

#### **Government of South Australia**

Attorney-General's Department

If calling please ask for: **Tom Kidman** 

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12 June 2025

Ms Natasha Brown General Secretary Public Service Association of SA 122 Pirie Street ADELAIDE SA 5000

Dear Ms Brown

## WITHOUT PREJUDICE

# Final Terms of Offer – Enterprise Agreement to apply to public sector Allied Health Professionals and Allied Health Assistants

Please find **attached** the Final Terms of Offer (**Offer**) for a proposed new, separate enterprise agreement to apply to Allied Health Professionals and Allied Health Assistants.

The Final Offer is made on a without prejudice basis; as a total package in full and final settlement of all claims made; and is conditional on employee acceptance and subsequent approval of a new enterprise agreement by the South Australia Employment Tribunal.

Yours sincerely

**Tom Kidman** Director, Industrial Relations Attorney-General's Department

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#### WITHOUT PREJUDICE

#### GENERAL SECRETARY – PUBLIC SERVICE ASSOCIATION OF SOUTH AUSTRALIA

SECRETARY – HEALTH SERVICES UNION (SOUTH AUSTRALIA AND NORTHERN TERRITORY BRANCH)

#### DIRECTOR – PROFESSIONALS AUSTRALIA

#### PROPOSAL FOR NEW ENTERPRISE AGREEMENT TO COVER ALLIED HEALTH PROFESSIONALS AND ALLIED HEALTH ASSISTANTS EMPLOYED IN THE SOUTH AUSTRALIAN PUBLIC SECTOR

These "Terms of Offer" (**Offer**) are provided on a without prejudice basis as a package in full and final settlement of all claims made in enterprise bargaining negotiations. The Industrial Relations and Policy Branch (**IRAP**), Attorney-General's Department on behalf of the employer, reserves the right to vary, withdraw or correct any unintended aspect of this offer.

The Offer is conditional on an agreement being reached and approved by the SAET. Except where indicated, the proposals in this "Terms of Offer" outline the nature of each aspect of the offer on the basis that, where applicable, issues of detail or clarification will be provided in the draft *South Australian Allied Health Professionals, Assistants and Psychologists Enterprise Agreement 2025* or be the subject of further clarification if necessary.

<u>Interpretation</u>: A reference in this Offer to a payment to be made will be taken to being subject to the payment being effected within a reasonably practicable time after an agreement is approved or a payment is due:

- provided that implementation of changed salary or wage rates will generally have priority over giving effect to other payment/s; and
- noting that what is 'reasonably practicable' may be dependent on the number of employees affected within an agency and systems in place within agencies to implement new industrial terms for Allied Health Professionals and Allied Health Assistants.

A reference to "ffpp" in relation to a date, means the first full pay period to commence on or after the date specified. Unless otherwise stated in this Offer, the operative date will be on and from the date of approval by the SAET.

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#### PROPOSALS TO BE THE SUBJECT OF TERMS OF A NEW ENTERPRISE AGREEMENT

#### COVERAGE OF NEW AGREEMENT

It is proposed that a new agreement would apply to all employees engaged as Allied Health Professionals (**AHPs**) and Allied Health Assistants (**AHAs**) across the public sector, being employees who fall within Schedule 1.2 and Schedule 1.19 of the *South Australian Public Sector Enterprise Agreement: Salaried 2021* (**Current Salaried Agreement**) (the new enterprise agreement).

#### PERIOD OF AGREEMENT

It is proposed that the new enterprise agreement will come into effect on the date of approval by the South Australian Employment Tribunal (**SAET**) and have a nominal term of 4 years.

## SALARY INCREASES, CLASSIFICATIONS, ALLOWANCES AND MONETARY PAYMENTS

#### **General Salary Increases**

It is proposed that rates of salaries in a new enterprise agreement will be in accordance with the present salary rates in the Current Salaried Agreement as appliable to AHPs (Schedule 1.2) and AHAs (Schedule 1.19) increased as follows:

• First increase

Salary increase of 4.0% per annum with effect from first full pay period commencing on or after 1 May 2025.

• Second increase

Salary increase of 3.5% per annum, with effect from the first full pay period commencing on or after 1 May 2026.

