

DECISION

Fair Work Act 2009 s.185—Enterprise agreement

Ambulance Victoria

(AG2020/2824)

AMBULANCE VICTORIA ENTERPRISE AGREEMENT 2020

Ambulance and patient transport

DEPUTY PRESIDENT MANSINI

MELBOURNE, 27 OCTOBER 2020

Application for approval of the Ambulance Victoria Enterprise Agreement 2020.

- [1] Ambulance Victoria has applied for approval of a single enterprise agreement known as the *Ambulance Victoria Enterprise Agreement 2020* (the Agreement) pursuant to s.185 of the *Fair Work Act 2009* (Cth) (the Act).
- [2] Since the application was made, the Commission raised concerns about: the form of the application; whether the pre-approval requirements were met; and the better off overall test. Further information was provided in relation to these concerns.
- [3] Noting clause 5.3 of the Agreement, I am satisfied that the more beneficial entitlements of the National Employment Standards in the Act (NES) will prevail where there is an inconsistency between the Agreement and the NES.
- [4] On the basis of the material contained in the application and related materials, I am satisfied that each of the requirements of ss.186, 187 and 188 as are relevant to this application for approval have been met.
- [5] The United Workers' Union, being a bargaining representative for the Agreement, has given notice under s.183 of the Act and supports approval of the Agreement. In accordance with s.201(2), I note that the Agreement covers this organisation.
- [6] The Australian Paramedics Association (VIC) Inc. and the Victorian Ambulance Union Incorporated, being employee bargaining representatives for the Agreement, respectively declared that the employees those organisations represent support approval of the Agreement.

[7] The Agreement was approved on 27 October 2020 and, in accordance with s.54, will operate from 3 November 2020. The nominal expiry date of the Agreement is 31 January 2024.



DEPUTY PRESIDENT

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Ambulance Victoria

Enterprise Agreement 2020

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Part 1 - Application and Operation of Agreement

1. AGREEMENT TITLE

This Agreement is called the Ambulance Victoria Enterprise Agreement 2020.

- 2. **DEFINITIONS**
- 2.1 **2015 Agreement** means the *Ambulance Victoria Enterprise Agreement 2015 Varied and extended.*
- 2.2 **AAV** means Air Ambulance Victoria.
- 2.3 **Act** means the *Fair Work Act* 2009 (Cth) as amended from time to time.
- 2.4 **ADO** means accrued day off.
- Aggregated base rate of pay means the sum of the pay components set out in this definition which form the base rate of pay for an operational classification. For Fleet Maintenance classifications, the pay components are the Base Rate and the Fleet Maintenance Officer and Mechanic Allowance. For Ambulance Community Officers the pay component is the Base Rate. For all other operational classifications the pay components are the Base Rate, Crib Meal Allowance, and additional components set out in (a) to (e) below, if applicable:
 - (a) For an Ambulance Paramedic who is suitably qualified:
 - (i) Continuing Education Program 1-4;
 - (ii) Continuing Education Program 5-6;
 - (iii) Continuing Education Program 7;
 - (iv) Ambulance Paramedic Skills Allowance;
 - (v) Senior Paramedic Payment;

and if seconded to the position of Senior Reserve Paramedic or Rural Senior Relieving Paramedic;

(vi) The Commuted Reserve Allowance;

and if appointed to the position of Flight Coordinator or Flight Paramedic Team Manager ALS:

(vii) Flying Allowance;

and if appointed to the position of Duty Manager:

- (viii) Communications Centre Allowance; and
- (ix) Late Crib Meal Allowance for night shift.
- (b) For a MICA Paramedic:
 - (i) Paramedic Skills Allowance MICA;



(ii) MICA Paramedic Advanced Skills Allowance;

and if suitably qualified,

(iii) Senior Paramedic Payment;

and if appointed to the position of MICA Single Responder:

(iv) MICA Single Responder Unit Allowance;

and if seconded to the position of Senior Reserve Paramedic MICA Single Responder or Rural Senior Relieving Paramedic MICA Single Responder:

- (v) The Commuted Reserve Allowance; and
- (vi) MICA Single Responder Unit Allowance;

and if appointed to the position of MICA Flight Coordinator:

(vii) Flying Allowance;

and if appointed to the position of MICA Flight Paramedic:

- (viii) Flying Allowance; and
- (ix) MICA Single Responder Unit Allowance;

and if appointed to the position of Team Manager MICA Single Responder, or Senior Team Manager MICA:

(x) MICA Single Responder Unit Allowance;

and if appointed to the position of Duty Manager:

- (xi) Communications Centre Allowance; and
- (xii) Late Crib Meal Allowance for night shift.

and if appointed to the position of Paramedic Educator MICA Single Responder or Paramedic Community Support Coordinator MICA:

- (xiii) MICA Single Responder Unit Allowance;
- (c) For a Clinical Support Officer:
 - (i) Late Crib Meal Allowance;
 - (ii) Paramedic Skills Allowance MICA;
 - (iii) MICA Paramedic Advanced Skills Allowance;
 - (iv) MICA Single Responder Unit Allowance;
 - (v) Communications Centre Allowance.



- (d) For a Clinic Transport Officer and Patient Transport Officer:
 - (i) Allowance for use of the Semi-Automatic External Defibrillator.
 - (ii) Crib Meal Allowance.
- (e) For an Ambulance Attendant:
 - (i) Continuing Education Program 1-4;
 - (ii) Continuing Education Program 5-6;
 - (iii) Continuing Education Program 7.
- (f) For a Flight Coordinator, Communication Support Paramedic, Clinic Transport Communications Officer, Referral Service Triage Practitioner, Referral Service Team Leader, and Referral Service Care Plan Coordinator:
 - (i) Communication Centre Allowance.
- 2.6 **Agreement** means the Ambulance Victoria Enterprise Agreement 2020.
- 2.7 **AHPRA** means the Australian Health Practitioner Regulation Agency.
- 2.8 **APA (Vic)** means the Australian Paramedics Association (Vic), Incorporated or its successor.
- 2.9 **AV** or **Employer** means Ambulance Victoria.
- 2.10 **Employee Representative** means:
 - (a) VAU;
 - (b) UWU;
 - (c) APA (Vic); and
 - (d) For the purpose of clauses 11, 12 and 75 of this Agreement, includes an industrial association or person appointed as an Employee's representative in accordance with the relevant sub-clause.
- 2.11 **FWC** means Fair Work Commission.
- 2.12 **Metropolitan Region** means the area within the geographical boundaries of the former Metropolitan Ambulance Service as at 30 June 2008.
- 2.13 **NES** means the National Employment Standards in the Act.
- 2.14 **Non-operational employee/s or staff** means an employee employed in one of the administrative classifications in Appendix 3 in this Agreement.
- 2.15 **Operational employee/s or staff** means an employee employed in one of the operational classifications in Appendix 1 this Agreement.



