flight Nurses at a given base for a period exceeding two days.
- 5.6 **Employer** means the Royal Flying Doctor Service, Central Operations.
- 5.7 **Flight Nurse** means an employee of the RFDS who provides nursing care on behalf of the RFDS in an aero-medical environment based at the RFDS' Adelaide, Port Augusta or Alice Springs Base.

- 5.8 **Fringe Benefit Tax Year** commences April 1 of the relevant year and finishes 31 March of the following year.
- 5.9 **FRMS** means Fatigue Risk Management System.
- 5.10 **FWC** means Fair Work Commission, or any successor body.
- 5.11 **Organisational Training Days** include but are not limited to, the following:
- 5.11.1 Fire and safety training;
 - 5.11.2 Manual handling training;
 - 5.11.3 Cabin safety training;
 - 5.11.4 Threat and error management training;
 - 5.11.5 Fatigue Risk Management training; and
 - 5.11.6 Advanced Life Support training.
- 5.12 **Overtime Rates** are calculated based on a Flight Nurse's or SFN's base salary.
- 5.13 **RFDS Allowances** means the 30% RFDS base allowance and the applicable retention allowance.
- 5.14 **Senior Flight Nurse (SFN)** means a RFDS Flight Nurse who provides nursing care on behalf of the RFDS in an aero-medical environment, and who performs supervisory functions.
- 5.15 **SFN Allowance** means the applicable SFN retention allowance.
- 5.16 **Standby** means when a Flight Nurse and/or SFN is required to be ready to be tasked for duty.
- 5.17 **Total Salary** means a Flight Nurse's or SFN's base salary plus the RFDS Allowances.
- 5.18 **Transmission of Business**, without limiting its ordinary meaning, includes sale, transfer, conveyance, assignment or succession whether by agreement or operation of law and transmitted has a corresponding meaning.
- 5.19 **Unions** means the Australian Nursing and Midwifery Federation (South Australian Branch) and the Australian Nursing and Midwifery Federation (NT Branch).
- 5.20 **URTI** means an upper respiratory tract infection.

6. AIM OF AGREEMENT

It is the objective of parties to this Agreement to implement workplace practices that provide for flexible working arrangements, which improve efficiency, effectiveness and quality of service provided by the RFDS, enhance skills and job satisfaction and assist positively in ensuring the RFDS becomes an employer of choice and a more competitive enterprise.

7. NO FURTHER CLAIMS

- 7.1 It is a term of this Agreement that the parties undertake that, for the duration of this Agreement, they will not pursue any extra claims, award or over award, including but not limited to any 'safety net' increase awarded by FWC or any other body set up by the Federal Government to set or monitor the minimum wage rate.
- 7.2 The rates of pay, allowances and conditions of employment specified in this Agreement shall apply for the duration of this Agreement.

8. INTRODUCTION OF CHANGE

Where RFDS has made a decision to implement major changes to program, organisation, structure, workforce modelling, or technology, that are likely to have significant effects on the Flight Nurses and/or SFNs, the RFDS will consult the Flight Nurses and/ or SFNs in accordance with the provisions below:

- 8.1 The RFDS must notify the relevant Flight Nurses and/or SFNs, and the Unions, of the decision to introduce major change.
- 8.2 The relevant Flight Nurses and/or SFNs may appoint a representative for the purpose of the procedure in this Clause.
- 8.3 If:
- 8.3.1 A Flight Nurse or SFN appoints, or relevant Flight Nurses and/or SFNs appoint, a representative for the purpose of consultation; and
- 8.3.2 The Flight Nurse(s) and/or SFN(s) advise the RFDS of the identity of the representative;
- the RFDS must recognise the representative.
- 8.4 As soon as practicable after making its decision, the RFDS must:
- 8.4.1 Discuss with the relevant Flight Nurses and/or SFNs:
- 8.4.1.1 The introduction of the change; and
- 8.4.1.2 The effect the change is likely to have on the Flight Nurses and/or SFNs; and
- 8.4.1.3 Measures the RFDS is taking to avert or mitigate the adverse effect of the change on the Flight Nurses and/or SFNs; and
- 8.4.2 For the purpose of the discussion – provide, in writing, to the relevant Flight Nurses and/or SFNs:
- 8.4.2.1 All relevant information about the change including the nature of the change proposed; and
- 8.4.2.2 Any other matters likely to affect the employees.

- 8.5 The RFDS must give prompt and genuine consideration to matters raised about the major change to the relevant Flight Nurses and/or SFNs.
- 8.6 In this Clause, a major change is likely to have a significant effect on Flight Nurses and/or SFNs if it results in:
- 8.6.1 The termination of employment of Flight Nurse(s) and/or SFN(s);
 - 8.6.2 Major change to the composition, operation or size of the RFDS' workforce or to the skills required of Flight Nurses and/or SFNs;
 - 8.6.3 The elimination or diminution of job opportunities (including opportunities for promotion or tenure);
 - 8.6.4 The alteration of hours of work (including change to rosters);
 - 8.6.5 The need to retrain Flight Nurses and/or SFNs;
 - 8.6.6 The need to relocate Flight Nurses and/or SFNs to another workplace (other than the bases identified in this Agreement); or
 - 8.6.7 The restructuring of jobs.
- 8.7 A relevant Flight Nurse and/or SFN is a Flight Nurse and/or SFN who may be affected by a major change.
- 8.8 During the term of this Agreement, the RFDS may require the Flight Nurses to move from a 'standby' arrangement to an 'on base' arrangement to ensure its response times are compliant with its contractual obligations. In such circumstances, the RFDS will consult in accordance with this Clause before such change is implemented.

9. AGREEMENT CONSULTATIVE COMMITTEE (ACC)

- 9.1 The parties agree that the consultative structure for monitoring this Agreement, and resolving concerns and/or disputes arising from the operation of the Agreement, is the ACC.
- 9.2 The ACC for this Agreement shall consist of:
- 9.2.1 Three management representatives; and
 - 9.2.2 Three employee representatives, one from each Base.
- 9.3 The role of the ACC shall be to:
- 9.3.1 Monitor the operation and implementation of the Agreement;
 - 9.3.2 Reach decisions through consensus which shall operate as recommendations to the parties they represent;
 - 9.3.3 Consider reports and ideas generated by the Flight Nurses and SFNs and RFDS representatives on a range of enterprise bargaining issues;
 - 9.3.4 Distribute minutes of its meetings to all parties to the Agreement, together with regular Bulletins. Members of the ACC will make

themselves available to Flight Nurses and SFNs for the purposes of receiving and providing information;

9.3.5 Assist in resolving any disputes arising out of the operation of the Agreement; and

9.3.6 Act as a forum for consultation with the Flight Nurses and SFNs.

9.4 The ACC will meet as required at the request of either party.

10. ENGAGEMENT

10.1 Salary Classifications

10.1.1 Save and except where specifically provided for in this Agreement, Flight Nurses and SFNs shall be classified by the RFDS and paid in accordance with the classification structure outlined in Schedule 1.

10.1.2 The Total Salary, which includes the Base Salary plus RFDS Allowances, is paid in consideration of all normal hours worked. The 30% RFDS base allowance component is paid in consideration of all penalty rates, public holidays and allowances, unless otherwise provided in this Agreement.