• Third increase

Salary increase of 3.5% per annum, with effect from the first full pay period commencing on or after 1 May 2027.

• Fourth increase

Salary increase of 2.5% per annum, with effect from the first full pay period commencing on or after 1 May 2028.

Retrospective salary increases (and any other monetary payments) will not apply to persons who are not employed at the time of SAET approval.

#### AHPs at the Department for Child Protection

It is proposed that for AHPs employed in the Department for Child Protection, the new agreement would provide an allowance equivalent to the value of 4% of the applicable annual rate of salary payable in the first year, to be paid in fortnightly instalments. The initial allowance would be calculated on the basis of the rates of salary with the base and first increase above.

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The allowance would be payable from the first full pay period on or after commencement of the new agreement and in subsequent years, the allowance would be increased in accordance with annual salary increases.

#### Removal of junior rates for AHAs

It is proposed that junior rates presently applicable to AHAs (AHA-1 17 years & under – 20 years) be removed with any present employee paid at junior rates progressing to the AHA-1 1<sup>st</sup> year adult commencing from 1 May 2025 (ffpp).

#### Classifications

- <u>Modifications to AHP classification structure</u>: contained in the Current Salaried Agreement:
  - All AHPs: It is proposed that the classification criteria for AHP2 be modified so that an employee whose position is classified at the AHP1 level advances to the AHP2 level after 12 months service at the highest increment level for AHP1, save where an agency determines that the employee should remain at the lower level because of unsatisfactory performance.
  - Psychologists: it is proposed that the requirements for progression between AHP2 and AHP3 be modified so that supervision of a psychologist may be a requirement (not must be a requirement).
- <u>Review of classification structures:</u> It is proposed that the parties agree for there to be a review of classification structures contained within a new agreement:
  - The commitment to review to be included as a term of the enterprise agreement.
  - The Parties to use best endeavours to finalise the review within two years from commencement.
  - The review would be conducted by or on behalf of the Chief Executive, Attorney-General's Department with, if considered appropriate, expert assistance.
  - In agreeing to the review, the parties acknowledge that implementation of review recommendations would be subject to further approval process, including in relation to funding, and may require an application to vary the enterprise agreement.

#### Professional development allowance

It is proposed that a new agreement would provide for payment of a professional development allowance of \$1,000 per annum (AHPs only) (**PD allowance**) in fortnightly instalments including during periods of paid leave.

The PD allowance would be payable from the first full pay period on or after commencement of the new agreement and with the value proposed to increase in accordance with general salary increases under a new agreement.

The PD allowance will not apply to casual employees and will not be paid for any other purposes such as recall, shift penalties and other allowances.

In addition to the PD allowance, employees (AHPs only, other than casuals) will be entitled to reimbursements for expenses as follows (**PD reimbursement entitlement**):

- up to \$1,000 per year for employees at AHP 2 level
- up to \$1,500 per year for employees at AHP 3 level and above

The PD reimbursement will be non-accruing (ie will re-set annually).

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Employees may apply for reimbursement of expenses above the PD reimbursement entitlement with approval of such applications at the discretion of the agency.

Any costs that have been reimbursed to an Employee must be repaid if the Employee does not attend or (if relevant) successfully complete the professional development (unless non-attendance or failure outside the employee's control).

It is proposed to include an entitlement in the new enterprise agreement to professional development leave in the same terms which appear in the Current Salaried Agreement (clause 21.3).

#### **Regional incentive payments**

It is proposed to introduce an allowance payable to AHPs who commence work in particular regional/rural locations after commencement of a new enterprise agreement.

The allowance payable would depend on the regional location, which is proposed to be determined based on the Modified Monash Model (**MMM**), zones 3 to 7 (see **attached** list of locations by zone):

- Zone 3: \$882 per year
- Zone 4: \$1,765 per year
- Zone 5: \$3,530 per year
- Zone 6: \$5,736 per year
- Zone 7: \$7,060 per year

The allowance would commence to be paid from the first full pay period on or after commencement of a new agreement, would be payable in fortnightly instalments and rates would be indexed in accordance with general annual salary increases.

Conditions of payment:

- After the fifth year in a specified zone, the allowance is no longer payable.
- No period of leave without pay will attract payment of the allowance.
- Part-time employees will receive the allowance on a pro-rata basis.
- Not payable to casual employees.