- 2.16 **Ordinary Time Rate of Pay** means the single time hourly rate of pay applicable to the classification of the employee as follows:
 - (a) For an employee engaged in an operational classification, other than an Ambulance Community Officer, Fleet Maintenance Officer and Mechanic or Fleet Maintenance Supervisor, or an operational employee performing sessional community education activities in accordance with clause 39, this means 1/38th of the applicable rolled-in rate of pay calculated in accordance with this Agreement.
 - (b) For an Ambulance Community Officer, Fleet Maintenance Officer and Mechanic or Fleet Maintenance Supervisor this means ¹/₃₈th of the applicable aggregated base rate of pay contained in clause 26.1.
 - (c) For an employee performing sessional community education activities in accordance with clause 39, this means the rate specified in clause 39.2.
 - (d) For a non-operational employee this means $^{1}/_{38}$ th of the applicable weekly base rate of pay rate contained in clause 29.
- 2.17 **Roster Cycle** means a 4 week (28 day) period commencing on a Monday and ending on a Sunday as determined by AV. The commencement of a Roster Cycle aligns to the commencement of a Roster Line.
- 2.18 **Roster Line** means the defined starting point within a Roster Pattern. A Roster Line will always commence on a Monday.
- 2.19 **Roster Pattern** means a sequence of shifts and rostered days off. The configuration of shifts and rostered days off may vary between Roster Patterns. The period of a Roster Pattern is the number of weeks it takes for the pattern to be completed and at this point, the average weekly hours equalise.
- 2.20 **Rural Region** means the area within the geographical boundaries of the former Rural Ambulance Victoria as at 30 June 2008.
- 2.21 **UWU** means United Workers' Union (Ambulance Employees Australia Victoria) or its successor.
- 2.22 **VAU** means the Victorian Ambulance Union Incorporated or its successor.
- 2.23 **WOO** means window of opportunity.

3. DURATION

- 3.1 This Agreement operates seven days from the date of approval by the Fair Work Commission and will have a nominal expiry date of 31 January 2024.
- 3.2 The following clauses will come into operation:
 - (a) from 1 February 2021:
 - (i) clauses 27.5 27.5(l);
 - (ii) clause 46.
 - (b) from 1 February 2022:



(i) clause 27.6.

4. APPLICATION

- 4.1 This Agreement covers and applies to:
 - (a) Ambulance Victoria;
 - (b) Employees of Ambulance Victoria who are employed in the classifications contained in this Agreement.

5. RELATIONSHIP WITH OTHER AWARDS AND AGREEMENTS

- 5.1 This Agreement replaces and supersedes the *Ambulance Victoria Enterprise Agreement 2015* (*Varied and Extended*), and all prior agreements unless a provision of a past agreement is specifically preserved in this Agreement.
- 5.2 This Agreement does not override any agreements made for the purpose of the *Occupational Health* and Safety Act 2004 (Vic).
- 5.3 Despite anything else in this Agreement, where there is an inconsistency between the Agreement and the NES, and the NES provide greater benefit, the NES will apply to the extent of the inconsistency. Nothing in this Agreement is to be construed as excluding a provision of the NES.

6. ENTERPRISE AGREEMENT IMPLEMENTATION WORKING GROUP

- 6.1 The parties have agreed to establish an Enterprise Agreement Implementation Group (**EA Implementation Group**). The membership of the EA Implementation Group will be at least one member from each of the APA (Vic), UWU and VAU and three members from AV, including a subject matter expert (as applicable to each of the matters in 6.3(a) (j)). The EA Implementation Group will meet at least once quarterly and supplementary meetings will be arranged by agreement of the EA Implementation Group.
- The EA Implementation Group will consult on the matters listed below. As this Agreement represents the resolution of all claims and it includes a no extra claims provision, the outcomes from the EA Implementation Group cannot result in:
 - (a) a change to a term of the Agreement or a change to the effect of such a term;
 - (b) the introduction of a new term in the Agreement;
 - (c) an increase or change in an employee's remuneration; or
 - (d) any increase in costs to the Employer.
- 6.3 The EA Implementation Group matters for consultation are as follows:
 - (a) In the year commencing from the date of the third pay increase under the Agreement, the EA Implementation Group will undertake a review of the relativities of rates of pay for Operational Classifications, which will include the appointment of an agreed third party with relevant expertise in undertaking such reviews.
 - (b) During the life of the Agreement, the EA Implementation Group will undertake a review of the function of the AV Operational Communication Centres and applicable roles, including DMs, CSPs, Clinicians/CSOs and Referral Service employees, in order to optimise resourcing in



accordance with operational requirements, which may include but is not limited to consideration of:

- (i) management of end of shift procedures;
- (ii) supporting operational service delivery (e.g. meal breaks, clinical advice, staff welfare contact);
- (iii) staffing arrangements.
- (c) From the first pay period on or after the date the Agreement comes into operation and during the following year, the EA Implementation Group will develop the terms for a trial in one regional area that will support paramedics who are rostered to additional lines at their home branch to nominate their preparedness to work at single officer locations. The scope of the trial will consider relevant matters as agreed by the parties. The trial will also explore opportunities to improve paramedic familiarisation with the Ambulance Community Officer model and single officer response.
- (d) From the first pay period on or after the date the Agreement comes into operation and during the following year, the EA Implementation Group will discuss the Ambulance Victoria Alcohol and Other Drug policy and related procedures, including AV's testing program and industry bestpractice, including understanding environmental exposure, in order to identify opportunities for improvements to the current policy framework.
- (e) During the life of the Agreement, the EA Implementation Group will undertake an assessment of the benefits of certified training for particular classifications or groups of employees identified by AV where specific specialist knowledge and expertise is required;
- (f) During the life of the Agreement, the EA Implementation Group will undertake an assessment of the meal break and end of shift management, including but not limited to the use of discretionary dispatch warning and the WOO;
- (g) During the life of the Agreement, the EA Implementation Group will undertake a review of practices for the appointment of higher duties and secondments;
- (h) During the life of the Agreement, the EA Implementation Group will undertake a review of the responsibilities and duties of Clinical Support Officer, Paramedic Educator and Clinical Instructor positions and undertake an assessment of functions/workload;
- (i) During the life of the Agreement, the EA Implementation Group will undertake a review of the MICA rostering practices for maintaining MICA clinical exposure and competency;
- (j) If, during the life of the Agreement, a Paramedic Practitioner model is agreed to and adopted by the Department of Health and Human Services, AV will develop a Paramedic Practitioner classification and terms and conditions in consultation with the Employee Representatives.
- During the life of the Agreement, AV will provide updates to the EA Implementation Group in relation to the following items:
 - (a) implementation of RSRP in accordance with clause 38 of this Agreement;
 - (b) implementation of identified policy changes, practice changes and maintenance of current employer practice as were agreed during bargaining discussions;



- (c) implementation of any roster changes that occur as a result of AV's commitment to allow branches to convert from a 38-hour to a 40-hour weeks.
- 6.5 Where a dispute in relation to clause 6.1, 6.2, 6.3 or 6.4 is notified under clause 11, completion of step 11.3 (which requires the dispute to be discussed) will require the party that notifies the dispute to:
 - (a) notify the EA Implementation Group parties in writing of the nature of the dispute, the matter in clause 6.1, 6.2, 6.3, or 6.4 to which the dispute is said to arise, options for proposed resolution of the dispute and provide the other party with a reasonable opportunity to respond in writing being a period not less than twenty-one (21) days;
 - (b) arrange a meeting for the purpose of discussing the notified dispute and responses to the dispute.
- The power of the Fair Work Commission to deal with a dispute about a matter in clause 6.1, 6.2, 6.3, or 6.4 by arbitration in accordance with clause 11.5, is subject to the limitations set out in clause 6.2 above.
- 6.7 As an alternative to steps in clauses 11.3(b) and 11.5(a), by agreement the parties to the dispute may appoint a third party to resolve the dispute by mediation. The third party will be a former Fair Work Commission member or a person of equal qualification/experience. The third party will have the power to make a recommendation to the parties.

7. NO EXTRA CLAIMS

- 7.1 This Agreement represents full settlement of all claims relating to the conditions of employment of the employees covered by this Agreement.
- 7.2 The employees, Employee Representatives and the Employer agree that they will not for the duration of this Agreement, make claims relating to the conditions of employment of the employees covered by this Agreement, whether the claims are in relation to matters dealt with in this Agreement or otherwise. The commitment in clauses 6.2 to consult and conduct reviews about the matters specified in clause 6.3 and the updates in clause 6.4 are not extra claims as they are specific commitments in the Agreement.