10.1.3 Where, for the purposes of any provision of this Agreement, it is necessary to convert a Flight Nurse's or SFN's Total Salary into an hourly rate, it shall, in every instance, be ascertained by using the following formula:

$$\text{Total Salary divided by 52 divided by 38}^1$$

10.1.4 All incremental payments shall be determined in accordance with Schedules 1 and 3 of this Agreement.

10.1.5 Determination of the appropriate salary Step for Flight Nurses and SFNs will occur in accordance with Schedule 1.

10.2 Qualifying Period

10.2.1 A six-month qualifying period applies to all offers of employment for Flight Nurses and SFNs. Throughout the qualifying period, the Flight Nurse's or SFN's competency and suitability will be assessed, with ongoing appointment contingent upon successful completion of competency standards and overall performance during the qualifying period.

10.2.2 Where applicable, the RFDS may consider a lesser qualifying period in recognition of comparable flight nursing experience, knowledge and education.

10.2.3 During the qualifying period, the contract of service shall, unless otherwise mutually agreed by the Flight Nurse or SFN and the RFDS, be terminable by either the RFDS or the Flight Nurse/SFN by giving one week's notice to the other.

¹ See Clause 14 for Additional Shifts.

10.3 Casual Flight Nurses

- 10.3.1 If a Flight Nurse is engaged as a casual Flight Nurse, the Flight Nurse shall be paid in accordance with Schedule 2.
- 10.3.2 RFDS commits to the principle of permanent employment of nursing staff. Casual employment will therefore be kept to a minimum.
- 10.3.3 Casual Flight Nurses will be paid from the time they are called for duty or when required by the RFDS to undertake duties at the applicable hangar.

10.4 Part-time Flight Nurses and SFNs

If a Flight Nurse or SFN is engaged on a part-time basis, the following provisions apply:

- 10.4.1 Part-time Flight Nurses and SFNs shall be paid a salary proportional to the salary of a full-time Flight Nurse or SFN (as the case may be), according to average hours worked, and based on the appropriate salary in Schedule 1 of this Agreement.
- 10.4.2 Part-time Flight Nurses and SFNs will be entitled to all leave entitlements (including study leave) and allowances on a pro-rata basis.
- 10.4.3 Part-time Flight Nurses and SFNs shall be entitled to payment for annual leave, personal leave and all other authorised paid leave on a pro-rata basis. If a Flight Nurse or SFN works on occasions outside of their agreed part-time hours, the Flight Nurse or SFN will accrue additional leave entitlements for those additional hours worked.
- 10.4.4 The RFDS will roster part-time Flight Nurses in such a manner that their rostered standby periods are pro rated to that of a full-time Flight Nurse (for example, weekends free of duty, allocation of various standby periods). However, the RFDS, in considering its service delivery requirements and equity across the Flight Nurse group, reserves the right to direct part-time Flight Nurses to work the standby periods required.
- 10.4.5 The full-time equivalency of a part-time Flight Nurse or SFN shall be agreed upon commencement of employment, and may be amended by agreement between the individual Flight Nurse or SFN and the RFDS. However, hours rostered shall not exceed those of a full-time Flight Nurse or SFN, as the case may be.
- 10.4.6 Full-time Flight Nurses or SFNs, who convert to part-time employment, shall transfer all accrued entitlements, and their employment shall be deemed to be continuous.
- 10.4.7 Full-time Flight Nurses and SFNs, who request part-time work and are given such work, may revert to full-time employment on a specified future date by agreement with the RFDS. When full-time Flight Nurses or SFNs transfer to part-time work on an 'open ended' basis and wish to return to their former full-time arrangement, any request for full-time

employment will be considered on availability of suitable work provided, however, the return to full-time employment shall be at the absolute discretion of the RFDS. All agreements shall be recorded in writing.

10.4.8 No existing full-time Flight Nurses or SFNs shall be transferred by the RFDS to part-time employment without the written consent of the relevant Flight Nurse or SFN.

10.4.9 Part-time Flight Nurses and SFNs, who convert to full-time employment, shall transfer all accrued entitlements and their employment shall be deemed to be continuous.

11. STAFF APPRAISALS PROCEDURE AND PERFORMANCE AGREEMENT

Flight Nurses and SFNs agree to participate in annual performance, training and development reviews, which will assess the Flight Nurse's and SFN's overall performance, core and role specific competencies and professional development for the review period. In addition to assessing performance and competency, these reviews will assist to identify any personal training and professional development requirements needed to achieve the RFDS' role specific competencies whilst also considering the individual Flight Nurse's or SFN's aspirations in line with the RFDS' organisational requirements.

12. ROSTERS

12.1 Flight Nurses and SFNs must comply with the various policies and laws which apply to alcohol and non-prescription drugs in RFDS' workplaces, including RFDS Drug and Alcohol Management Plan/Policy (DAMP) requirements.

12.2 Rotational rosters will be released three weeks prior to their commencement.

12.3 While it is acknowledged by all parties that actual working hours will vary depending upon the operational needs of the RFDS, it is anticipated that a Flight Nurse's actual working hours will not exceed an average of 38 hours per week over a 52-week cycle.

12.4 In the event that average actual working hours significantly exceed this level, the RFDS, via the ACC, will review rostering arrangements either on an individual or a collective basis depending on the circumstances.

12.5 Flight Nurses and SFNs, who are rostered on standby are not required to attend their normal place of work, other than as required to attend to:

- Day-to-day administrative and house-keeping requirements in accordance with the RFDS Health Service Manual OPS 05;
- Quality/clinical review and organisational staff development activities; or Where being paid as an overtime event as defined in Clause 14.

but are required to be:

- Contactable and available for duty at all times during their standby period;

- Present at the RFDS airport office at least 20 minutes prior to nominated 'doors close' for the first flight of the shift; and
- Ready for 'doors close' within 45 minutes of being tasked, except where longer response times are operationally specified, and shall be able to achieve the doors closed response time.

12.6 Proposed Flexibility

12.6.1 During the life of this Agreement, the parties are committed to reviewing existing work practices with the aim of improving flexibility and productivity whilst maintaining Flight Nurse and SFN lifestyles.

