

## Comparison - Nursing Employees

***Rockpool RAC Pty Ltd Enterprise Agreement 2023 and Rockpool RAC (Morayfield) Pty Ltd Enterprise Agreement***

**and**

***Regis Aged Care Registered Nurses, Enrolled Nurses and Assistants in Nursing Queensland Agreement 2022***

*This document shows key differences between the Rockpool RAC Pty Ltd Enterprise Agreement 2023 and the Rockpool RAC (Morayfield) Pty Ltd Enterprise Agreement 2023 (**Rockpool Agreements**) and the Regis Aged Care Registered Nurses, Enrolled Nurses and Assistants in Nursing Queensland Agreement 2022 (**Regis Nurses Agreement**)*

	Clause	Rockpool Agreements	Regis Nurses Agreement		Comments
<b>Nominal Expiry Date</b>	4	3 August 2027	7(a)	30 June 2024	
<b>Coverage</b>	3	<ul style="list-style-type: none"> <li>Aged Care Employees (including Personal Care Workers (<b>PCW</b>)) Levels 1-7</li> <li>Enrolled Nurses (<b>EN</b>) Levels 1-5</li> <li>Registered Nurses (<b>RN</b>) Levels 1-5</li> </ul>	4	<ul style="list-style-type: none"> <li>Assistants in Nursing / Personal Care Workers (<b>AINs</b>) Levels 1-3</li> <li>EN Levels 1-3</li> <li>RNs Levels 1-3</li> </ul>	<p>Regis Nurses Agreement covers RNs, ENs and AINs/PCWs</p> <p>Aged Care Stream employees (except PCWs) are covered by the Regis Support Services Agreement</p>

<b>Wage increases</b>	11	<ul style="list-style-type: none"> <li>10c more than minimum rates in underlying award (as applicable) on 1 July 2024, 2025 and 2026</li> </ul>	25	<ul style="list-style-type: none"> <li>Wage increases on 1 October 2022 and 2023</li> </ul>	All Rockpool base hourly rates that are higher than Regis will be maintained
<b>Employment categories</b>	12.2 12.5 12.9-12.11 12.12-12.16	<ul style="list-style-type: none"> <li>Full time employees will work an average of 38 hours per week, 76 ordinary hours per fortnight or 152 hours over 28 days</li> <li>Part time employees will work less than 38 ordinary hours per week and have reasonably predicable hours</li> <li>Minimum shift lengths:               <ul style="list-style-type: none"> <li>4 hours (full-time employees)</li> <li>2 hours (part-time employees)</li> <li>2 hours (casual employees)</li> </ul> </li> </ul>	12 13 14 15 19	<ul style="list-style-type: none"> <li>Full time employees will work an average of 38 ordinary hours per week or 76 ordinary hours per fortnight</li> <li>Part time employees will work less than 38 ordinary hours per week but generally more than 16 ordinary hours per fortnight</li> <li>Minimum engagement for all employees of 3 ordinary hours per shift (or 1 hour for training)</li> </ul>	Regis Nurses Agreement has more beneficial minimum hours, for part time and casual employees  Otherwise, no significant difference
<b>Casual employment</b>	12.17-12.22  12.23-12.29	25% loading	15	25% loading	No difference
<b>Ordinary hours of work</b>	12.1  12.6	<ul style="list-style-type: none"> <li>Span of hours (day workers): 6am to 6pm, Mon-Fri</li> <li>Maximum shift length: 10 hours</li> </ul>	18	<ul style="list-style-type: none"> <li>Span of hours (day workers): 6am to 6pm, Mon-Fri</li> <li>Maximum shift length: 10 hours</li> </ul>	No difference