8. RENEGOTIATION

Ambulance Victoria will commence formal discussions with the Employee Representatives and any other bargaining representatives for a replacement agreement 12 months prior to the nominal expiry of this Agreement.

9. ANTI-DISCRIMINATION

- 9.1 It is the intention of the parties to this Agreement to achieve the principal object in section 3 (e) of the Act through respecting and valuing the diversity of the work force by helping to prevent and eliminate discrimination 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 origin.
- 9.2 Accordingly, in fulfilling their obligations under the dispute avoidance and settling clause, the parties must make every endeavour to ensure that neither the Agreement provisions nor their operation are directly or indirectly discriminatory in their effects.
- 9.3 Nothing in this clause is taken to affect:



- (a) any different treatment (or treatment having different effects) which is specifically exempted under the Commonwealth anti-discrimination legislation;
- (b) junior rates of pay;
- (c) an employee, Employer or registered organisation, pursuing matters of discrimination in any State or federal jurisdiction, including by application to the Human Rights and Equal Opportunity Commission;
- (d) the exemptions in section 351 (2) of the Act.



► Part 2 - Dispute, Consultative and Flexibility Provisions

10. REPRESENTATION FOR DISPUTES RESOLUTION AND CONSULTATION

The Employer recognises that the Employee Representatives provide employees with assistance and representation in relation to workplace grievances and disputes. The provisions of this Part 2, including clause 11 (resolution of disputes and grievances), clause 12 (implementation of change) and clause 13 (consultative committee) are in recognition and for the purpose of minimising and resolving workplace grievances or disputes between the Employer and employees.

11. RESOLUTION OF DISPUTES AND GRIEVANCES

- 11.1 Unless otherwise provided for in this Agreement, a dispute between the Employer and employees, or an individual grievance, about a matter arising under this Agreement or the NES must be dealt with in accordance with this clause. This includes a dispute about whether the Employer had reasonable business grounds to refuse a request for a flexible work arrangement under clause 23.4. A party to the dispute or grievance may appoint a representative for the purposes of the procedures in this clause. An Employee Representative may raise and be a party to a dispute in its own right or in a representative capacity for an Employee or employees.
- While a dispute or grievance is being dealt with in accordance with this clause, work must continue in accordance with usual practice existing immediately prior to the action giving rise to the dispute or grievance, until the dispute or grievance is resolved or withdrawn (**Status Quo**). This does not apply to an Employee who has a reasonable concern about an imminent risk to his/her health or safety and has advised the Employer of this concern. The Employer may direct an Employee to perform different work or work at a different location on full pay, if it is reasonable to do so to protect the health, safety or welfare of employees.

11.3 **Grievance Process**

- (a) The dispute or grievance must first be discussed by the aggrieved employee(s) with their immediate supervisor(s). In the case of a dispute or grievance brought under or in relation to the application of clauses 73 75, an employee can proceed straight to step 11.4 of this procedure, subject to the employee providing notice to the Employer of its intention to lodge a dispute or grievance in relation to those provisions.
- (b) If the matter is not settled, or if it is inappropriate for the dispute/grievance to be discussed with the immediate supervisor(s), the employee(s) can require that the matter be discussed with another Employer appointed representative for the purposes of this procedure.

11.4 Conciliation

If the matter is not settled, a party to the dispute or grievance may refer the matter to FWC to have the grievance or dispute dealt with by conciliation and FWC is authorised to so deal with the dispute or grievance and to exercise all its powers in respect of conciliation.



11.5 **Arbitration**

- (a) If the dispute or grievance cannot be resolved by conciliation then either party may refer the dispute or grievance to the FWC for arbitration and the FWC is authorised to proceed to deal with the dispute or grievance by arbitration.
- (b) A dispute or grievance arising under clauses 73 and 74 may only be dealt with in accordance with this clause 11.5 when any of the following disciplinary outcomes have been imposed (such a dispute or grievance may include whether clause 75 has been complied with by the Employer in coming to a decision):
 - (i) Formal counselling steps in 73.3(a) (c);
 - (ii) Warning;
 - (iii) Final warning;
 - (iv) First and final warning;
 - (v) Restorative practice where issued in conjunction with any action listed in clause 11.5(b)(i) (iv).
- (c) If a dispute or grievance is referred to the FWC for arbitration the FWC will have the power to arbitrate the dispute and exercise any of its powers pursuant to or incidental to sections 589, 590 and 595 of the Act, and make any order it considers appropriate. In relation to a dispute or grievance under clause 11.5(b)(i) (v), in order to make a finding that the disciplinary outcome issued by the Employer should not apply, the FWC will:
 - (i) review the Employer's observance of the requirements of clause 75; and / or
 - (ii) determine whether the Employer has acted unreasonably or unjustly in the circumstances in imposing the disciplinary outcome in clause 11.5(b); and
 - (iii) decide whether it should exercise its discretion or not to substitute its view for the outcome imposed by the Employer.
- (d) Subject to sub-clause 11.5(e) below, the determination of FWC is binding upon the parties.
- (e) An appeal lies to a Full Bench of FWC, with the permission of FWC, against a determination of a single member of FWC made pursuant to this clause.

11.6 Other matters

- (a) The parties to the dispute and their representatives must act in good faith in relation to the dispute settlement procedure provided by this clause.
- (b) By mutual agreement any party to a dispute can refer the matter to the FWC at any step of this Dispute Resolution Procedure.



12. IMPLEMENTATION OF CHANGE

- 12.1 Where the Employer is intending to restructure the workplace, introduce new technology, change existing work practices or introduce a change to the regular roster or ordinary hours of work of employees, the Employer will advise the affected employees and their Employee Representative/s (where applicable), of the intended changes as soon as practicable after the proposal has been made.
- 12.2 The Employer will advise the affected employees and their Employee Representative/s of the likely effects on the employees' working conditions and responsibilities. The Employer will advise of the rationale and intended benefits of any change.
- 12.3 The Employer will consult with affected employees and their Employee Representative/s (where applicable), in relation to the implementation of the change and give prompt consideration to matters raised by employees or Employee Representative/s. Where there is a proposed change to the regular roster or ordinary hours of work of employees, the Employer will invite the employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities) and will consider any views given by the employees about the impact of the change.
- Where the Employer deems it to be appropriate, employees will be provided with training to assist them to integrate successfully into the new structure or working arrangements.
- 12.5 In accordance with this clause, employees and/or their Employee Representative/s may submit alternative proposals, which will meet the specified rationale and benefits of the Employer proposal. Such alternative proposals must be submitted in a timely manner so as not to lead to an unreasonable delay in the introduction of any contemplated change. If such a proposal is made, the Employer will give due consideration to the alternative proposal(s) and respond in a timely manner.
- 12.6 Any dispute concerning the obligations arising under this clause will be dealt with in accordance with the procedure in clause 11 of this Agreement. A dispute over this clause can be initiated by an employee or Employee Representative.

13. CONSULTATIVE COMMITTEE

- 13.1 The parties agree that, monthly Consultative Committee meetings will be held for the Employer or the Employee Representatives to raise issues arising outside this Agreement. Consultative Committee meetings will be conducted as follows:
 - (a) The Committee will comprise of the Employer and authorised representatives on behalf of the Employee Representatives (including where applicable, delegates of Employee Representatives). Each Employee Representative will normally be limited to no more than three (3) authorised representatives. The Employer will not unreasonably withhold agreement where request is made for additional representatives. The Employer may elect to proceed with a Consultative Committee meeting in the event that an Employee Representative has no authorised representative to attend:
 - (b) The meetings are to be held at a suitable venue for a maximum of 90 minutes unless otherwise agreed;
 - (c) Items for discussion will be forwarded to the nominated Employer Coordinator no later than two (2) weeks prior to the meeting;



- (d) Items for discussion will not relate to individual employee issues, and will not be grievances or appeals against decisions made by the Employer; and
- (e) Discussions will be focused on organisational issues and the Employer will ensure that the appropriate representative/s will be in attendance.