12.6.2 Any increased requirement for Flight Nurses to attend work at the hangar when rostered will be the subject of discussion and consultation via the ACC constituted pursuant to Clause 9.1. The RFDS, Flight Nurses and SFNs covered by this Agreement may agree to make an individual flexibility arrangement to vary the effect of terms of the Agreement if:

12.6.2.1 The Agreement deals with one or more of the following matters:

- (a) Arrangements about when work is performed;
- (b) Overtime rates;
- (c) Penalty rates;
- (d) Allowances;
- (e) Leave loading; and

12.6.2.2 The arrangement meets the genuine needs of the RFDS and the individual Flight Nurse or SFN (as the case may be) in relation to at least one of the matters in Clause 12.6.2.1; and

12.6.2.3 The arrangement is genuinely agreed to by the parties.

12.6.3 The RFDS must ensure that the terms of the individual flexibility arrangement:

12.6.3.1 Are about permitted matters under section 172 of the Act; and

12.6.3.2 Are not unlawful terms under section 194 of the Act; and

12.6.3.3 Result in the Flight Nurse or SFN being better off overall than they would be if no arrangement had been made.

12.6.4 The RFDS must ensure that the individual flexibility arrangement:

12.6.4.1 Is in writing;

12.6.4.2 Includes the name of the RFDS and the individual Flight Nurse or SFN to which it relates;

12.6.4.3 Is signed by the RFDS and the individual Flight Nurse or SFN;

12.6.4.4 Includes details of:

- (a) The terms of the Agreement that will be varied by the arrangement;
- (b) How the arrangement will vary the effect of the terms; and
- (c) How the Flight Nurse or SFN will be better off overall in relation to the terms and conditions of the Flight Nurse's or SFN's employment as a result of the arrangement; and

12.6.4.5 States the day on which the arrangement commences.

12.6.5 The RFDS must give the Flight Nurse or SFN a copy of the individual flexibility arrangement within 14 days after it is agreed to.

12.6.6 The RFDS or individual Flight Nurse or SFN may terminate the individual flexibility arrangement:

12.6.6.1 By giving no more than 28 days written notice to the other party; or

12.6.6.2 If the RFDS and individual Flight Nurse or SFN agree in writing – at any time.

12.7 Flight Nurses and SFNs not specifically engaged as relieving staff may be required to provide roster relief at another base for a period not exceeding four weeks on a voluntary basis, or for a longer period, as negotiated by the individual Flight Nurse or SFN and the RFDS. In an Emergency Situation, as defined, a Flight Nurse or SFN may be rostered to another base. In such circumstances, and when selecting staff, consideration will be given to a Flight Nurse's or SFN's personal and/or domestic circumstances.

12.7.1 Where possible, a minimum of four weeks' notice will be provided.

12.7.2 In accordance with RFDS Roster Relief Policy, suitable accommodation will be provided by the RFDS, in addition to the roster relief allowance.

12.7.3 A Flight Nurse providing roster relief will maintain their normal salary or assume the rate of pay for the base they are relieving, whichever is higher, for the duration of the relief.

12.8 Where a SFN is required to relieve the Flight Nurse Manager for a period of three weeks or more, the SFN's role will be backfilled.

12.9 Where the RFDS, Flight Nurses and SFNs seek to alter the master roster, the RFDS will undertake consultation with the Flight Nurses and SFNs (where appropriate) in accordance with Clause 8. The RFDS also agrees to undertake a vote of the affected nurses to seek a response in relation to the

alteration. However, the RFDS reserves the right to implement roster changes to meet service delivery and contractual requirements.

13. HOURS OF WORK

- 13.1 All Flight Nurses shall work to a seven-day roster.
- 13.2 A full-time Flight Nurse and SFN will be rostered for 1,976 hours of work per annum:
- 38 hours x 52 weeks = 1,976 hours (inclusive of 228 hours for annual leave)
- 13.3 All Flight Nurses shall work shifts, as determined by the roster, varying from eight to 12 hours.
- 13.4 All Flight Nurses shall have a break between shifts of at least 10 hours for availability and are responsible to discuss with the SFN/Flight Nurse Manager appropriate coverage of their roster if the break impacts on their next rostered period. The break shall be increased by one hour for every hour, or part thereof, where the preceding actual duty period exceeds 10 hours.
- 13.5 For the purposes of this Clause, duty time means the commencement of the tasks associated with first assignment of the shift to the completion of the last task associated with that shift's flight (e.g. clean up of the aircraft, paperwork or other associated tasks).
- 13.6 The RFDS recognises that the SFNs play an important part in managing the Flight Nurse roles and staffing requirements at each Base. Whilst the SFNs receive additional allowances in recognition of this role, the parties acknowledge that there is a need to further improve the work/life balance, and provide time free of duty, for the SFNs.
- The RFDS agrees to consult with the SFNs and their representatives about potential solutions to work/life balance issues. SFNs will continue to access a minimum of 12 weekends, per calendar year, free from duty in accordance with Clause 13.7.
- 13.7 A Flight Nurse, who is not on the roster and who volunteers to act as a SFN when the SFN is free of all duty for a weekend, will be contactable from 5.00pm on Friday until 8.00am on the following Monday. Should a Flight Nurse not volunteer, the RFDS reserves the right to roster a Flight Nurse to provide cover during the identified period. When rostering a Flight Nurse for this purpose, consideration will be given to a Flight Nurse's personal and/or domestic circumstances. The Flight Nurse rostered will receive \$190 for undertaking the duties of the SFN during that period.
- 13.7.1 Where the Flight Nurse providing this coverage is recalled to duty to provide emergency roster coverage (other than the scheduled roster covered), they will be entitled to compensation in accordance with Clause **Error! Reference source not found.**
- 13.8 Where a SFN is unable to identify an alternative Flight Nurse to provide emergency shift coverage and the SFN is unable to provide coverage, the SFN must contact the Flight Nurse Manager to discuss alternatives.

14. ADDITIONAL SHIFTS

- 14.1 Full-time Flight Nurses and SFNs, who work additional shifts during their days off outside their agreed, negotiated or published roster, to facilitate roster/task coverage, will be entitled to an overtime payment as detailed in Clause 14.4.
- 14.2 Part-time Flight Nurses or SFNs, who work additional shifts in excess of their contracted work hours, may be entitled to overtime payments in accordance with Clause 14.4.
- 14.3 If a part-time Flight Nurse or SFN works additional shifts in excess of their contracted fortnightly work hours, but less than 76 hours per fortnight, the additional hours will be paid at their ordinary rate of pay, calculated as provided for in Clause 10.1.3.
- 14.4 For full-time and part-time Flight Nurses and SFNs, overtime rates will be paid for all hours worked (relating to agreed additional shifts), in excess of 76 hours in each fortnight as follows:
 - 14.4.1 Any overtime worked on Monday to Saturday (inclusive) will attract a rate of time and a half for the first two hours, and then double time thereafter.
 - 14.4.2 Any overtime worked on Sunday will attract a rate of double time.
 - 14.4.3 Any overtime worked on a public holiday will attract a rate of double time and a half.
- 14.5 A Flight Nurse or SFN who works agreed additional shifts as defined in this Clause will be required to be at the Base for the entire shift unless otherwise agreed with the Flight Nurse Manager.

15. OVERRUN OF ROSTERED STANDBY PERIOD PAYMENT

- 15.1 This Clause applies to Flight Nurses. It does not apply to SFNs.
- 15.2 The parties acknowledge that, on occasion and due to operational reasons, a Flight Nurse may be required to perform duties beyond the rostered standby period. However, the RFDS will take steps during the life of the Agreement to minimise this occurrence, where possible. Should an overrun occur, the payments prescribed in this Clause will apply.
- 15.3 **Priority 1 and 2 Tasks**
 - 15.3.1 If a Flight Nurse, in the performance of duty, overruns the end of the rostered standby period by more than two hours, but less than four hours, the Flight Nurse will be paid an overrun duty payment of \$165.
 - 15.3.2 If a Flight Nurse, in the performance of duty, overruns the end of the rostered standby period by four hours or more, the Flight Nurse will be paid an overrun duty payment of \$360.
- 15.4 **Priority 3-8 Tasks**

15.4.1 If a Flight Nurse, in the performance of duty, overruns the end of the rostered standby period by more than 30 minutes, but less than four hours, the Flight Nurse will be paid an overrun duty payment of \$165.