<b>Days off in a roster cycle</b>	12.7, 17	<p>Permanent employees entitled to:</p> <ul style="list-style-type: none"> <li>2 full days off per week;</li> <li>4 full days off per fortnight; or</li> <li>8 full days off per 28-day cycle.</li> </ul> <p>Where practicable, days off will be consecutive.</p>	19.3	<p>All employees entitled to:</p> <ul style="list-style-type: none"> <li>2 full days off per week. or</li> <li>4 full days off per fortnight.</li> </ul> <p>Days off must be in combinations of:</p> <ul style="list-style-type: none"> <li>2 periods of 2 days each; or</li> <li>3 consecutive days + 1 day; or</li> <li>4 consecutive days.</li> </ul>	Regis Nurses Agreement guarantees at least 2 consecutive days off. Otherwise, no difference
<b>Progression through pay points</b>	13	<ul style="list-style-type: none"> <li>Full-time employees: annually</li> <li>Part-time and casual employees: after completion of 1786 hours of experience</li> </ul>	16	All employees: on completion of 1200 hours service, provided the employee has at least 12 months' service at the pay point	Regis Nurses Agreement is more beneficial - part time and casual employees move through pay points after 1200 hours (vs 1786 hours under Rockpool)
<b>Accrued days off (ADOs)</b>	N/A	N/A	19.6	<ul style="list-style-type: none"> <li>ADO system implemented by agreement, for full time employees only</li> <li>ADO accrued at rate of 1 day per 4 week cycle</li> </ul>	Regis Nurses Agreement provides for ADOs (for full time employees)
<b>Rest break between rostered shifts</b>	19	<ul style="list-style-type: none"> <li>10 hours (or 8 hours by agreement)</li> <li>Employees who return to work without the minimum rest break will be paid 200% of ordinary hourly rate (or 250% for casual employees) until released from duty and will not suffer a loss of pay for rostered ordinary</li> </ul>	19.2	<ul style="list-style-type: none"> <li>10 hours (or 8 hours by agreement)</li> <li>Employees who return to work without the minimum rest break will be paid 200% (or 250% for casual employees) until released from duty</li> </ul>	<ul style="list-style-type: none"> <li>Slight differences in arrangements if an employee is absent from their ordinary shift</li> <li>Otherwise, no difference</li> </ul>

		hours occurring due to absence			
<b>Weekend penalty rates</b>	23	<p>Saturday</p> <ul style="list-style-type: none"> <li>■ Permanent employees: 150%</li> <li>■ Casual employees: <ul style="list-style-type: none"> <li>• RNs &amp; ENs: 150% (includes casual loading)</li> <li>• PCWs: 175% (includes casual loading)</li> </ul> </li> </ul> <p>Sunday</p> <ul style="list-style-type: none"> <li>■ Permanent employees: 175%</li> <li>■ Casual employees: <ul style="list-style-type: none"> <li>• RNs &amp; ENs: 175% (includes casual loading)</li> <li>• PCWs: 200% (includes casual loading)</li> </ul> </li> </ul>	22(d) 22(e)	<p>Saturday</p> <ul style="list-style-type: none"> <li>■ Permanent employees: 150%</li> <li>■ Casual employees: 187.5% (includes casual loading)</li> </ul> <p>Sunday</p> <ul style="list-style-type: none"> <li>■ Permanent employees: 175%</li> <li>■ Casual employees: 218.75% (includes casual loading)</li> </ul>	<ul style="list-style-type: none"> <li>■ Regis Nurses Agreement more beneficial for casual employees</li> <li>■ Same weekend penalty rates for permanent (full time and part time) employees</li> </ul>
<b>Public holiday penalty rates</b>	28	<p><b>RNs/ENs</b></p> <ul style="list-style-type: none"> <li>■ Permanent employees: 200%</li> <li>■ Casual employees: 250% (inclusive of casual loading)</li> </ul> <p><b>PCWs</b></p>	30	<ul style="list-style-type: none"> <li>■ Permanent employees: 200%</li> <li>■ Casual employees: 250% (inclusive of casual loading)</li> </ul>	<ul style="list-style-type: none"> <li>■ Same public holiday penalty rates for all RNs and ENs</li> <li>■ Regis Nurses Agreement for beneficial for permanent (full time and part time) PCWs</li> <li>■ Rockpool Agreements are more beneficial for casual PCWs</li> </ul>