14. MEETING PROVISIONS

- 14.1 The Employer recognises that the consultative committee in clause 13 and any other working parties or committees that may be agreed between the parties, are predicated on improvements in productivity and efficiency, the achievement of "Best Practice", job satisfaction and harmonious relationships within AV. The parties agree that meetings that occur for the purposes of this clause will be conducted as follows:
 - (a) An employee that is authorised to attend on behalf of an Employee Representatives will attend meetings either in paid time or through the arrangement of a mutually agreed shift swap. Transport will be provided or arranged to allow the employees to carry out their designated function consistent with this Agreement.
 - (b) Specifically the parties agree:
 - (i) Wherever practicable meetings will be scheduled at times when the employee authorised to attend on behalf of the Employee Representative is rostered on-duty and the Employee will attend in paid time, provided that:
 - (A) If it is not possible for a meeting to be scheduled so that all employees authorised to attend on behalf of Employee Representatives are rostered on-duty then the Employee will request, and the Employer will attempt to facilitate, a mutually acceptable shift swap(s) so that the representative is rostered to duty on the day of the meeting.
 - (B) If meetings are away from the authorised employee's place of work, the Employer will provide or pay for appropriate transport, whether rostered on-duty or rostered off-duty and allow sufficient time for the employee representative(s) to attend the meetings.
 - (ii) When consultative committee meetings are scheduled for times when the Employee authorised to attend on behalf of the Employee Representative is/are rostered off-duty, then the employee will be paid overtime in accordance with clause 45 for attendance at the meeting, provided that for operational employees eligible for the rolled-in rate of pay, the overtime rate will be paid at the rolled-in rate of pay.
 - (iii) Notwithstanding how the attendance is facilitated under any of the above clauses, the time allowed to an employee authorised to attend on behalf of an Employee Representative(s) for a meeting under this clause will include one hour preparation time, and attendance time and travel time.
 - (iv) In the event that an employee authorised to attend on behalf of an Employee Representative is not able to attend a scheduled meeting for



reasons of illness, paid leave or rostered training commitment, then that employee may authorise another employee to attend by written proxy.

15. INDIVIDUAL FLEXIBILITY ARRANGEMENT

- An employee and the Employer may enter into an individual flexibility arrangement pursuant to this clause in order to meet the genuine needs of the employee and Employer. An individual flexibility arrangement must be genuinely agreed to by the employee and Employer.
- An individual flexibility arrangement may vary the effect of one or more of the following terms of this Agreement:
 - (a) arrangements about when work is performed;
 - (b) overtime rates;
 - (c) penalty rates;
 - (d) allowances; and
 - (e) leave loading.
- 15.3 An employee may nominate a representative to assist in negotiations for an individual flexibility arrangement.
- 15.4 The Employer must ensure that any individual flexibility arrangement will result in the employee being better off overall than the employee would have been if no individual flexibility arrangement were agreed to.
- 15.5 The Employer must ensure that an individual flexibility arrangement is in writing and signed by the employee and Employer. If the employee is under 18, the arrangement must also be signed by a parent or guardian of the employee.
- 15.6 The Employer must give a copy of the individual flexibility arrangement to the employee within 14 days after it is agreed to.
- 15.7 The Employer must ensure that any individual flexibility arrangement sets out:
 - (a) the terms of this Agreement that will be varied by the arrangement;
 - (b) how the arrangement will vary the effect of the terms;
 - (c) how the employee will be better off overall in relation to the terms and conditions of his or her employment as a result of the arrangement; and
 - (d) the day on which the arrangement commences.
- 15.8 The Employer must ensure that any individual flexibility arrangement:
 - (a) is about matters that would be permitted matters under section 172 of the Act if the arrangement were an enterprise agreement;
 - (b) does not include any term that would be an unlawful term under section 194 of the Act if the arrangement were an enterprise agreement; and



- (c) provides for the arrangement to be terminated:
 - (i) by either the employee or Employer giving a specified period of written notice, with the specified period being not more than 28 days; and
 - (ii) at any time by written agreement between the employee and Employer.



Part 3 - Employment Relationship and Duties

16. TYPES OF EMPLOYMENT

Employees may be engaged as full time, part-time, casual, fixed term or job share employees.

17. CASUAL EMPLOYMENT

- 17.1 A casual employee is one engaged and paid as such.
- 17.2 A casual employee will be paid at the ordinary time rate of pay per hour for the relevant classification level, plus:
 - (a) 25% for all work on week days;
 - (b) 75% for all work on Saturdays and Sundays;
 - (c) 100% for all work on public holidays.
- 17.3 The loading recognises that a casual employee is not entitled to:
 - (a) annual leave, paid personal or compassionate leave, special leave or parental leave (unless an eligible casual employee);
 - (b) accrued days off;
 - (c) public holidays;
 - (d) travel allowance (other than as provided in clause 31.21(a)(ii)); and
 - (e) reimbursement of driver's licence (other than as provided in clause 40.10).
- 17.4 Subject to clause 40.9 and 39.3, casual employment will be for not less than 4 consecutive hours in any one day, except with the agreement of the employee.

18. PART TIME EMPLOYMENT

- An employee may make a request to work part time in accordance with this clause. The Employer will determine the request on the basis of the operational needs of the Employer but will not unreasonably refuse to accommodate a request for part time employment.
- 18.2 A part-time employee is an employee:
 - (a) who works less than full-time hours of 38 per week or less than an average of 38 hours per week over an agreed Roster Pattern;
 - (b) who has a regular pattern of work specifying the hours and days of the week to be worked; and
 - (c) whose daily commencement and finishing times will be specified.



- 18.3 The minimum daily engagement for a part time employee is four hours. A lesser period of engagement can be agreed between the Employer and an Employee Representative. The Employee Representative will not unreasonably withhold its agreement.
- 18.4 A written agreement specifying the hours to be worked each day, days to be worked and commencement and finishing times will be provided on commencement of part-time employment. Any variation to the regular pattern of work must be agreed and recorded in writing.
- 18.5 A part-time employee is entitled to receive remuneration, leave and other paid entitlements, on a pro rata basis to a full-time employee employed for 38 hours per week for that classification (1/38th), according to the number of hours worked. A part-time employee is not entitled to accrued days off.
- 18.6 All time worked in excess of the hours specified in accordance with subclause 18.4 above will be paid as overtime in accordance with clause 45 of this Agreement.
- 18.7 Where a public holiday occurs on a day a part time employee would be required to work under their regular pattern of work but the employee is not required to work, the employee is entitled to a day off without loss of pay.
- 18.8 Where a public holiday occurs on a day a part time employee is not rostered to work, regardless of whether the employee would ever work on that particular day of the week, the employee is entitled to be paid the public holiday on a pro rata basis by averaging the employee's ordinary weekly hours worked over the previous six months.
- 18.9 A part time operational employee may be entitled to leave in lieu of public holiday penalty payments in accordance with the provisions of clause 64.