15.4.2 If a Flight Nurse, in the performance of duty, overruns the end of the rostered standby period by four hours or more, the Flight Nurse will be paid an overrun duty payment of \$360.

15.5 The payments provided in this Clause do not operate cumulatively.

15.6 In calculating the duration of the overrun and the allocation of the payment (if any) in this Clause, the parties agree that a Flight Nurse will have a maximum of 30 minutes to finalise all work-related tasks after patient handover.

16. HIGHER DUTIES

16.1 If a Flight Nurse is required by the RFDS to perform the duties of a SFN for a period equal to or exceeding one week (seven days), on a consecutive basis, the Flight Nurse will be entitled to an additional 12.5% of the Flight Nurse's Total Salary for the full period.

16.2 A Flight Nurse who relieves the SFN for a period of more than 4 weeks will be entitled to one weekend free from duty.

17. SALARY PACKAGING

Flight Nurses and SFNs will be entitled to salary packaging benefits in accordance with the RFDS Salary Packaging Policy upon commencement of employment with the RFDS.

18. ANNUAL LEAVE

18.1 Flight Nurses and SFN's are entitled to 30 rostered working days of Annual Leave in each 52 week period. This will be on a pro-rata basis for part-time Flight Nurses.

18.2 Applications for periods of leave will be approved following appropriate negotiation and reference to roster requirements at the time of the request for leave.

18.3 Flight Nurses and SFNs will take annual leave in accordance with the RFDS Leave Policy.

18.4 A Flight Nurse or SFN may make a written request in accordance with the Act to cash out up to 76 hours (pro rata for part-time Flight Nurses) of their accrued annual leave entitlement every 12 months, subject to the following conditions:

18.4.1 The cashing out of a portion of leave is contingent upon the Flight Nurse or SFN taking at least 152 hours (pro rata for part-time Flight Nurses) of annual leave in the same 12-month period;

18.4.2 The authorisation of such a written request is at the sole discretion of the RFDS; and

18.4.3 If such a written request is authorised by the RFDS, a written agreement will be made by the parties in respect of the cashed out portion of leave and a Flight Nurse or SFN is entitled to receive payment in lieu of the amount of annual leave based on their Total Salary at the time the election is made.

19. PERSONAL LEAVE (SICK LEAVE, CARER'S LEAVE AND COMPASSIONATE LEAVE)

Flight Nurses and SFNs are entitled to 10 personal leave days per annum (pro rata for part-time staff) and three compassionate leave days per permissible occasion in accordance with the RFDS Leave Policy.

20. URTI LEAVE

20.1 In addition to the above, Flight Nurses and SFNs are entitled to six days paid URTI leave per year, to be accrued on the anniversary of their employment. This entitlement is applies on a pro rata basis for part-time Flight Nurses.

20.2 If URTI leave is for a period of two or more consecutive days, the Flight Nurse or SFN must provide the RFDS with a medical certificate from a registered medical practitioner or other satisfactory evidence (such as a statutory declaration) to the RFDS' satisfaction.

20.3 URTI leave does not accumulate from year to year.

21. LONG SERVICE LEAVE

21.1 South Australian based Flight Nurses and SFNs covered by this Agreement shall accrue long service leave entitlements in accordance with the South Australian *Long Service Leave Act 1987 (SA)* (the SA Act).

21.2 Northern Territory based Flight Nurses and SFNs covered by this Agreement shall accrue long service leave entitlements in accordance with the *Northern Territory Long Service Leave Act*.

21.3 Additionally, Northern Territory based Flight Nurses and SFNs will be provided with equitable access to payment in lieu of long service leave during employment in accordance with the SA Act.

21.4 Flight Nurses and SFNs will be paid and take leave in accordance with the RFDS Leave Policy.

22. PARENTAL LEAVE

22.1 Flight Nurses and SFNs are entitled to parental leave in accordance with the Act and 14 weeks' paid parental leave on full pay, or 28 weeks paid parental leave on half pay, in accordance with the RFDS Leave Policy.

The RFDS paid leave entitlement is paid in addition to any Federal Government Scheme to which a Flight Nurse or SFN may be eligible.

22.2 During a period of parental leave, a Flight Nurse or SFN may engage in casual work with another employer, subject to the RFDS Outside Employment

Policy. Such employment must not affect the terms of approved parental leave with the RFDS.

23. JURY SERVICE

- 23.1 Flight Nurses and SFNs required to attend for jury service during ordinary working hours will be reimbursed by the RFDS an amount equal to the difference between the amount paid in respect of the attendance for such jury service and the amount of salary which would have been paid had the employee not been on jury service.
- 23.2 Flight Nurses and SFNs must notify the RFDS as soon as possible of the date upon which they are required to attend for jury service.
- 23.3 The Flight Nurse and SFN must give the RFDS proof of such attendance, the duration of such attendance and the amount received in respect of such jury service.
- 23.4 A Flight Nurse or SFN called up and subsequently not required for jury service must report for work as soon as practicable after being informed that they are not so required.

24. UNIFORMS

- 24.1 Flight Nurses and SFNs shall be entitled to uniforms and protective clothing in accordance with the RFDS Uniform Policy.
- 24.2 It is agreed by the parties that the Flight Nurses and SFNs will be entitled to an accrual of their annual uniform entitlements as defined in the RFDS Uniform Policy, over a two-year period. The allowance of \$200.00 per annum will be payable during the life of the Agreement.
- 24.3 Short Term (engagement for up to four weeks) and Locum Flight Nurses will be responsible for providing their own shoes, shorts, and trousers.

25. AMENITIES

- 25.1 The RFDS will provide lockable facilities to each Flight Nurse and SFN to store their personal effects and RFDS issued property for the duration of their shift.
- 25.2 If the RFDS requires the Flight Nurse or SFN to change their clothing at work or undertake work which necessitates a change of clothing, the RFDS will provide appropriate facilities for this to occur.

26. ACCOMMODATION

- 26.1 Where a Flight Nurse or SFN is required to stay overnight, away from their normal base, the RFDS will endeavour to provide (where possible) and in accordance with RFDS Travel & Accommodation Policy a minimum standard of accommodation which:
 - 26.1.1 Has secure access;
 - 26.1.2 Is quiet and clean;

26.1.3 Has vehicle security;

26.1.4 Has private bathroom facilities; and

26.1.5 Has 24-hour meal availability.

27. REMOTE AREA HOUSING ASSISTANCE

Remote Area Housing Allowance will be paid in accordance with RFDS Remote Area Housing Assistance Policy.

28. ORGANISATIONAL TRAINING DAYS

Attendance by Flight Nurses and SFNs at organisational training days is considered a priority. Flight Nurses and SFNs will be flexible in ensuring their attendance at identified training days as a priority.

29. OCCUPATIONAL HEALTH & SAFETY

The RFDS and its staff will continue to develop and comply with occupational health and safety policies and procedures which contribute to the RFDS achieving a safe and healthy working environment.