#### Additional Qualifications allowance

#### <u>General</u>

It is proposed that a new agreement would provide for payment of an allowance to employees (AHPs only) who achieve additional qualifications (ie, additional to the baseline/entry level qualification), where in the employer's view the qualifications are directly relevant to the work performed by the employee.

The allowance rates would be:

- Graduate certificate: \$714 per year
- Graduate diploma: \$918 per year
- Second degree, Masters or PhD: \$1,123 per year

The allowance would commence to be paid from the first full pay period on or after commencement of a new agreement, would be payable in fortnightly instalments and the allowance rates are proposed to increase annually in accordance with the general annual salary increases.

The conditions for payment would be as follows:

• Allowance would not be included for purpose of calculating penalty rates and overtime.

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- Allowance would be paid during paid leave but not parental leave.
- The allowance is proposed to be payable to part-time employees on a pro-rata basis and not payable to casuals.
- Employees would be only able to claim one allowance at a time (higher or highest qualification allowance applicable will be paid).
- Allowance would not be payable to AHP 5 and above.

#### **Psychologists**

It is proposed that a new agreement would provide an allowance to psychologists who have an Area of Endorsed Practice from the Psychology Board of Australia as follows:

- AHP 1: \$8,359.40per year
- AHP 2: \$10,224.00per year
- AHP 3: \$11,174.60per year
- AHP 4: \$12,444.90per year
- AHP 5: \$13,928.10per year
- AHP 6: \$15,293.30 per year

The allowance would commence to be paid from the first full pay period on or after commencement of a new agreement.

The conditions for payment would be as follows:

- Employee may be required to supervise other psychologists and students.
- Where required and supported by the relevant Agency, an Employee who receives the allowance will be required to work towards obtaining Board Approved Supervisor status.
- Allowance would be payable in fortnightly instalments and the allowances rates are proposed to increase annually in accordance with the general salary increases.
- Allowance would not be included for the purposes of calculating overtime and penalty rates.
- Allowance would be paid during paid leave but not parental leave.
- Allowance is proposed to be payable to part-time employees on a pro-rata basis and not payable to casuals.
- Employees would not be able to claim a general additional qualifications allowance when in receipt of the psychologist allowance.

#### WORKING ARRANGEMENTS

#### 7 day rostering

It is proposed that a new agreement would include provisions allowing employees to be rostered over 7 days and for averaging of ordinary hours over a roster period.

It is proposed that there be notice periods to the following effect:

- Agencies may require an employee to be available to work across 7 days per week on no less than 3 months' notice, or by agreement.
- Agencies may withdraw a requirement to be available to work across 7 days per week on no less than 3 months' notice, or by agreement.

It is also proposed that there be terms to the effect that:

 consultation about a change to 7 day rostering will occur during the 3 month notice period;

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• in the event of a dispute about a decision to change to 7 day rostering, the change will be implemented while any matters in dispute are being dealt with. To be clear, status quo will not apply.

It is proposed that a clause about 7 day rostering and averaging of ordinary hours would address ancillary matters including roster notice periods of 14 days (subject to exceptions) and provisions regarding consecutive days off.

#### Additional annual leave

It is proposed that a new agreement would provide 5 weeks of annual leave per year to employees who are required to be available to work ordinary hours across 7 days per week.

Note: it is intended that "work across 7 days" encompasses employees who are available to be regularly rostered ordinary hours on Saturdays, Sundays and Public Holidays (where availability on a Public Holiday is relevant to the service). It is not intended that an employee who is generally not available on certain weekdays (Monday to Friday) would be precluded from accruing the additional week of leave.

Employees who are not required to be available to work across 7 days would have an entitlement to the standard 4 weeks of annual leave per year.

#### On-call

It is proposed that a new agreement would provide an employee who is recalled to work from home, an entitlement to payment for 30 minutes at overtime rates where the employee is interrupted on at least three occasions during the on-call period but performs less than 30 minutes of work. This would be in addition to existing entitlements.

#### Agency deployment

It is proposed that a new enterprise agreement would include a term which enables employees employed on an ongoing basis to be deployed into alternative positions within the applicable agency where considered necessary to meet the operational requirements of the agency.