19. JOB-SHARE ARRANGEMENTS

- 19.1 Job sharing provides for a flexible arrangement where two employees voluntarily agree to share all of the duties and responsibilities of a full-time position. Two employees may present a job share proposal that complies with this clause and request the Employer to give effect to the proposal. The Employer will determine the request on the basis of the operational needs of the Employer but will not unreasonably refuse to accommodate such a proposal.
- 19.2 The following conditions will apply to all job-share arrangements:

(a) Hours of work

- (i) Job-share positions rely on the job-share employees and their Employer coming to an agreement regarding how the position will be split between the two employees, to ensure full coverage of the ordinary hours of the full-time position.
- (ii) Any variation to the agreed arrangement of hours is subject to agreement of the job-share employees and their Employer.
- (iii) Ordinary time rates of pay will apply to all hours worked by the job share employees, up to the ordinary hours of the full-time position being job-shared.



(b) Leave of absence

- (i) To meet the Employer operational needs, job-share employees and their Employer will plan leave periods in advance to ensure coverage of the ordinary hours of the full-time position. During such periods of planned leave the job-share partner not on leave will be required to temporarily fill the job-share position on a full-time basis.
- (ii) In the case of an unplanned leave of absence, such as personal leave, a job-share employee may agree, at short notice, to relieve their job-share partner at ordinary time rates of pay.

(c) Overtime

- (i) A job-share employee will be entitled to payment of overtime for all work performed in excess of the sum of the ordinary weekly hours (being 38 hours) of the full-time position being job-shared.
- (ii) Any such overtime will be paid at time and one half for the first two hours and double time thereafter, except for Operational employees who will be paid overtime in accordance with clause 45 of this Agreement.

(d) Vacancy in job share position

- (i) If a job share employee wishes to return to full time employment the employee must apply for a position when it becomes available.
- (ii) If a job share employee leaves the arrangement the remaining job share employee may apply for a return to full time employment.
- (iii) If the remaining job share employee does not wish to return to full time employment the Employer will use reasonable endeavours to fill the vacant part of the job share arrangement.
- (iv) If another suitable employee cannot be found for the job share arrangement then where the remaining job share employee is in a job share arrangement after returning from parental leave, the employee will convert to part time employment.
- (v) In all other cases where another suitable employee cannot be found for the job share arrangement, the Employer can terminate the job share arrangement on four weeks' notice.

(e) Other entitlements

- (i) Job-share employees will be entitled to the same minimum consecutive hours and pro-rata entitlements as other part-time employees.
- (ii) Job-share employees are eligible for accrued days off as provided for in clause 42 but on a pro rata basis.



20. SECURE EMPLOYMENT

- 20.1 The Employer is committed to maintaining a stable and skilled workforce. As a result, the Employer will give preference to permanent employment over casual or fixed term arrangements where possible.
- 20.2 It is not the Employer's intention to use contractors to undermine the terms and conditions of employees covered by this Agreement

21. FIXED-TERM EMPLOYMENT

- 21.1 An employee can be engaged on a fixed term basis for the purpose of:
 - (a) replacement of staff proceeding on approved leave;
 - (b) meeting fluctuating client and resourcing needs and unexpected increased workloads:
 - (c) undertaking a specific, but finite, task;
 - (d) filling a vacancy resulting from an employee undertaking a temporary assignment or secondment;
 - (e) temporarily filling a vacancy where, following an appropriate selection process, a suitable ongoing employee is not available; or
 - (f) performing duties required for the completion of a recognised accredited qualification.
- 21.2 Subject to agreement between the Employee Representative and Employer, the maximum period of engagement for a fixed term employee will be twelve months. The Employee Representative will not unreasonably withhold its agreement to a longer period of engagement. Any dispute over the Employee Representative's refusal to agree to a period of engagement of longer than twelve months may be dealt with by the dispute resolution procedure in this Agreement.
- 21.3 Where the Employer determines the particular position the employee is undertaking on a fixed term basis is required on an ongoing basis, the employee's employment will convert from fixed term employment to permanent employment. Where a position other than the specific one held by the employee but the same role becomes vacant, AV will give preference to converting the employee engaged on a fixed term basis in the role to ongoing employment in the vacant role subject to operational reasons to appoint an external applicant.
- 21.4 Provided there is no break in service, an employee who is employed on permanent basis immediately following fixed term employment will have their period of fixed term employment recognised for the purpose of all service-related entitlements including redundancy, notice of termination and long service leave.

22. RIGHT TO REQUEST CASUAL CONVERSION

An employee engaged as a regular casual employee may request in writing that their employment be converted to full-time or part-time employment.



- 22.2 A regular casual employee is a casual employee who has in the preceding period of 12 months worked a pattern of hours on an ongoing basis which, without significant adjustment, the employee could continue to perform as a full-time employee or part-time employee under the provisions of this Agreement.
- 22.3 A regular casual employee who has worked equivalent full-time hours over the preceding period of 12 months' casual employment may request to have their employment converted to full-time employment.
- 22.4 A regular casual employee who has worked less than equivalent full-time hours over the preceding period of 12 months' casual employment may request to have their employment converted to part-time employment consistent with the pattern of hours previously worked.
- Where a regular casual employee seeks to convert to full-time or part-time employment, the Employer may agree to or refuse the request, but the request may only be refused on reasonable grounds and after there has been consultation with the employee.
- 22.6 Reasonable grounds for refusal include that:
 - (a) it would require a significant adjustment to the casual employee's hours of work in order for the employee to be engaged as a full-time or part-time employee in accordance with the provisions of this Agreement that is, the casual employee is not truly a regular casual employee as defined in paragraph 22.2;
 - (b) it is known or reasonably foreseeable that the regular casual employee's position will cease to exist within the next 6 months;
 - (c) it is known or reasonably foreseeable that the hours of work which the regular casual employee is required to perform will be significantly reduced in the next 6 months; or
 - (d) it is known or reasonably foreseeable that there will be a significant change in the days and/or times at which the employee's hours of work are required to be performed in the next 6 months which cannot be accommodated within the days and/or hours during which the employee is available to work.
- 22.7 Where the Employer refuses a regular casual employee's request to convert, the Employer must provide the casual employee with the Employer's reasons for refusal in writing within 21 days of the request being made. If the employee does not accept the Employer's refusal, this will constitute a dispute that will be dealt with under the dispute resolution procedure in clause 11.
- Where it is agreed that a regular casual employee who is engaged as a paramedic will have their employment converted to full-time or part-time employment as provided for in this clause, the employee will be offered the next available position, which can include a position available as a result of a decision by the Employer to recruit additional paramedics, subject to the Employer's right to determine the mix of new recruits between Graduate Paramedics and any casual conversion. For the avoidance of doubt, there is no obligation on the Employer to offer the employee a position at a particular location, including the location where the employee worked a pattern of hours on an ongoing basis under clause 22.2.
- Where it is agreed that a regular casual employee (other than an employee engaged as a paramedic) will have their employment converted to full-time or part-time employment



as provided for in this clause, the Employer and employee must discuss and record in writing:

- (a) the form of employment to which the employee will convert that is, full-time or part-time employment; and
- (b) if it is agreed that the employee will become a part-time employee, the matters referred to in clause 18.4.
- 22.10 A casual employee must not be engaged and re-engaged (which includes a refusal to re-engage), or have their hours reduced or varied, in order to avoid any right or obligation under this clause.
- 22.11 The Employer must provide a casual employee, whether a regular casual employee or not, with a copy of the provisions of this clause within the first 12 months of the employee's first engagement to perform work.
- 22.12 A casual employee's right to request to convert is not affected if the Employer fails to comply with the notice requirements in sub-clause 22.11.