Development and implementation of policies and/or procedures, as appropriate, is based on risk assessment, e.g. hearing conversation program; manual handling program.

30. OUTSIDE EMPLOYMENT

Any outside employment is subject to RFDS' Outside Employment Policy and the related provisions detailed in the Health Services Manual Ops 05.

31. TERMINATION AND RESIGNATION

31.1 Resignation

31.1.1 Upon successful completion of the qualifying period a Flight Nurse or SFN may terminate their employment by giving the RFDS a minimum of four weeks' notice in writing.

31.1.2 If a Flight Nurse or SFN does not provide the requisite notice, the Flight Nurse or SFN forfeits to the RFDS the equivalent number of weeks' salary.

31.1.3 The parties may agree upon a lesser period of notice.

31.2 Termination

31.2.1 The RFDS may terminate a Flight Nurse's or SFN's employment, for reasons other than serious or wilful misconduct/negligence, in accordance with RFDS Policy, by giving notice to the a Flight Nurse or SFN (or payment in lieu of notice) in accordance with the table below:

Period of continuous service with the RFDS	Period of notice required
Not more than one year	At least one week
More than one year but not more than three years	At least two weeks
More than three years but not more than five years	At least three weeks
More than five years	At least four weeks

31.2.2 The entitlement to notice in Clause 31.2.1 is increased by one week if the Flight Nurse or SFN:

- Is over 45 years of age; and
- Has completed at least two years continuous service with the RFDS.

31.2.3 The RFDS may terminate a Flight Nurse's or SFN's employment without the requisite notice if the Flight Nurse or SFN commits an act of serious and wilful misconduct/negligence that warrants immediate termination.

31.2.4 Payment in lieu of notice will be made if the appropriate notice period is not required to be worked. Employment may be terminated by the Flight Nurse or SFN working part of the required period of notice and by the RFDS making payment for the remainder of the period of notice.

31.2.5 In calculating any payment in lieu of notice, the wage a Flight Nurse or SFN would have received in respect of the ordinary time they would have worked during the period of notice had their employment not been terminated will be used.

31.2.6 The period of notice in this Clause shall not apply in the case of dismissal for conduct that justifies instant dismissal in the case of casual Flight Nurses, or Flight Nurses or SFNs engaged for a specific period of time or for a specific task or tasks.

31.2.7 If a Flight Nurse or SFN fails to give notice the RFDS has the right to withhold monies due to them to a maximum amount equal to the ordinary time rate of pay for the period of notice.

31.2.8 Where the RFDS has given notice of termination to a Flight Nurse or SFN, the Flight Nurse or SFN 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 Flight Nurse or SFN after consultation with the RFDS.

31.3 Payment of Wages at Termination

31.3.1 The RFDS has the right to deduct from any monies owing to a Flight Nurse or SFN at termination, any monies due to the RFDS under the

provisions of this Agreement, any RFDS Policy or the Flight Nurse's or SFN's contract of employment.

- 31.3.2 When notice of termination of employment has been given by a Flight Nurse or SFN, or a Flight Nurse's or SFN's services have been terminated by the RFDS, payment of all wages and other monies due will be made into the Flight Nurse's or SFN's nominated account, following the return of all RFDS property. Payment will occur on or as soon as possible after the Flight Nurse's or SFN's last day, but no later than the last day of the pay cycle following the cessation of employment.

32. CONTINUOUS SERVICE

32.1 Maintenance of Continuous Service

Except as otherwise indicated, service is deemed to be continuous despite:

- 32.1.1 absence of the Flight Nurse or SFN from work in accordance with their contract of employment or any provision of this Agreement.
- 32.1.2 absence of the Flight Nurse or SFN from work for any cause by leave of the RFDS.
- 32.1.3 absence from work on account illness, disease or injury.
- 32.1.4 absence with reasonable cause. Proof of such reasonable cause lies with the Flight Nurse or SFN.
- 32.1.5 interruption or termination of the Flight Nurse's or SFN's service by an act or omission of the RFDS with the intention of avoiding any obligation imposed under the RFDS Leave Policy, the Act or the relevant State legislation.
- 32.1.6 interruption or termination of the Flight Nurse's or SFN's service by the RFDS for any reason other than those referred to in this Clause if the Flight Nurse or SFN returns to the service of the RFDS within two months of the day on which the service was interrupted or terminated.
- 32.1.7 any other absence from work for any reason other than those referred to in this Clause, unless written notice is given by the RFDS that the absence from work is to be taken as breaking the Flight Nurse's or SFN's continuity of service. Such notice must be given during the period of absence or no later than 14 days after the end of the period of absence.

32.2 Calculation of period of service

Where a Flight Nurse's or SFN's continuity of service is preserved under this Clause, the period of absence from work is not to be taken into account in calculating the period of the Flight Nurse's or SFN's service with the RFDS, except to the extent that the Flight Nurse or SFN receives or is entitled to receive pay for the period.

33. MEDICAL EXAMINATION

- 33.1 An offer of employment is subject to the prospective Flight Nurse or SFN undertaking a pre-employment medical examination and a functional capacity assessment, including audiometry and drug and alcohol testing arranged by the RFDS. The assessment will be relevant to the risk factors of the job and this sensitive information will be handled confidentially.
- 33.2 Flight Nurses and SFNs agree that, for occupational health and safety reasons, they may, from time to time, be required by the RFDS to undergo medical examinations/functional capacity testing to be arranged by the RFDS.
- 33.3 Any assessment/medical examination performed under the above Clauses shall be at the expense of the RFDS.

34. SUPERANNUATION

- 34.1 A Flight Nurse's and SFN's superannuation entitlement shall be determined in accordance with the RFDS' Superannuation Policy and the *Superannuation Guarantee Administration Act, 1992* (Cth).
- 34.2 In accordance with RFDS Superannuation Policy, Flight Nurses and SFNs may elect to have their superannuation contributions paid into a fund of their choice. The RFDS National Superannuation Plan is the nominated default fund into which contributions will be made if a Flight Nurse and SFN does not elect otherwise.

35. TRANSMISSION OF BUSINESS

Where the RFDS or any part of the RFDS or its operations are transmitted to another party (the Transmitlee), a Flight Nurse or SFN is not entitled to the benefits provided by Clause 31.3 of this Agreement in respect of the termination of employment where:

- 35.1 The Flight Nurse or SFN becomes an employee of the Transmitlee; or
- 35.2 The Flight Nurse or SFN is offered employment with the Transmitlee; and
 - 35.2.1 The offer is made before the Transmission of Business occurs; and
 - 35.2.2 The terms and conditions of the new employment offered are:
 - 35.2.2.1 not substantially different from those applying to the Flight Nurse's or SFN's employment with the RFDS; or
 - 35.2.2.2 are substantially different but the offer constitutes an offer of suitable employment having regard to the Flight Nurse's or SFN's qualifications and experience; and
 - 35.2.3 The Flight Nurse or SFN unreasonably refuses the offer of employment with the Transmitlee.