#### Paid parental leave – primary carer leave

It is proposed that a new agreement would provide for primary carer paid parental leave for employees with primary caring responsibilities.

Note: this leave entitlement will model the *South Australian School and Preschool Education Staff Enterprise Agreement 2024*.

#### REDEPLOYMENT, RETRAINING AND REDUNDANCY

It is proposed that a new agreement would include simplified redundancy provisions. The provisions would maintain the formula by which voluntary separations are calculated under the Current Salaried Agreement, while simplifying the procedural redeployment and retraining requirements.

#### PERMANENCY

Subject to further Cabinet approval, it is proposed that the *Public Sector Regulations* would be amended such that Part 7 of the *Public Sector Act 2009* (SA) will apply to AHPs and AHAs

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in the same way as it presently operates, save that section 45(3) will apply to all AHPs and AHAs.

Acknowledging that the regulation making process may take some time, it is proposed that a new enterprise agreement would include a clause which applies section 45(3) of the *Public Sector Act 2009* to AHPs and AHAs. That clause would continue to operate until the Public Sector Regulations are amended to that effect.

#### **OTHER TERMS**

#### Consultation and dispute resolution

It is proposed that a new agreement would include mandatory terms, including terms about consultation and dispute resolution which allow for efficient and effective processes, including an obligation to consult where there is a significant impact on employees and express prohibition on industrial action during dispute resolution.

#### General

It is proposed that a new agreement would include other general terms including but not limited to interpretation, parties bound, renegotiation, no extra claims, relationship with other industrial instruments, incremental progression, leave, types of employment, salary packaging and flexibility.

#### Workloads

It is proposed to include in the new enterprise agreement a workload management provision adapted from the terms contained in clauses 15.1 to 15.4 of the Current Salaried Agreement.

#### Car parking

It is proposed to include an entitlement in the new enterprise agreement to subsidised carparking and free public transport for employees of the Department for Health and Wellbeing employed to work at metropolitan public hospitals in the same terms which appear in the Current Salaried Agreement (Appendix 11).

#### OTHER MATTERS

#### **Standalone Agreement**

It is proposed that, to the extent possible, a new agreement will operate to the exclusion of applicable industrial awards and the SA Health (Health Care Act) Human Resources Manual, with applicable entitlements to be contained within the terms of the new enterprise agreement. This proposal is made with a view to achieve that outcome more comprehensively in a subsequent agreement.

#### PROPOSALS TO BE DOCUMENTED OUTSIDE OF A NEW ENTERPRISE AGREEMENT

<u>Attraction and retention allowances presently paid to perfusionists, radiographers, sonographers and nuclear medicine technologists by the Department for Health and Wellbeing:</u> It is proposed that employees employed as perfusionists, radiographers, sonographers and nuclear medicine technologists who are presently in receipt of attraction and retention allowances continue to be paid the existing allowances, outside of the terms

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of the enterprise agreement, pending implementation of outcomes of the classification structure review. This will follow necessary approval processes.

• <u>Radiation Therapists – 10% allowance:</u> It is proposed that employees employed as Radiation Therapists would receive a 10% allowance, to be paid outside of the terms of the enterprise agreement, pending implementation of outcomes of the classification structure review. This will follow necessary approval processes.

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#### Attachment to Terms of Offer