23. RIGHT TO REQUEST A FLEXIBLE WORK ARRANGEMENT

- Employees with twelve (12) months of continuous service with the Employer, including casual employees who have been employed by the Employer on a regular and systematic basis for at least 12 months and who have a reasonable expectation of ongoing employment with the Employer on a regular and systematic basis, may request a change to working arrangements as a flexible work arrangements (**FWA**) in specified circumstances (**Specified Circumstances**).
- 23.2 The request must:
 - (a) be made in writing;
 - (b) set out the details of the change sought; and
 - (c) set out the reasons for the change.
- 23.3 The Specified Circumstances are if the employee:
 - (a) is the parent, or has responsibility for the care of a child who is school age or younger;
 - (b) is a carer within the meaning of the Carer Recognition Act 2010 (Cth);
 - (c) has a disability;
 - (d) is 55 years or older;
 - (e) is experiencing violence from a member of the employee's family;
 - (f) provides care or support to a member of their immediate family or a member of the employee's household who requires care or support because they are experiencing violence from the members' family;
 - (g) has a medical condition that requires an FWA; or



- (h) is transitioning to retirement in accordance with a documented and agreed retirement plan.
- 23.4 The Employer may only refuse the request on reasonable business grounds.
- Where a request for a FWA is rejected by the Employer, the Employer must provide reasons in writing for the refusal as per section 65(6) of the Act.
- 23.6 The Employer must give a written response to the request for an FWA within 21 days, stating whether the Employer grants or refuses the request as per section 65(4) of the Act. If the request for an FWA is approved, the Employer will confirm in writing the change to the employee's working arrangements, including the period of time that the change will operate.
- 23.7 Where an employee is working in accordance with an approved FWA and is required to complete any education or training requirement, including but not limited to a clinical induction, bridging or remedial program (CIBoR) during the term of the FWA, the Employer will take into account the personal and family circumstances of an employee when facilitating this requirement.
- 23.8 Clause 11 of this Agreement does not apply to this clause except where the subject matter of the grievance or dispute arises under clause 23.4 or section 65(5) of the Act.

24. FOUR FOR FIVE FLEXIBLE WORK ARRANGEMENT

- An employee that has at least two (2) years' continuous service may request a four for five flexible work arrangement. The employee may request in writing to receive in each year of a four year period, 80% of the remuneration they would otherwise be entitled to receive and in the fifth year be on authorised paid leave from work.
- 24.2 AV may refuse the request for a four for five arrangement on reasonable business grounds.
- 24.3 Where AV agrees to the request, on completion of the fourth year, the employee will commence on 12 months leave and will receive the remuneration they received in the fourth year.
- 24.4 The 12 months leave is an authorised absence and it does not break an employee's continuous service and the leave counts as continuous service.
- 24.5 If an employee gives written notice of withdrawing from this four for five arrangement prior to completing the four year period, or the employment ceases or terminates for any reason, or the employee does not commence the leave on completion of the fourth year, the employee will receive a lump sum payment equivalent to the remuneration the employee has deferred as a result of entering into the arrangement.
- The Employer will ensure the superannuation arrangements and taxation effects of this arrangement are fully explained to the employee.
- For the purposes of a four for five request in sub-clause 24.1, remuneration means the normal weekly rate of pay or for eligible operational employees, the rolled-in rate of pay. It does not include overtime that was not rostered as part of the employee's roster.



25. TERMINATION OF EMPLOYMENT AND REDUNDANCY

25.1 Notice of termination by employer

(a) In order to terminate the employment of a full-time, regular part-time or job share employee, the Employer will give to the employee the period of notice specified in the table below:

Period of continuous service	Period of notice
1 year or less	1 week
Over 1 year and up to the completion of 3 years	2 weeks
Over 3 years and up to the completion of 5 years	3 weeks
Over 5 years of completed service	4 weeks

- (b) In addition to this notice, employees over 45 years of age at the time of the giving of the notice with not less than two years continuous service, are entitled to an additional week's notice.
- (c) Payment in lieu of the notice will be made if the appropriate notice period is not required to be worked. Employment may be terminated by the employee working part of the required period of notice and by the Employer making payment for the remainder of the period of notice.
- (d) In calculating any payment in lieu of notice, the full rate of pay (as defined in the Act) an employee would have received in respect of the ordinary hours they would have worked during the period of notice had their employment not been terminated will be used.
- (e) The period of notice in this clause, will not apply in the case of dismissal for serious misconduct or dismissal of casual employees, or employees engaged for a specific period of time or for a specific task or tasks.

25.2 Notice of termination by an employee

- (a) The notice of termination required to be given by an employee is the same as that required of an Employer, save and except that there is no requirement on the employee to give additional notice based on the age of the employee concerned.
- (b) If an employee fails to give notice the Employer has the right to withhold from monies due to the employee a maximum amount equal to one week's wages at the ordinary time rate of pay.
- (c) If the Employer has agreed to a shorter period of notice than that required under clause 25.1, then no deduction can be made under clause 25.2(b).

25.3 Time off during notice period

Where the Employer has given notice of termination to an employee, an employee will be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off will be taken at times that are convenient to the employee after consultation with the Employer.

25.4 **Statement of employment**



The Employer will, upon request from an employee whose employment has been terminated, provide to the employee a written statement specifying the period of his or her employment and the classification or the type of work performed by the employee.

25.5 **Redundancy**

- (a) Where a decision is made by the Employer that results in work being no longer performed, and as a result the employees' position becomes excess to requirements, consultation with the employee will occur to endeavour to redeploy the employee to another position if a suitable vacancy exists. If the employee is unsuccessful in being redeployed or appointed to a new position and no suitable vacancy exists, he or she will be declared redundant and will be eligible for the redundancy package available at the time of the redundancy which would be subject to government policy.
- (b) The redundancy payment will not be less than the employee's severance pay entitlement under the NES.

25.6 Transfer to lower paid duties on redundancy

- (a) This clause applies if, because of redundancy, an employee is transferred to new duties to which a lower ordinary time rate of pay applies.
- (b) the Employer may:
 - (i) give the employee notice of the transfer of at least the same length as the employee would be entitled to under section 117 of the Act as if it were a notice of termination given by the Employer; or
 - (ii) transfer the employee to the new duties without giving notice of transfer or before the expiry of a notice of transfer, provided that the Employer pays the employee as set out in clause 25.6(c).
- (c) If the Employer acts as mentioned in clause 25.6(b)(ii), the employee is entitled to a payment of an amount equal to the difference between the ordinary time rate of pay of the employee (plus any applicable all-purpose allowances, shift rates and penalty rates applicable to ordinary hours that are not included in the ordinary time rate of pay) for the hours of work the employee would have worked in the first role, and the ordinary time rate of pay (plus any applicable all-purpose allowances, shift rates and penalty rates applicable to ordinary hours that are not included in the ordinary time rate of pay) of the employee in the second role for the period for which notice was not given.

25.7 Employee leaving during redundancy notice period

- (a) An employee given notice of termination in circumstances of redundancy may terminate their employment during the minimum period of notice prescribed by section 117(3) of the Act.
- (b) The employee is entitled to receive the benefits and payments they would have received under clause 25.5 or under sections 119 to 123 of the Act had they remained in employment until the expiry of the notice.

25.8 **Job search entitlement**



- (a) Where the Employer has given notice of termination to an employee in circumstances of redundancy, the employee must be allowed time off without loss of pay of up to one day each week of the minimum period of notice prescribed by section 117(3) of the Act for the purpose of seeking other employment.
- (b) If an employee is allowed time off without loss of pay of more than one day under clause 25.8(a), the employee must, at the request of the Employer, produce proof of attendance at an interview.
- (c) A statutory declaration is sufficient for the purpose of clause 25.8(b).
- (d) An employee who fails to produce proof when required under clause 25.8(b) is not entitled to be paid for the time off.
- (e) This entitlement applies instead of clause 25.3.