36. DISCRIMINATION

The RFDS, the Flight Nurses and SFNs agree that:

- 36.1 It is their intention to achieve the principal object in section 3(e) of the Act, which is to respect and value the diversity of the workforce by helping to prevent and eliminate discrimination at their enterprise 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 origins;
- 36.2 Any dispute concerning these provisions and their operation will be progressed initially under the Dispute Resolution procedure in this Agreement;
- 36.3 Nothing in these provisions allows any treatment that would otherwise be prohibited by antidiscrimination provisions in applicable Commonwealth, State or Territory legislation; and
- 36.4 Nothing in these provisions prohibits:
 - 36.4.1 Any discriminatory conduct (or conduct having a discriminatory effect) that is based on the inherent requirements of a particular position; or
 - 36.4.2 Any discriminatory conduct (or conduct having a discriminatory effect) if:
 - 36.4.2.1 The Flight Nurse or SFN is a member of staff of an institution that is conducted in accordance with the doctrines, tenants, beliefs or teachings of a particular religion or creed; and
 - 36.4.2.2 The conduct was in good faith to avoid injury to the religious susceptibilities of that religion or creed.

37. DISPUTE RESOLUTION

In relation to any matter that may be in dispute between the parties to this Agreement, including a dispute about the National Employment Standards (the **Matter**), the parties:

- 37.1 Will attempt to resolve the Matter at the workplace level, including, but not limited to:
 - 37.1.1 The Flight Nurse and/or SFN concerned and their supervisor meeting and conferring on the Matter; and
 - 37.1.2 If the Matter is not resolved at such a meeting, the parties arranging further discussions involving more senior levels of management (as appropriate); and
- 37.2 Acknowledge the right of either party to appoint, in writing, another person to act on behalf of the party in relation to resolving the Matter at the workplace level which may include a person from the Union; and
- 37.3 Agree to allow either party to refer the Matter to mediation by an independent mediator agreed between the parties, or conciliation before FWC if the Matter cannot be resolved at the workplace level; and

37.4 Agree to participate in mediation or conciliation before FWC and be bound by any final outcome of arbitration in FWC if the dispute cannot be resolved by mediation or conciliation.

37.5 Agree that, during the time when the parties attempt to resolve the Matter,:

37.5.1 The parties continue to work in accordance with their contract of employment, unless the Flight Nurse or SFN has a reasonable concern about an imminent risk to their health or safety; and

37.5.2 Subject to relevant provisions of any State or Territory occupational health and safety law, even if the Flight Nurse or SFN has a reasonable concern about an imminent risk to their health or safety, the Flight Nurse or SFN must not unreasonably fail to comply with the direction by RFDS to perform other available work, whether at the same workplace or another workplace, that is safe and appropriate for the Flight Nurse or SFN to perform; and

37.5.3 The parties must cooperate to ensure that the dispute resolution procedures are carried out as quickly as is reasonably possible.

38. POST BASIC TRAINING

Flight Nurses and SFNs, who attend a post registration course offered by the RFDS or another Approved Agent, must, for the period of the course, be paid at the Flight Nurse's or SFN's substantive salary level (as the case may be). This will be on an application basis and subject to approval.

39. REDUNDANCY

The entitlement to severance pay upon redundancy will be two weeks' pay in respect of each completed year of service, up to a maximum of 30 weeks pay. This Clause will not operate in a manner that is inconsistent with the National Employment Standards.

40. RENEGOTIATION

The parties agree to commence negotiations for the replacement of this Agreement at least six months prior to the nominal expiry date.

41. TERMINATING THIS AGREEMENT

41.1 This Agreement may be terminated only in accordance with Part 2-4, Division 7 of the Act.


41.2 If, after the nominal expiry date, either party provides the other parties to this Agreement one month's written notice that they wish to terminate this Agreement, that party may apply to FWC to have the Agreement terminated.

42. COMPLIANCE WITH ACT

The RFDS, the Flight Nurses, SFNs and the Unions, agree at all times to comply with the provisions of the Act, and any other relevant legislation.

43. SIGNATORIES

Signed for and on behalf of)
all FLIGHT NURSES &)
SENIOR FLIGHT NURSES)
[INSERT NAME])
Flight Nurse)



In the presence of:)

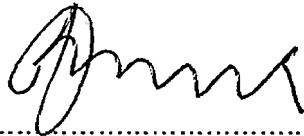
..... Christine Dampert
[INSERT NAME]

.....
Signature

..... G. E. MCHUGH
Print Name

..... 67 CHARLES STURT AVE GRANGE SA 5022
Address

Signed for and on behalf of)
THE ROYAL FLYING)
DOCTOR SERVICE,)
CENTRAL OPERATIONS)
John Lynch)
Chief Executive Officer)

 27/2/15

In the presence of:)

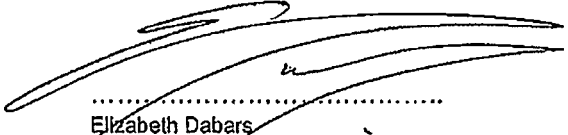
..... John Lynch

.....
Signature

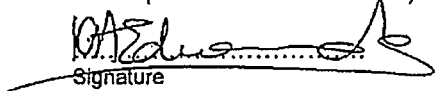
..... Kristina Chilos
Print Name

..... 16/34 Simcock St, West Beach, 5024
Address

Signed for and on behalf of)
THE AUSTRALIAN)
NURSING AND)
MIDWIFERY FEDERATION)
(South Australian Branch))
Elizabeth Dabars)
Secretary)


.....
Elizabeth Dabars

In the presence of:


.....
Signature

KRISTINE ANNE EDWARDS

Print Name
REGISTERED NURSE
..... with more than
Address years experience

Adj Associate Professor Elizabeth Dabars AM
Branch Secretary, ANMF South Australian Branch
Australian Nursing & Midwifery Federation - SA
191 Torrens Road
RIDLEYTON SA 5008

Signed for and on behalf of)
THE AUSTRALIAN)
NURSING AND)
MIDWIFERY FEDERATION)
(NT Branch))
Yvonne Falckh)
Branch Secretary)


.....
Yvonne Falckh

In the presence of:


.....
Signature

ANGELA PHILLIPS

16 CARYOTA COURT, Coconut Grove, NT 0810
Address

SCHEDULE 1 – SALARIES & BENEFITS

All Flight Nurses covered by this Agreement are classified as either Flight Nurses or SFNs.

The following are required to be classified as a Flight Nurse or SFN:

- Education & Experience

Essential

- General Nursing Certificate, registered to practise within an Australian state or Territory and eligible for registration with the Australian Health Practitioner Regulation Agency.
- Relevant post graduate qualification and/or experience in appropriate skill areas e.g. Midwifery, ICU, CCU, NICU, Emergency or other Critical Care areas
- Ability to demonstrate ALS competencies and to work as sole practitioners in an isolated environment
- Ability to work both independently and as part of a multi-disciplinary team
- Confident in decision-making abilities
- Clearance by relevant State or Territory authority to work with children

Desirable

- Relevant post graduate qualifications and/or experience in Aero-medical nursing
- Thorough understanding of cross cultural and rural/remote area nursing issues
- Holds or is working towards an appropriate tertiary qualification
- Current Drivers licence

- Knowledge and Skills

Essential

- Self motivated with good organisational and decision making abilities
- Demonstrated initiative with the ability to work independently with minimal supervision and as a team member
- Exceptional record keeping skills

Desirable

- Knowledge of and commitment to Customer Service principles
- Knowledge of Equal Opportunity and occupational health and safety principles and practices

- o Basic computer literacy within a Windows environment

Within the Flight Nurse classification, there are different Steps (1 – 4). At the South Australian bases (Adelaide and Port Augusta), there is a fifth Step (Level E). It is agreed that no further movement to Level E will occur for the life of this Agreement. All Flight Nurses who have achieved Level E status will be entitled to retain that classification and to receive salary and benefits according to that level.