		<ul style="list-style-type: none"> <li>■ Permanent employees: 150%</li> <li>■ Casual employees: 275% (inclusive of casual loading)</li> </ul>			
<b>Meal breaks</b>	24	<p><b>RNs/ENs</b></p> <ul style="list-style-type: none"> <li>■ Unpaid meal break of 30-60 minutes where more than 5 hours worked</li> <li>■ If required to be on duty during break - paid overtime rates until break is taken</li> <li>■ Where an employee is required to remain available on break - paid ordinary rates. If recalled, paid overtime rates until break is taken</li> </ul> <p><b>PCWs</b></p> <ul style="list-style-type: none"> <li>■ Unpaid meal break of 30-60 minutes where more than 5 hours worked</li> <li>■ Where employee is required to remain on premises available for duty or is on duty during break - paid overtime rates until break is taken</li> </ul>	24.1(a)-(c)	<ul style="list-style-type: none"> <li>■ Unpaid meal break of 30-60 minutes where more than 5 hours worked</li> <li>■ If required to remain on premises for break - meal break paid for 30 minutes at base rate but not counted as time worked</li> <li>■ If an employee is required to perform work or is recalled to duty during meal break - meal break paid at overtime rates until meal break is taken (excludes RN in charge)</li> </ul>	<ul style="list-style-type: none"> <li>■ Same meal break entitlement</li> <li>■ Rockpool Agreements may be more beneficial where a PCW is required to remain on premises and available for duty during their meal break</li> </ul>
<b>Rest pauses/tea breaks</b>	24	<p><b>RNs/ENs:</b></p> <ul style="list-style-type: none"> <li>■ 10 minute paid rest break for each 4 ordinary hours worked</li> </ul>	24.1(f)	<ul style="list-style-type: none"> <li>■ 10 minute paid rest break for each 4 ordinary hours worked</li> <li>■ For shifts longer than 8 hours, may take one paid</li> </ul>	No material difference

		<b>PCWs:</b> <ul style="list-style-type: none"> <li>■ If shift is less than 7.6 hours: 10 minute rest break for each 4 ordinary hours worked</li> <li>■ If shift is more than 7.6 hours: two 10 minute rest breaks</li> </ul>		20 minute rest pause by mutual agreement	
<b>Afternoon shift loading</b>	25	<b>RNs/ENs:</b> <ul style="list-style-type: none"> <li>■ Shift commences at/after 12:00pm and ends after 6:00pm: 12.5% (Excludes RN levels 4 &amp; 5)</li> </ul> <b>PCWs:</b> <ul style="list-style-type: none"> <li>■ Shift commences between 10:00am and 1:00pm: 10%</li> <li>■ Shift commences between 1:00pm and 4:00pm: 12.5%</li> </ul>	22(a)(b)	Shift commences at/after 12:00pm and ends after 6:00pm: 12.5%	<ul style="list-style-type: none"> <li>■ Same afternoon shift loading for RNs/ENs</li> <li>■ Regis Nurses Agreement is more beneficial for PCWs on afternoon shift: 12.5% loading applies to shifts commencing after 12:00pm (vs after 1:00pm under Rockpool Agreements)</li> </ul>
<b>Night shift loading</b>	25	<b>RNs/ENs:</b> <ul style="list-style-type: none"> <li>■ Shift commences at/after 6:00pm and finishes before 7.30am: 15%</li> </ul> <b>PCWs:</b> <ul style="list-style-type: none"> <li>■ Shift commences between 4:00am and 6:00am: 10% (PCW only)</li> </ul>	22(a)(b)	Shift commences at/after 6:00pm and finishes before 7.30am the following day: 15%	<ul style="list-style-type: none"> <li>■ Same night shift loading for RNs/ENs</li> <li>■ Regis Nurses Agreement may be more beneficial for PCWs, given the higher shift loading (notwithstanding the slightly different time period to which it applies)</li> </ul>