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Berri5343Booleroo5482Bordertown5268Burra5417Cadell5321Clare5453Kapunda5373Kadina5554Karoonda5307Kingston5275Keith5267Laura5480Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Pont Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265	Balaklava	5461
Booleroo5482Bordertown5268Burra5417Cadell5321Clare5453Kapunda5373Kadina5554Karoonda5307Kingston5275Keith5267Laura5480Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Ponla5277Ponla5277Point Pearce5573Quorn5433Renmark5341Riverton5422Snowtown5520Coonalpyn5265	Barmera	5345
Bordertown         5268           Burra         5417           Cadell         5321           Clare         5453           Kapunda         5373           Kadina         5554           Karoonda         5307           Kingston         5267           Laura         5480           Loxton         5333           Lucindale         5272           Maitland         5573           Orroroo         5431           Peterborough         5422           Penola         5277           Port Broughton         5522           Point Pearce         5573           Quorn         5433           Renmark         5341           Riverton         5412           Snowtown         5520           Coonalpyn         5265	Berri	5343
Burra         5417           Cadell         5321           Clare         5453           Kapunda         5373           Kadina         5554           Karoonda         5307           Kingston         5275           Keith         5267           Laura         5480           Loxton         5333           Lucindale         5272           Maitland         5573           Orroroo         5431           Peterborough         5422           Penola         5277           Port Broughton         5522           Point Pearce         5573           Quorn         5433           Renmark         5341           Riverton         5412           Snowtown         5520           Coonalpyn         5265	Booleroo	5482
Cadell5321Clare5453Kapunda5373Kadina5554Karoonda5307Kingston5275Keith5267Laura5480Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5422Snowtown5520Coonalpyn5422	Bordertown	5268
Clare5453Kapunda5373Kadina5554Karoonda5307Kingston5275Keith5267Laura5480Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265	Burra	5417
Kapunda         5373           Kadina         5554           Karoonda         5307           Kingston         5275           Keith         5267           Laura         5480           Loxton         5333           Lucindale         5272           Maitland         5573           Orroroo         5431           Peterborough         5422           Penola         5277           Point Pearce         5573           Quorn         5433           Renmark         5341           Riverton         5341           Riverton         5412           Snowtown         5520           Coonalpyn         5265	Cadell	5321
Kadina         5554           Karoonda         5307           Kingston         5275           Keith         5267           Laura         5480           Loxton         5333           Lucindale         5272           Maitland         5573           Orroroo         5431           Peterborough         5422           Penola         5277           Port Broughton         5522           Point Pearce         5573           Quorn         5433           Renmark         5341           Riverton         5412           Snowtown         5520           Coonalpyn         5265	Clare	5453
Kadina         5554           Karoonda         5307           Kingston         5275           Keith         5267           Laura         5480           Loxton         5333           Lucindale         5272           Maitland         5573           Orroroo         5431           Peterborough         5422           Penola         5277           Port Broughton         5573           Quorn         5573           Quorn         5433           Renmark         5341           Riverton         5433           Snowtown         5520           Coonalpyn         5265	Kapunda	5373
Kingston       5275         Keith       5267         Laura       5480         Loxton       5333         Lucindale       5272         Maitland       5573         Orroroo       5431         Peterborough       5422         Penola       5277         Port Broughton       5522         Point Pearce       5573         Quorn       5433         Renmark       5341         Riverton       5412         Snowtown       5520         Coonalpyn       5265		5554
Keith5267Laura5480Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265	Karoonda	5307
Keith         5267           Laura         5480           Loxton         5333           Lucindale         5272           Maitland         5573           Orroroo         5431           Peterborough         5422           Penola         5277           Port Broughton         5522           Point Pearce         5573           Quorn         5433           Renmark         5341           Riverton         5433           Snowtown         5520           Coonalpyn         520	Kingston	5275
Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5520Snowtown5520Coonalpyn5265		5267
Loxton5333Lucindale5272Maitland5573Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5520Snowtown5520Coonalpyn5265	Laura	5480
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Maitland5573Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265	Lucindale	5272
Orroroo5431Peterborough5422Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265	Maitland	5573
Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265	Orroroo	5431
Penola5277Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265		
Port Broughton5522Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265		5277
Point Pearce5573Quorn5433Renmark5341Riverton5412Snowtown5520Coonalpyn5265		
Quorn         5433           Renmark         5341           Riverton         5412           Snowtown         5520           Coonalpyn         5265		
Renmark5341Riverton5412Snowtown5520Coonalpyn5265		
Riverton5412Snowtown5520Coonalpyn5265		
Snowtown5520Coonalpyn5265		
Coonalpyn 5265		