Movement between the classification Steps will take place on the anniversary of the Flight Nurse's commencement of employment with the RFDS, except in situations where such movement is accelerated in accordance with Schedule 3, and will be contingent upon the Flight Nurse having completed the required mandatory training and required competency activities, a formal annual performance review and professional development discussion, and being able to perform to the required standard. These activities and competencies will include, but are not limited to, the following:

- ALS;
- Drug calculations;
- Critical care obstetric/neo-natal clinical placements;
- Professional development to meet Australian Health Practitioner Regulation Agency requirements.

It is each Flight Nurse's responsibility to ensure that all relevant performance criteria are met with evidence provided to the SFN accompanied by a written request to progress.

Incremental progression for part-time and casual Flight Nurses is conditional on the following:

- The Flight Nurse shall be entitled to move to the next Classification Step following the completion of 1,748 actual ordinary hours of work
- Progression to the next applicable increment cannot occur earlier than 12 months at the previous or existing increment; and
- The successful completion of all relevant performance criteria.

The Flight Nurses will be paid in accordance with the table below:

ROYAL FLYING DOCTOR SERVICE CENTRAL OPERATIONS						
	RFDS ALLOWANCES*	RFDS STEPS	1/01/2014	1/01/2015	1/01/2016	1/01/2017
% INCREASE ON BASE				3.0%	3.0%	3.0%
Flight Nurse ADL (RN/RM)						
BASE		1	78,636	80,995	83,425	85,928
TOTAL						
SALARY	30%		102,227	105,294	108,452	111,706
BASE		2	80,382	82,793	85,277	87,836
TOTAL						
SALARY	31%		105,300	108,459	111,713	115,065
BASE		3	82,214	84,680	87,221	89,837
TOTAL						
SALARY	32%		108,522	111,778	115,131	118,585
BASE		4	83,844	86,359	88,950	91,619
TOTAL						
SALARY	35%		113,189	116,585	120,083	123,685
BASE		E	84,976	87,525	90,151	92,856
TOTAL						
SALARY	35%		114,718	118,159	121,704	125,355
Flight Nurse PAG (RN/RM)						
BASE		1	80,559	82,976	85,465	88,029
TOTAL						
SALARY	30%		104,727	107,869	111,105	114,438
BASE		2	82,367	84,838	87,383	90,004
TOTAL						
SALARY	31%		107,900	111,137	114,471	117,905
BASE		3	84,239	86,767	89,370	92,051
TOTAL						
SALARY	32%		111,196	114,532	117,968	121,507
BASE		4	85,910	88,487	91,142	93,876
TOTAL						
SALARY	35%		115,979	119,458	123,042	126,733

Flight Nurse ASP (RN/RM)						
BASE		1	82,183	84,648	87,188	89,803
TOTAL						
SALARY	30%		106,838	110,043	113,344	116,744
BASE		2	84,201	86,727	89,329	92,009
TOTAL						
SALARY	31%		110,303	113,613	117,021	120,532
BASE		3	86,015	88,595	91,253	93,991
TOTAL						
SALARY	32%		113,539	116,946	120,454	124,068
BASE		4	87,826	90,461	93,175	95,970
TOTAL						
SALARY	35%		118,565	122,122	125,786	129,560

* FLIGHT NURSES	
RFDS ALLOWANCE: RETENTION COMPONENT	
(included in above RFDS Allowances)	
Step 1	0%
Step 2	1%
Step 3	2%
Step 4	5%
Step E	5%

SENIOR FLIGHT NURSES

Senior Flight Nurses perform supervisory and managerial functions and will be paid in accordance with the increases in the table below:

ROYAL FLYING DOCTOR SERVICE CENTRAL OPERATIONS						
SFN ALLOWANCE		1/01/2014	1/01/2015	1/01/2016	1/01/2017	
% INCREASE ON BASE			3.5%	3.5%	3.5%	
Senior Flight Nurse (RN/RM)						
ADL	BASE	123,204	127,517	131,980	136,599	
	TOTAL SALARY	5%	129,365	133,892	138,579	143,429
PAG	BASE	123,204	127,517	131,980	136,599	
	TOTAL SALARY	5%	129,365	133,892	138,579	143,429
ASP	BASE	123,204	127,517	131,980	136,599	
	TOTAL SALARY	5%	129,365	133,892	138,579	143,429

All Flight Nurses and SFNs

Benefit	Amount
Communication	<p>RFDS to supply mobile telephone handsets and retain ownership of them. However, Flight Nurses/SFNs remain responsible for costs related to loss or damage, if proved negligent.</p> <p>Flight Nurses are provided with a maximum allowance of \$55.00 per month, excluding GST (i.e. \$660.00 annually) for business use phone calls and SMS messages.</p> <p>Where expenditure for calls and SMS messages exceeds \$165.00 (excluding GST) for a three monthly period, the Flight Nurse will be advised of the overspend and be provided with a copy of the telephone accounts for the quarter accompanied by a payroll deducting form.</p> <p>The Flight Nurse will identify the source of the excess usage. If it is not business related, they will sign an authorisation for deduction of cost relating to the non-business related activity.</p> <p>The SFN via the Flight Nurse Manager will receive a monthly summary of individual mobile telephone expenditure. Three months has been selected to reduce the administration workload and associated costs whilst allowing for averaging of calls over several months.</p> <p>Business calls shall include calls made with regard to patient care matters or notification of family should a delayed return to base/home be expected from a task.</p> <p>If a Flight Nurse/SFN takes a period of extended leave, they will be required to return the mobile telephone.</p>

Benefit	Amount
Relocation Assistance	In accordance with RFDS Relocation Policy.
Skill Update Program	<p>Adelaide and Port Augusta</p> <p>Flight Nurses based in Adelaide and Port Augusta will be provided an opportunity to attend approved training for the purposes of updating their professional skills in accordance with the RFDS, Central Operations Health Services Manual – S3.</p> <p>Alice Springs</p> <p>In addition to the above, and in recognition of the difficulties that may be associated with accessing training opportunities, Flight Nurses based on Alice Springs will also be entitled to the following:</p> <p>Three paid days per year can be accumulated over a three year period. Days may be used as accrued or, if not used until the third year, an additional day provided – totalling 10 days per each three year period.</p> <p>Once three calendar years have elapsed, an airfare arranged by RFDS to an approved location is available to be provided in conjunction with an approved study program. Additionally, up to \$1,000 reimbursement is available for either accommodation or course costs.</p> <p>Each application will be considered on an individual basis.</p> <p>An approved study program must be identified and commence within a reasonable time after the end of the third year. Alternatively, the above conditions will expire.</p> <p>These days are provided in addition to single study days already provided in the roster, which are managed by the SFN.</p> <p>The RFDS agrees to provide a quarterly report to each Flight Nurse, upon request, which shows the Flight Nurse's accrued leave and the expiry date of that leave.</p>
Research Program	<p>Three paid days per year is available to all Flight Nurses/SFNs in conjunction with an RFDS (Health Services Management) approved research program. Each application will be considered on an individual basis.</p> <p>Accrual of the research leave entitlement may occur at the RFDS' discretion for an approved research program. Otherwise, the above entitlement will expire upon the Flight Nurse's/SFN's anniversary each year.</p> <p>Research program days are provided to all Flight Nurses/SFNs in addition to single study days provided in the roster, which are to be managed by the relevant SFN.</p>