► Part 4 - Classification Structure, Wages and Related Matters

26. WAGE RATE INCREASES

- The wage increases to be applied during the life of the Agreement are set out in Appendix
 Appendix 1 sets out the aggregated weekly base rate for each operational classification covered by this Agreement.
- Where an operational classification employee receives an incremental progression in the same pay period as the pay period when increases in clause 26.3 apply, the employee's aggregated weekly base rate for their operational classification as set out in Appendix 1 will be the year rate for the classification with the incremental progression. For example, if the employee's incremental progression is to year 3 in the first full pay period on or after 1 February 2020, the employee's wage rate in Appendix 1 will be the year 3 rate.
- 26.3 The wage rates in Appendix 1 include the following wage increases:
 - (a) 2% increase from the first full pay period on or after 1 February 2020;
 - (b) 2% increase from the first full pay period on or after 1 February 2021;
 - (c) 2% increase from the first full pay period on or after 1 February 2022;
 - (d) 2% increase from the first full pay period on or after 1 February 2023.

27. OPERATIONAL CLASSIFICATIONS AND WAGE RATES

- 27.1 Appendix 2 sets out the transitional arrangements for changes to the operational classification structure.
- 27.2 The rates in Appendix 1 are aggregated base rates from which the rolled-in rate is calculated for eligible operational classifications.
- 27.3 The rolled-in rate of pay on commencement of the first wage increase in clause 26.1 will be calculated in accordance with Appendix 8 for eligible operational classifications based on the agreed April 2018 roster shift cycle database. All rolled-in-rate calculations for salary increases during the life of this Agreement will be based on the April 2018 roster shift-cycle database set out in Appendix 8.
- 27.4 Subject to clause 27.5, the aggregated base rates of pay in clause 26 provides for incremental progression within particular classifications based on the number of years that an employee has remained employed in that classification. The following increments may be applicable to the aggregated base rates of pay in clause 26:
 - (a) "Year 1" means upon commencement of the first year of employment in the classification:
 - (b) "Year 3" means upon commencement of the third year of employment in the classification:
 - (c) "Year 6" means upon commencement of the sixth year of employment in the classification:



(d) 'Year 9' means upon commencement of the ninth year of employment in the classification,

provided that:

- (e) Where a classification includes only a Year 1 increment this reflects that the particular classification is a limited classification (for example, this applies to Graduate Ambulance Paramedics or MICA Trainees) or that it is agreed that no incremental progression will apply to the classification (for example, Fleet Maintenance Officers and Fleet Maintenance Supervisors).
- (f) Employees who work in a classification that does not have a year one increment, will, upon employment in that classification, start at the first year level increment identified for that classification. For example, a Motorcycle Responder Paramedic will start at Year 6. On the third anniversary of the commencement in that role, an employee will progress to the Year 9 increment for that classification.
- (g) For any classification that included a 'Year 6' increment prior to the operation of this Agreement, this increment includes the payment of the Senior Paramedic Payment to qualified Ambulance Paramedics, which recognises the commitment of Ambulance Paramedics who have performed their role over a period of time and have consolidated their skills. A Senior Paramedic is one who satisfies all of the following criteria:
 - Possesses clinical competence and has demonstrated consolidation of skills and learning;
 - (ii) Can demonstrate an awareness of cultural diversity;
 - (iii) Has demonstrated outstanding communication and interpersonal skills;
 - (iv) Can manage difficult and varied situations; and
 - (v) Has a good knowledge and understanding of the ambulance services' strategic plans.
- (h) The following classifications include a 'Year 6' increment that was introduced as part of the provisions of this Agreement and therefore the Senior Paramedic Payment is not the basis for the rate of pay differential between a 'Year 3' increment and a 'Year 6' increment:
 - (i) Team Manager;
 - (ii) Senior Team Manager;
 - (iii) Duty Manager;
 - (iv) Clinical Support Officer;
 - (v) Clinical Support Officer Dual Role;
 - (vi) Flight Coordinator;
 - (vii) Paramedic Community Support Coordinator;



- (viii) Paramedic Driving Standards Coordinator;
- (ix) Referral Service Team Leader;
- (x) Flight Paramedic MICA;
- (xi) Resource Officer Trainee (Operational);
- (xii) Resource Officer (Operational);
- (xiii) Resources Planning Officer (Operational);
- (xiv) Communication Support Paramedic;
- (xv) Paramedic Educator,

and as such, the wage rates and subsequent increases set out in Appendix 1 for these classifications over the life of the Agreement are inclusive of the following:

- from the date of the first pay increase the Senior Team Manager ALS and Senior Team Manager MICA Year 1 and Year 3 classifications (including the Emergency Management Planning Coordinator; Regional Capability Development/Enhancement Coordinator; Community Engagement Coordinator) will include a \$2,107 uplift to the annual aggregated base rate of pay. Any employee that currently receives rates of pay commensurate with Senior Team Manager MICA and ALS pursuant to the Operations Review grandfathering arrangements will not be entitled to the uplifted Senior Team Manager aggregated base rates of pay as set out in Appendix 1. These employees will be paid in accordance with the Senior Team Manager (Grandfathered) aggregated base rates of pay set out in Appendix 1;
- (xvii) from the date of the first pay increase the Clinical Support Officer (dual role) Year 1 and Year 3 classifications that perform a dual function as Clinician at a Communications Centre will include a \$3,670 uplift to the annual aggregated base rate of pay;
- (xviii) from the date of the first pay increase the Communication Centre Clinician MICA Year 1 and Year 3 classifications will include a \$9,745 uplift to the annual aggregated base rate of pay;
- (xix) a 'Year 6' increment that is to commence on the first full pay period on or after 1 February 2020 and the rate of pay differential between a 'Year 3' classification increment and a 'Year 6' classification increment is a 2% increase on the aggregated base rate of pay;
- (xx) a 'Year 9' increment that is to commence on the first full pay period on or after 1 February 2021 and the rate of pay differential between a 'Year 6' classification increment and a 'Year 9' classification increment is a 2% increase on the aggregated base rate of pay, which is further increased over the life of the Agreement to a total aggregate of 3.3% as follows:
 - (A) 0.75% increase from the first full pay period on or after 1 February 2022;



- (B) 0.55% increase from the first full pay period on or after 1 February 2023.
- (i) The 'Year 9' increment for those operational classifications referred to in clause 27.4(f) (excluding ALS Paramedic and MICA Paramedic classifications in clause 27.5) is to commence on the first full pay period on or after 1 February 2020, and the rate of pay differential between a 'Year 6' classification increment and a 'Year 9 classification increment is a 2% increase on the aggregated base rate of pay, which is further increased over the life of the Agreement to a total aggregate differential of 3.3% as follows:
 - (i) 0.75% increase from the first full pay period on or after 1 February 2022;
 - (ii) 0.55% increase from the first full pay period on or after 1 February 2023.

27.5 Career Structure for ALS Paramedics and MICA Paramedics

- (a) Appendix 2 sets out the transitional arrangements for the ALS Paramedic Career Structure and the MICA Paramedic Career Structure.
- (b) Sub-clauses 27.5 27.6 apply to employees in the following ALS classifications:
 - (i) Advanced Life Support Ambulance Paramedic;
 - (ii) Relieving Paramedic ALS;
 - (iii) Senior Reserve Paramedic ALS;
 - (iv) Rural Senior Relieving Paramedic ALS,

(the ALS Paramedic Career Structure).