## Regional Locations based on the Modified Monash Model of Regionality (MMM)

Eudunda\$374Gladstone\$476Hawker\$434Jamestown\$491Meningle\$284Millicent\$280Milnaton\$575Moonta\$558Mount Pleasant\$225Tailem Bend\$259/5260Intinara\$266Waltaroo\$556Waltaroo\$556Waikerie\$330Ceve\$640Cowell\$602Cowell\$602Correntines\$602Correntines\$631Karcuttaby\$664Kimba\$641Lameroo\$302Lock\$633Marree Health Service\$733Pinnaroo\$304Port Lincoln\$606Roxby Downs\$725Tumby Bay\$605Vucinna\$652Varianda\$677Wutiona\$652Vucinna\$663Amata\$672Andamooka\$725Tumby Bay\$605Vucinna\$662Cooker\$723Elliston\$670Kangaroo Island\$223Kingoorya\$719Leigh Creek\$731Marka\$724Oodnadatta\$734Streaky Bar\$680Taroola\$670Wurtina\$680Kangaroo Island\$724Odordatta\$734Streaky Bar\$680Kangaroo Island\$724Odordatta\$734<	Location	Postcode	
Hawker         5434           Jamestown         6491           Meningie         5264           Millaton         5575           Moonta         5558           Mount Pleasant         5235           Tailem Bend         5259/5260           Tintinara         5266           Wallaroo         5556           Wallaroo         5556           Walkerie         5330           Yankalitla         5203           Cleve         5640           Cowell         5607           Curmins         5631           Karcutaby         5654           Karoutaby         5654           Karoutaby         5654           Karoutaby         5654           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5605           Ungarra         5605           Wallona         5652           Vorketown         5576           Yorketown         5726           Maraa         607           Wallano         5652	Eudunda	5374	
Jamestown5491Meningle5264Millicent5280Minlaton5575Moonta5558Mount Pleasant5235Tailem Bend5259/5260Wallaroo5566Wailarie5330Yankalitla5203Cleve5640Cowell5602Corwell5607Corwell5631Karcultaby5654Kimba5631Karcultaby5654Kimba5633HMTZene Health Service5733Pinnaroo5304Port Lincoln5606Roxy Downs5725Tumby Bay5663Wardona5577Wudinna5652Corden5607Cungrana5607Lincoln5606Roxy Downs5725Tumby Bay5665Wardona5577Wudinna5652Corden Sono5302Lock5576Memzoeka5577Que and Sono5725Tumby Bay5662Corden Sono5670Marta0872Andamooka5723Elliston5723Elliston5723Elliston5723Elliston5734Ernabelta0872Coduna Sono5734Codu Adatta5734Streaky Bar5680Tarcoola5701Wirrulla5680	Gladstone	5476	
Meningle5264Millicent5280Minlaton5575Moonta5568Mount Pleasent5235Tailem Bend5258/5260Tintinara5266Walkaroo5556Walkarie5300Yankalitla5203Cleve5640Cowell5602Coffin Bay5607Curminis5631Karcultaby5654Kimba5641Lameroo5302Lock5633Marce Health Service5733Pinnaroo5304Port Lincoln5606Roxby Downs5725Tumby Bay5605Ungara5607Warooka5772Wudinna5652Yorketown5576Coober Pedy5723Sintal6890Coober Pedy5723Elliston5670Ernabella6890Coober Pedy5723Elliston5274Coober Pedy5723Elliston5670Ernabella6890Coober Pedy5723Elliston5670Ennabella6890Coober Pedy5723Elliston5670Ennabella6872Coduna5731Marta5724Ondnadatta5734Streaky Bar5680Corola5704Wirrulta5680Streaky Bar5680Streaky Bar </td <td>Hawker</td> <td>5434</td>	Hawker	5434	
Millicent         5280           Ministon         5575           Moonta         5558           Mount Pleasant         5235           Tailem Bend         5289/5260           Tintinara         5266           Wallaroo         5556           Walkoroo         5556           Walkoroo         5556           Walkoroo         5566           Walkoroo         5640           Cleve         5640           Cowell         5607           Cummins         5631           Karcuttaby         5664           Karcuttaby         5664           Karcuttaby         5664           Karcuttaby         5663           Karcuttaby         5663           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Warooka         5576           Warooka         5576           MMMZORON         5576           Streak Wall         0872           Andamooka         5722           Andamooka         5670	Jamestown	5491	
Minilaton5575Moonta5558Mount Pleasant5236Tailem Bend5239/5260Tintnara5266Wallaroo5556Walkerie5330Yankalilla5203MMMZJone 6CleveCowell5602Corwell5602Corwell5654Karcutaby5654Kimba5641Lameroo5302Look5633Maree Health Service5733Pinnaroo5304Port Lincoln5606Roxby Downs5725Tumby Bay5665Waldina5652Yorketown5576Wudinna5652Yorketown5578Mata0872Andamooka5722Andamooka5722Apy Lands0872Coober Pedy5723Elliston5670Ernabella0872Kangaroo Island5223Colober Pedy5723Elliston5670Ennabella6872Andamooka572Apy Lands0872Coduna5620Coober Pedy5723Elliston5670Ennabella6872Coolana5620Coolana5620Coolana5620Coolana5620Coolana5620Coolana5620Coolana5620Coolana5620Coolana <td>Meningie</td> <td>5264</td>	Meningie	5264	
