



EN & AIN 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 *WA Health-LHMU Enrolled Nurses and Assistants in Nursing 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
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
District allowance ³	x ⁴	x	x	x	x	x
Medical attention travel time ⁵ (maximum of 38 hours per annum)	x	x	x	x	x	x
Retention allowance (\$1,200 after 18 months, applicable to Geraldton, Merredin and Midwest Health Services only)	x	x	x			
Rural gratuity ⁶ (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
Gas subsidies ⁷ (monthly maximum applies)					x	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 41 of the Industrial Agreement.
3. For the value of allowance see Clause 31 of the Industrial Agreement.
4. Applies to Jerramungup only.
5. A regional employee who requires medical attention at a medical facility in Western Australia located 240 km or more from their workplace will be granted paid travel time undertaken during the employee's ordinary working hours.
6. Depending on location will receive 75% or 100% of defined gratuity. For eligibility see clause 58 of the Industrial Agreement.
7. Eligible employees are those who are tenants occupying Government Regional Officers Housing (GROH) houses equipped with gas hot water systems.

Remote Areas Benefits

The following benefits apply to portions of **Districts 3 and 4** north of the 26th parallel only¹:

- Additional annual leave (1 additional week)
- Child allowance (\$100 per child, maximum \$400)
- Gas subsidies² (monthly maximum applies).

Notes:

1. District 3 locations include Denham, Faure Island, Francois Peron National Park & Monkey Mia only.
District 4 locations include Carnarvon & Burringurrah.
2. Eligible employees are those who are tenants occupying Government Regional Officers Housing (GROH) houses equipped with gas hot water systems.