		<ul style="list-style-type: none"> <li>Shift commences between 4pm and before 4:00am: 12.5%</li> </ul>			
<b>Overtime rates (permanent employees)</b>	20	<p><b>RNs &amp; ENs</b> (excluding RN levels 4 &amp; 5):</p> <ul style="list-style-type: none"> <li>Monday to Saturday: 150% for first two hours, 200% thereafter</li> <li>Sunday: 200%</li> <li>Public holiday: 250%</li> </ul> <p><b>PCWs:</b></p> <ul style="list-style-type: none"> <li>Monday to Friday: 150% for first two hours, 200% thereafter</li> <li>Saturday (for part time employees if work performed in excess of 10 hours per day): 150% for first two hours, 200% thereafter</li> <li>Saturday (if work performed in excess of 76 hours in a fortnight): 200%</li> <li>Sunday: 200%</li> <li>Public holiday: 250%</li> </ul>	21.1	<ul style="list-style-type: none"> <li>Monday to Saturday: 150% for first two hours, 200% thereafter</li> <li>Sunday: 200%</li> <li>Public holiday: 250%</li> </ul>	Same overtime rates (except for part time PCWs who work overtime on a Saturday and who have have worked more than 76 hours in the fortnight)
<b>Overtime (casual employees)</b>	20	<p><b>RNs &amp; ENs</b></p> <ul style="list-style-type: none"> <li>Monday to Saturday: 187.5% for first two hours, 250% thereafter</li> <li>Sunday: 250%</li> </ul>	21.1(d)	<ul style="list-style-type: none"> <li>Monday to Saturday: 187.5% for first two hours, 250% thereafter</li> <li>Sunday: 250%</li> <li>Public holiday: 312.5%</li> </ul>	Same overtime rates (except for PCWs who work overtime on a Saturday, and who have worked more than 76 hours in the fortnight)

		<ul style="list-style-type: none"> <li>Public holiday: 312.5%</li> </ul> <p><b>PCWs</b> (for work in excess of 76 hours in a fortnight)</p> <ul style="list-style-type: none"> <li>Monday to Friday: 187.5% for first two hours, 250% thereafter</li> <li>Saturday and Sunday: 250%</li> <li>Public holiday: 312.5%</li> </ul> <p><b>PCWs</b> (for work in excess of 10 hours in a day)</p> <ul style="list-style-type: none"> <li>Monday to Saturday: 187.5% for first two hours, 250% thereafter</li> <li>Sunday: 250%</li> <li>Public holiday: 312.5%</li> </ul>			
<b>Recall to work</b>	20.10	<p>Recall when on call:</p> <ul style="list-style-type: none"> <li><b>RNs/ENs:</b> minimum engagement of 3 hours, paid as overtime</li> <li><b>PCWs:</b> minimum engagement of 4 hours, paid as overtime</li> </ul> <p>Recall when <u>not</u> on call (RNs/ENs only)</p> <ul style="list-style-type: none"> <li>Minimum engagement of 3 hours, paid as overtime</li> <li>If recalled within 3 hours of rostered commencement time, travel time to work included as time worked</li> </ul>	N/A	Regis does not typically recall employees to work	Rockpool Agreements are more beneficial (noting that recall work may not apply under Regis' operations)