Moonta         5558           Mount Pleasant         5235           Tailem Bend         5259/5260           Tintinara         5266           Wallaroo         5556           Walkarie         5330           Yankalitla         5203           Oversitie         5640           Cleve         5640           Cowell         5607           Cummins         5631           Karcutaby         5654           Karcutaby         5654           Karcutaby         5654           Karcutaby         5654           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5605           Ungarra         5607           Wudinna         5652           Yorketown         5577           Wudinna         5652           Yorketown         5576           Meta         0872           Andamooka         5722           Andamooka         5722           Andata         0872           Ceduna         5680		5280	
Mount Pleasant         5235           Tailem Bend         5259/5260           Tintinara         5266           Wallaroo         5556           Waikerie         5330           Yankalltla         5203           MMM Zone 6           Cleve	Minlaton	5575	
Tailem Bend         5259/5260           Vallaroo         5556           Walkorie         5330           Yankalilla         5203           Yankalilla         5203           Cleve         6640           Cowell         5602           Coffin Bay         5607           Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Pot Lincoln         5606           Roxby Downs         5725           Tumby Bay         5607           Wudinna         5667           Varooka         5577           Wudinna         5656           Andamooka         5722           Andamooka         5722           Andamooka         5723           Ceduna         5690           Coober Pedy         5723           Elliston         5731           Gondadtta         5731           Kingoonya         5719           Leigh Creek         5731 <t< td=""><td>Moonta</td><td>5558</td></t<>	Moonta	5558	
Tintinara         5266           Waikerie         5330           Waikerie         5330           Warkalilla         5203           MMM Zone 6           Cleve         5640           Cowell         5602           Coffin Bay         5631           Karcuttaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5605           Kaxby Downs         5725           Tumby Bay         5605           Ungara         5607           Wuarooka         5576           Wudinna         5652           Yorketown         5576           Marta         0872           Andamooka         5722           Amata         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719           Lei	Mount Pleasant	5235	
Wallaroo5556Waikerie5330Yankalilla5203Yankalilla5203Cleve5640Cowell5602Coffin Bay5607Cummins5631Karcultaby5654Kimba5641Lameroo5302Lock5633Marree Health Service5733Pinnaroo5304Port Lincoln5606Roxby Downs5725Tumby Bay5605Ungarra5607Warooka5577Wuclinna5652Andamooka5722Amata0872Andamooka5723Elluston5690Coober Pedy5723Elluston5670Elluston5670Elluston5670Itanael0872Andarooka5721Amata0872Andarooka5670Elluston5670Elluston5670Elluston5670Elluston5731Marla5724Oodnadatta5734Streaky Bar5680Virrulla5661	Tailem Bend	5259/5260	
Waikerie         5330           Yankalilla         5203           MMM Zone 6           Cleve         5640           Cowell         5602           Coffin Bay         5607           Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           MAMZone 7         Andamooka           Andarooka         5722           Amata         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Elliston         5670           Kangaroo Island         5223           Kangaroo Island         5223           Eliston         5670           Enab	Tintinara	5266	
Yankalilla         5203           MMM Zone 6           Cleve         5640           Cowell         5602           Commins         5607           Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Maree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5662           Varooka         5577           Wudinna         5652           Mata         0872           Andamooka         5722           Andamooka         5722           Andamooka         5722           Andamooka         5722           Andamooka         5723           Cober Pedy         5723           Elliston         5670           Ernabelta         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marta         5724           Oodnadatta <td>Wallaroo</td> <td>5556</td>	Wallaroo	5556	
MMM Zone 6           Cleve         5640           Cowell         5602           Coffin Bay         5607           Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         55576           MMMZone 7         7           Andamooka         5722           Anata         0872           Coluna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kangaroo Island         5274           Oodnadatta         5734           Streaky Bar         5680           Taroola         5724           Oodnadatta         5734           Streak	Waikerie	5330	
Cleve         5640           Cowell         5602           Commins         5607           Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Wudinna         5652           Yorketown         5576           Martee Headth Service         5725           Andamooka         5725           Andamooka         5577           Wudinna         5652           Yorketown         5576           Memee T         Andamooka           Andamooka         5722           Amata         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719	Yankalilla	5203	
