



RN, RM & Mental Health EN District-specific Benefits

General Benefits

In addition to the benefits offered to all enrolled nurses and assistants-in-nursing, each employment district in the WA Country Health Service offers its own special benefits, subject to the *Australian Nursing Federation–WA Health Industrial Agreement 2007*¹:

Benefits	District 1	District 2	District 3	District 4	District 5	District 6
Additional annual leave (1 additional week)					x	x
Annual leave travel concessions ²			x	x	x	x
Annual leave travel time (if headquarters situated 240 km or more from Perth GPO)	x	x		x ³		
District allowance ⁴	x ⁵	x		x	x	x
Additional professional development leave (1 extra day if working 200-400 km from Perth General Post Office, 2 days if working more than 400 km from GPO)	x	x	x	x	x	x
Retention allowance (\$1,200 after 18 months, applicable to Merredin & Midwest Health Services only)	x	x	x			
Rural gratuity ⁵ (8 weeks pay after 2 years, then 4 weeks pay annually)		x	x	x	x	x
Child allowance (\$100 per child, maximum \$400)					x	x
Southeast travel concessions:						
• Kalgoorlie-Boulder & South East Health		x				

Services						
• Laverton/Leonora & Murchison Health Services			x			

Notes:

1. Please view the Industrial Agreement on the [Department of Health Awards and Agreements Library](#).
2. For eligibility and travel concession amounts see clause 31 of the Industrial Agreement.
3. Applicable to the portion of District 4 north of the 30th parallel.
4. For the value of allowance see Clause 49 of the Industrial Agreement.
5. Applicable to Jerramungup only.
6. Depending on location will receive 75% or 100% of defined gratuity. For eligibility see clause 58 of the Industrial Agreement.

Remote Area Benefits

The following benefits apply to Remote Area Nursing (RAN) posts in **Districts 1, 2, 5 & 6** only¹:

- Isolation leave (1 additional week of leave every 12 weeks)
- Remote area availability allowance²
- Remote area overtime allowance (25% base salary)
- Remote area staff development (additional 2 weeks in-service training: 1 week in major centre, funded travel, accommodation and daily allowance)
- Remote area travel allowance (transport to and from airport, with leave).

The following benefits apply to portions of **Districts 3 and 4** north of the 26th parallel only³:

Benefits	District 3	District 4
Additional annual leave (1 additional week)	x	x
Child allowance (\$100 per child, maximum \$400)	x	x
Isolation leave ⁵ (1 additional week of leave every 12 weeks)		x
Remote area availability allowance ⁴		x
Remote area overtime allowance ⁴ (25% base salary)		x

Remote area staff development ⁴ (additional 2 weeks in-service training: 1 week in major centre, funded travel, accommodation and daily allowance)		x
Remote area travel allowance ⁴ (transport to and from airport, with leave)		x

Notes:

1. District 1 posts include Abrolhos Island & Cervantes.
District 2 posts include Bremer Bay & Lake Varley.
District 5 posts include Balgo Hills, Billiluna, Dodnun, Kunawarritji, Looma, Marble Bar, Mulan, Noonkenbah, Nullagine, Parnngurr, Punmu, Strelley Station, Warralong, Wangkatjunka, Yandeyarra.
District 6 posts include Dodnun, Gibb River Station, Imintji, Kalumbaru, Lombadina, Mount Barnett, Mount Elizabeth, Mount House, One Arm Point, Oombulgurri, Warmun.
2. A remote area nurse shall receive an Availability Allowance of 50% of the "on call" allowance prescribed by clause 28(9) of the Industrial Agreement for all hours outside ordinary and overtime hours actually worked.
3. District 3 locations include Denham, Faure Island, Francois Peron National Park & Monkey Mia only.
District 4 locations include Carnarvon, Gascoyne Junction, Wooramel, Kumarina, Warakurna and surrounding areas.
4. Applies to RAN Burringurrah, Coonana & Tjuntjunjurra only.