<b>Time off in lieu</b>	20.10	Can be taken by agreement within 6 months of the overtime being worked	N/A	Regis pays all overtime and so does not provide time off in lieu of payment for overtime worked.	Different
<b>Uniform and laundry allowance</b>	Sch B	<ul style="list-style-type: none"> <li>Uniform allowance - \$1.23 per shift (capped at \$6.24 per week)</li> <li>Laundry allowance - \$0.32 per shift (capped at \$1.49 per week)</li> </ul>	28.1 Appendix 1 table 2	<ul style="list-style-type: none"> <li>Uniform allowance - \$1.49 per shift (paid during all paid absences except long service leave and personal/carer's leave in excess of 21 days)</li> <li>Laundry allowance - \$0.39 per shift</li> </ul>	Regis Nurses Agreement is more beneficial
<b>Overtime meal allowance</b>	14.5 Sch B	Meal supplied	24.1(e)	\$14.73, or meal supplied	No material difference
<b>On call allowance</b>	14.3 Sch B	<ul style="list-style-type: none"> <li>Monday-Friday: \$24.09</li> <li>Saturday: \$36.59</li> <li>Sunday/Public holiday: \$42.34</li> </ul>	28.3 Appendix 1	N/A	Different
<b>Shift supervisor</b>	N/A	N/A	23 Appendix A	RN appointed as Shift Supervisor - \$12.48 per shift	Regis Nurses Agreement is more beneficial
<b>Nauseous work allowance</b>	14.12-14.13 Sch B	<ul style="list-style-type: none"> <li>\$0.58 per hour or \$3.13 per week (capped?)</li> <li>Applies to PCWs only</li> </ul>	N/A	N/A	Nauseous work does not apply under the Regis Nurses Agreement (but does apply under the Regis Support Services Agreement)

<b>Other allowances</b>	14.7-14.11  14.15  Sch B	<b>Leading hand allowance</b> <ul style="list-style-type: none"> <li>\$30.94-\$68.13 per week (as at 1 March 2025, pro rata for part time employees)</li> </ul> <b>Buddy allowance</b> <ul style="list-style-type: none"> <li>Where an employee is required to perform the role of 'buddy' to a new employee for an entire shift: \$15 per shift</li> </ul>	N/A	Regis employees are not required to work in circumstances where they would qualify for a leading hand allowance	Different
<b>Qualifications allowance</b>	14.18-14.22  Sch B	<ul style="list-style-type: none"> <li>PCW who hold Cert IV: 0.5%</li> <li>EN with relevant undergraduate qualification: 1% base rate</li> <li>RN with relevant Post Graduate qualification, other than Master's degree: 1% base rate</li> <li>RN who holds a relevant Master's degree: 1.5%</li> <li>Qualifications allowances apply to permanent employees only</li> </ul>	28.2  Appendix 1 Table 2	<ul style="list-style-type: none"> <li>RNs who hold a Graduate Certificate, Graduate Diploma or equivalent, or a second degree - \$23.70 per week</li> <li>RNs who hold a Masters or PhD - \$29.95 per week</li> <li>Paid during all periods of paid leave (except personal leave beyond 21 days and long service leave)</li> <li>AINs (PCWs) - \$1/hr medication allowance (where applicable)</li> </ul>	<ul style="list-style-type: none"> <li>Regis Nurses Agreement is more beneficial for RNs</li> <li>Rockpool Agreements are more beneficial for ENs and PCWs</li> </ul>
<b>Higher duties</b>	26	<p>Employees engaged in any duties carrying a higher wage rate than their ordinary classification in any one day or shift will be paid at the higher wage rate for:</p> <ul style="list-style-type: none"> <li>the time so worked for two hours or less; or</li> </ul>	27	<p>Employees engaged in any duties carrying a higher wage rate than their ordinary classification in any one day or shift will be paid at the higher wage rate for:</p> <ul style="list-style-type: none"> <li>the time so worked for two hours or less; or</li> </ul>	No difference