Cowell         5602           Coffin Bay         5607           Cummins         5631           Karcultaby         5664           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           Marta         0872           Ceduna         5670           Coober Pedy         5723           Elliston         5670           Ernabelta         0872           Cadoma         5670           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marta         5724           Oodnadtta         5734           Streaky Bar         5680           Taraoola         5701	MMM	Zone 6	
Coffin Bay         5607           Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           Andamooka         5722           Amata         0872           Amata         0872           Apy Lands         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marta         5724           Oodnadatta         5734           Streaky Bar         5660           Tarcoola         5701   <	Cleve	5640	
Cummins         5631           Karcultaby         5654           Kimba         5644           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           Martea         0872           Andamooka         5722           Amata         0872           Apy Lands         0872           Coduna         5690           Eliuston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marta         5724           Oodnadatta         5734           Streaky Bar         5680           Tarcoola         5701	Cowell	5602	
Cummins         5631           Karcultaby         5654           Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           Martee Health Service         5723           Andamooka         5722           Amata         0872           Andamooka         5722           Amata         0872           Coduna         5690           Coober Pedy         5723           Elliston         5670           Errnabella         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marta         5724           Oodnadatta         5734           Streaky Bar         5680           Tarcoola         5701 <td>Coffin Bay</td> <td>5607</td>	Coffin Bay	5607	
Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           MMM Zone 7           Andamooka         5722           Amata         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marla         5724           Oodnadatta         5680           Streaky Bar         5680           Tarcoola         5701           Warla         5671		5631	
Kimba         5641           Lameroo         5302           Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           MAmata         0872           Andamooka         5722           Andamooka         5722           Amata         0872           ApY Lands         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marla         5724           Oodnadatta         5680           Streaky Bar         5680           Tarcoola         5701           Wirrulla         5661	Karcultaby	5654	
Lock         5633           Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           MMM Zome 7         7           Andamooka         5722           Amata         0872           Apy Lands         0872           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5731           Marla         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5731           Marla         5734           Oodnadatta         5734           Streaky Bar         5680           Tarcoola         5701 <td></td> <td>5641</td>		5641	
Marree Health Service         5733           Pinnaroo         5304           Port Lincoln         5606           Roxby Downs         5725           Tumby Bay         5605           Ungarra         5607           Warooka         5577           Wudinna         5652           Yorketown         5576           Marta         0872           Andamooka         5723           Arndamooka         5723           Ceduna         5690           Coober Pedy         5723           Elliston         5670           Ernabella         0872           Kangaroo Island         5223           Kingoonya         5719           Leigh Creek         5731           Marla         5724           Oodnadatta         5724           Oodnadatta         5734           Streaky Bar         5680           Tarcoola         5701	Lameroo	5302	
Pinnaroo5304Port Lincoln5606Roxby Downs5725Tumby Bay5605Ungarra5607Warooka5577Wudinna5652Yorketown5576MMM Zore 7Andamooka5722Arnata0872Apy Lands5690Coober Pedy5723Elliston5670Ernabella0872Kangaroo Island5223Kingoonya5719Leigh Creek5731Marla5724Oodnadatta5734Streaky Bar5680Tarcoola5701Wirrulla5661	Lock	5633	
Port Lincoln5606Roxby Downs5725Tumby Bay5605Ungarra5607Warooka5577Wudinna5652Yorketown5576MMMZ Tore 7Andamooka5722Amata0872APY Lands0872Ceduna5690Coober Pedy5723Elliston5670Ernabella0872Kangaroo Island5223Kingoonya5719Leigh Creek5731Marta5724Oodnadatta5734Streaky Bar5680Tarcoola5701Wirrulla5661	Marree Health Service	5733	
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