SCHEDULE 2 – CASUAL STAFF SALARIES & BENEFITS

SHORT TERM CONTRACT/LOCUM/CASUAL FLIGHT NURSES

Salary for short term contract/locum, employed for a period of up to one month, and casual Flight Nurses, will be calculated as a weekly salary and paid irrespective of the number of rostered standby periods during each week, as follows:

Annual Flight Nurse Adjusted RFDS base salary (based on applicable Step) + 30% RFDS base allowance + applicable casual loading / 52 weeks

Contract/locum Flight Nurses employed for periods of longer than one month will be paid in accordance with Schedule 1 and will accrue entitlement pro rata in accordance with their contract period and full-time equivalent status.

Hourly casual rates:

CASUAL LOADINGS	
Effective Date	Loading
1 January 2014 – 30 June 2014	24%
From 1 July 2014	25%

ROYAL FLYING DOCTOR SERVICE CENTRAL OPERATIONS	RFDS STEPS	HOURLY CASUAL RATES 1/01/2014	HOURLY CASUAL RATES 1/07/2014	HOURLY CASUAL RATES 1/01/2015	HOURLY CASUAL RATES 1/01/2016	HOURLY CASUAL RATES 1/01/2017
Flight Nurse Adelaide (RN/RM)	1	\$ 64.15	\$ 64.67	\$ 66.61	\$ 68.61	\$ 70.66
	2	\$ 65.57	\$ 66.10	\$ 68.09	\$ 70.13	\$ 72.23
	3	\$ 67.07	\$ 67.61	\$ 69.64	\$ 71.73	\$ 73.88
	4	\$ 68.40	\$ 68.95	\$ 71.02	\$ 73.15	\$ 75.34
Flight Nurse Port Augusta (RN/RM)	1	\$ 65.72	\$ 66.25	\$ 68.24	\$ 70.28	\$ 72.39
	2	\$ 67.19	\$ 67.74	\$ 69.77	\$ 71.86	\$ 74.02
	3	\$ 68.72	\$ 69.28	\$ 71.35	\$ 73.49	\$ 75.70
	4	\$ 70.08	\$ 70.65	\$ 72.77	\$ 74.95	\$ 77.20
Flight Nurse Alice Springs (RN/RM)	1	\$ 67.04	\$ 67.58	\$ 69.61	\$ 71.70	\$ 73.85
	2	\$ 68.69	\$ 69.24	\$ 71.32	\$ 73.46	\$ 75.67
	3	\$ 70.17	\$ 70.74	\$ 72.86	\$ 75.04	\$ 77.29
	4	\$ 71.65	\$ 72.23	\$ 74.39	\$ 76.62	\$ 78.92

Casual Flight Nurse staff are paid in accordance with the following standards:

Roster	Activity/Notice	Payment
Standby period	Does not fly; Assessments	75% of standby hours
Standby period	Flies less than full shift	8 hours
Standby period	Flies between 8-12 hours	Hours worked
Standby period	Flies in excess of 12 hours	Hours worked
Standby period cancelled	Cancelled with more than 6 hours notice	Nil
		Nil
		4 hours (administrative duties at hangar)
On-call called	Less than 6 hours notice (including cancellation due to non-availability of aircraft of other crew)	2 hours (administrative duties at hangar)

SCHEDULE 3 – INCREMENTAL MOVEMENT SCALE

The purpose of the following table is to establish the appropriate salary level following the initial probation period.

Progression between salary Steps as defined in Schedule 1 will be based on years of service or accelerated by achievement of criteria upon written request as follows.

QUALIFICATION	POINT SCORE
<i>Working Experience</i>	
/ 1 year	½
/ 2 years	1
/ 3 years	1 ½
Rural and Remote and/or Independent Practice	
/ 1 year	½
/ 2 years	1
/ 3 years	1 ½
Post Graduate Experience	
/ 10 years	1
/ 15 years	1 ½
<i>University Qualifications</i>	
Associate Diploma; Hospital or Graduate Certificate	
/ Emergency Care	½ point for each
/ Coronary Care	
/ Intensive Care	
/ Primary Health Care	
/ Mental Health	
/ Rural and Remote	
/ Critical Care	
/ Maternal and Child Health	
/ RFDS related course	
/ ALSO course	½
Graduate Diploma	
/ Nursing and RFDS related course	2
Masters	
/ Nursing	3
/ RFDS related course	3
Aviation Nursing Course	
/ Graduate Certificate	1

QUALIFICATION	POINT SCORE
/ Graduate Diploma	2
/ Masters	3
Short Courses	
Trauma Nursing Core Course (TNCC)	½
Emergency Nursing Paediatric Course (ENPC)	½
Pre Hospital Trauma Life Support (PHTLS)	½
Other accredited RFDS related course (e.g. REC, MEC)	½
Salary	
Step One (probationary pay level)	
Step Two	3 Points
Step Three	6 Points
Step Four	9 Points

- Progression through pay Steps shall occur at the anniversary of employment or accelerated by the achievement of additional points. If progression occurs after the achievement of additional points, this will become the new anniversary date for annual progression. Flight Nurses will generally be required to remain at Step 1 for the first 12 months of employment. However, a Flight Nurse may progress more rapidly if they demonstrate aero-medical experience and competency to the RFDS' satisfaction.
- Progression through the Steps will occur subject to the completion of performance criteria and written request to the SFN by the Flight Nurse.
- The SFN is then responsible for recommending progression between levels to the Flight Nurse Manager for approval.
- Any grievances will be managed in accordance with Clause 37 of this Agreement.
- Remote is defined as:
 - 'Practice most often occurring in an isolated or geographically remote location. The Remote Area Nurse is responsible, either solely or as a member of a small team, for the continuous, coordinated and comprehensive health care in the location.'*
- Rural is defined as:
 - 'Working within a hospital or clinic which has no resident medical staff, in area with a population of less than 10,000 and where nursing practice requires the staff member to work within multiple care areas within the course of the working shift on a regular basis.'*
- Maximum number of points achievable from qualifications criteria is six points.

- The qualifying period will be six 6 months, which includes satisfactory completion of the clinical skills assessment test and performance appraisal prior to progression between Steps.
- Experience gained in the aviation environment shall not be considered as rural and remote or independent practice and shall only be assessable in the aviation and post-graduate areas.
- Only qualification/certificates with current expiry dates shall be counted in the point score.