		<ul style="list-style-type: none"> <li>a full day or shift where the time so worked exceeds two hours</li> </ul> <p>Does not apply to RN levels 4 and 5</p>		<ul style="list-style-type: none"> <li>a full day or shift where the time so worked exceeds two hours</li> </ul>	
<b>Annual leave</b>	27	<p><b>RNs/ENs</b></p> <ul style="list-style-type: none"> <li>Non “shift workers”: <ul style="list-style-type: none"> <li>5 weeks per year (pro rata for part time)</li> <li>17.5% annual leave loading</li> </ul> </li> <li>“Shift workers”: <ul style="list-style-type: none"> <li>6 weeks per year (pro rata for part time)</li> <li>Defined as employees regularly rostered to work 7 days of the week and who work regularly on weekends</li> <li>17.5% annual leave loading, or weekend/shift penalties (whichever is higher)</li> </ul> </li> </ul> <p><b>PCWs</b></p> <ul style="list-style-type: none"> <li>Non “shift workers”: <ul style="list-style-type: none"> <li>4 weeks per year</li> <li>17.5% annual leave loading</li> </ul> </li> </ul>	29	<ul style="list-style-type: none"> <li>Non “shift workers”: <ul style="list-style-type: none"> <li>5 weeks per year (pro rata for part time)</li> <li>17.5% annual leave loading (capped at 152 hours / 4 weeks per year)</li> </ul> </li> <li>“Shift workers”: <ul style="list-style-type: none"> <li>6 weeks per year (pro rata for part time)</li> <li>Defined as employees regularly rostered to work weekdays and either regularly works weekends, or works at least 10 weekends per year</li> <li>17.5% annual leave loading, or weekend/shift penalties (whichever is higher)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Different</li> <li>Regis Nurses Agreement more beneficial for “shift workers” (as it applies a lower threshold for qualifying as “shift worker”, for all permanent employees)</li> <li>Rockpool Agreements more beneficial for non-shift workers, who seek to take more than 4 weeks’ annual leave in one year</li> </ul>

		<ul style="list-style-type: none"> <li>▪ <b>“Shift workers”:</b> <ul style="list-style-type: none"> <li>• 5 weeks per year</li> <li>• Defined as employees who are regularly rostered to work ordinary hours outside 6:00am - 6:00pm weekdays, and/or who work more than 4 ordinary hours on 10 or more weekends</li> <li>• 17.5% annual leave loading, or weekend/shift penalties (whichever is higher)</li> </ul> </li> </ul>			
<b>Personal/ carer’s leave</b>	29	10 days’ paid leave per year (pro rata for part time)	31	10 days’ paid leave per year (pro rata for part time)	No difference
<b>Family and domestic violence leave</b>	31	10 days’ paid leave per year	40	10 days’ paid leave per year	No difference
<b>Long service leave</b>	32	In accordance with the <i>Industrial Relations Act 2016</i> (Qld)	34	<ul style="list-style-type: none"> <li>▪ In accordance with the <i>Industrial Relations Act 2016</i> (Qld)</li> <li>▪ Employees with 7 to 10 years’ service entitled to pro rata long service leave</li> </ul>	Regis Nurses Agreement is more beneficial for employees with 7 - 10 years’ service

<b>Paid parental leave</b>	35	4 weeks' paid leave (applies to permanent employees only)	33	6 weeks' paid leave (applies to all employees who qualify for parental leave under the NES)	Regis Nurses Agreement is more beneficial
<b>Training</b>	36	<ul style="list-style-type: none"> <li>All mandatory training must be undertaken during rostered hours</li> <li>Employee who wishes to undertake training outside rostered hours must apply for approval for paid time prior to undertaking the training</li> </ul>	42(e)	<ul style="list-style-type: none"> <li>Paid at base rate plus any applicable loadings or penalties</li> <li>Training in excess of 12 hours per year paid as overtime (AINs only)</li> <li>Casual AINs: overtime for all training undertaken outside rostered hours</li> </ul>	Regis Nurses Agreement is more beneficial
<b>Professional development leave</b>	37	3 days' paid professional development leave per year (pro rata for part-time employees)	36	5 days' paid professional development leave per year (pro rata for part-time employees)	Regis Nurses Agreement is more beneficial
<b>Union Representation Training Leave</b>	38	One hour per week of duty time to perform representative duties	35	2 days' paid leave per year	Regis Nurses Agreement is more beneficial
<b>Redundancy</b>	39	<ul style="list-style-type: none"> <li>In accordance with the NES</li> <li>Job search: one paid day per week for notice period</li> </ul>	44	In accordance with the NES save for after 9+ years - 16 weeks' pay	Regis Nurses Agreement is more beneficial for employees with more than 9 years' service