- (c) Sub-clauses 27.5 27.6 apply to employees in the following MICA classifications:
 - (i) Mobile Intensive Care Paramedic;
 - (ii) Relieving Paramedic MICA;
 - (iii) Senior Reserve Paramedic MICA;
 - (iv) Rural Senior Relieving Paramedic MICA;

(the MICA Paramedic Career Structure).

- (d) The ALS Paramedic Career Structure and MICA Paramedic Career Structure provides for incremental progression as follows:
 - (i) 'Level 1' means upon commencement of the first year of employment in the classification:
 - (ii) 'Level 2' means the second year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 1;



- (iii) 'Level 3' means the third year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 2, subject to the employee complying with the requirements in clause 27.5(h);
- (iv) 'Level 4' means the fourth year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 3, subject to the employee complying with the requirements in clause 27.5(h);
- (v) 'Level 5' means the fifth year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 4, subject to the employee complying with the requirements in clause 27.5(h);
- (vi) 'Level 6' means the sixth year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 5, subject to the employee complying with the requirements in clause 27.5(h);
- (vii) 'Level 7' means the seventh year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 6, subject to the employee complying with the requirements in clauses 27.5(h) and 27.5(i);
- (viii) 'Level 8' means the eighth year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 7, subject to the employee complying with the requirements in clauses 27.5(h) and 27.5(i);
- (ix) 'Level 9' means the ninth year of employment in the classification and progression will occur on the first anniversary of the commencement in Level 8, subject to the employee complying with the requirements in clauses 27.5(h) and 27.5(i).
- (e) The Employer will recognise an employee's incremental progression as ALS Paramedic within any of the other ALS classifications in the ALS Career Structure. The Employer will recognise an employee's incremental progression as MICA Paramedic within any other MICA classification in the MICA Career Structure. For example, a MICA Paramedic paid at the Level 6 rate who is appointed to the MICA Paramedic Reliever classification will be paid in accordance with the Year 6 rate set out in Appendix 1.
- (f) To determine an employee's incremental progression as an ALS Paramedic the Employer will also recognise the employee's years of employment in operational classifications that required the employee to maintain an ALS Paramedic authority to practice. To determine an employee's incremental progression as a MICA Paramedic the Employer will also recognise years of employment in operational classifications that require the employee to maintain a MICA Paramedic authority to practice.
- (g) Where the Employer progresses an employee to a higher classification increment under the provisions of clauses 27.5(e), 27.5(f), 27.6, or 27.8, the employee will meet the requirements in clause 27.5(d) for total time within that



- classification, and such time remains applicable for subsequent progression in ALS or MICA Career Structure.
- (h) Employees must demonstrate a commitment to provide clinical guidance and mentorship. A commitment to provide clinical guidance and mentorship requires the employee to:
 - (i) agree to be a mentor;
 - (ii) demonstrate awareness of the expectations of a mentor;
 - (iii) demonstrate a willingness to provide mentorship, guidance and high-level oversight to employees with less clinical experience.
- (i) Employees must maintain their authority to practice and complete any training and/or participate in the performance development process, as determined by the Employer in accordance with clause 77 of the Agreement. Such training and processes will be commensurate with the expectations and skills of a registered paramedic in a regulated profession.
- (j) The Employer should facilitate an individual employee's mentorship and training and/or development requirements. Where the Employer does not facilitate these mentorship, training or development opportunities, the employee should not be financially disadvantaged by this.
- (k) An employee who deliberately fails to comply with the terms of clause 27.5(h) or 27.5(i) where required for the purposes of progression in clause 27.5(d) will, subject to clause 27.5(l), not progress to the next year level increment until such time as they meet those requirements. In this case, progression to the next increment will be recognised from the date they have complied with the requirements.
- (I) Where an Employee has been on paid or unpaid leave for a period in excess of 12 months and the Employer believes that because of the length of absence the Employee is unable to meet the requirements for progression, progression is deferred. Once the Employee is subsequently assessed as suitable and has met the requirements for progression, the employee's progression date will be the date the employee would have progressed if not for the deferment. The employee is not entitled to any back pay or any other payment as a result of the progression date being changed retrospectively, subject to the terms of clause 27.5(j).

27.6 Fast track progression for MICA Paramedics and ALS Paramedics

- (a) This clause 27.6 applies to an employee in a classification in the MICA Paramedic Career Structure or the ALS Paramedic Career Structure.
- (b) An employee that is a 'Level 4', 'Level 5' or 'Level 6' MICA Paramedic or ALS Paramedic that has either:
 - (i) completed the AV Clinical Instructor training course set out in clause 28.4(a);
 - (ii) received endorsement from their relevant manager to complete the AV Clinical Instructor training course set out in clause 28.4(a) and:



- is required by the Employer to perform the duties/functions of a Sessional Clinical Instructor on a regular and systematic basis; and
- (B) has performed the duties/functions of a Sessional Clinical Instructor on a regular and systematic basis for a period of no less than three consecutive months;

is eligible to 'fast track' progression from their current classification to Level 7 classification on the date specified in sub-clause 27.6(c).

- (c) An employee that is eligible to progress:
 - (i) in accordance with sub-clause 27.6(b)(i), will progress to Level 7 classification on the date the employee becomes a Level 4 classification or the date the employee attains a certificate of completion of the AV Clinical Instructor Training Course requirements, whichever date is the later.
 - (ii) in accordance with sub-clause 27.6(b)(ii), will progress to Level 7 classification upon confirmation from their relevant manager that the employee has met the requirements of sub-clauses 27.6(b)(ii)(A) and (B).
- 27.7 For employees employed by AV on commencement of the 2009 Agreement (Operative date 16 November 2009), incremental progression in accordance with this clause 27 within their existing classification will be based on the employee's years of service with AV and its predecessors. For all employees employed on or after the commencement of the 2009 Agreement, or where an existing employee is employed in, or appointed to, a different classification on or after the commencement of the 2009 Agreement, incremental progression will apply based on the period of employment in the particular classification, subject to the following exceptions:
 - (a) Where an employee, who is employed on commencement of the 2009 Agreement in a management classification set out in clause 28.3, progresses to a management classification set out in clause 28.3 which has a higher aggregated base rate of pay, the period of employment in the existing management classification will count as employment within the new management classification for the purposes of incremental progression in accordance with clause 27. For example, a Station Officer paid at the Year 6 rate who progress to the Team Manager classification will be paid in accordance with the Year 6 rate set out in clause 27.
 - (b) Where an employee, who is employed on commencement of the 2009 Agreement in the classification of Mobile Intensive Care Ambulance Paramedic is appointed to the classification of Mobile Intensive Care Ambulance Paramedic (Single Responder), the period of employment within the Mobile Intensive Care Ambulance Paramedic classification will count as employment within the Mobile Intensive Care Ambulance Paramedic (Single Responder) classification for the purposes of incremental progression in accordance with clause 27. For example, a Mobile Intensive Care Ambulance Paramedic paid at the Year 6 rate who progresses to the Mobile Intensive Care Ambulance Paramedic (Single Responder) classification will be paid in accordance with the Year 6 rate set out in clause 27.



(c) Where an employee, who is employed on commencement of the 2009 Agreement in the classification of Paramedic Educator MICA is appointed to the classification of Paramedic Educator MICA (Single Responder), the period of employment within the Paramedic Educator classification will count as employment within the Paramedic Educator MICA (Single Responder) classification for the purposes of incremental progression in accordance with clause 27.

27.8 Recognition of Prior Service with Interstate Ambulance Services for classification purposes

- (a) Where an employee commences employment on or after the commencement of this Agreement, the Employer in determining the classification of the new employee, will take into account any service the employee had with an interstate Ambulance Service and the extent to which the employee's service in their classification immediately prior to joining the Employer should be considered service in an equivalent classification with the Employer under the classification structure in this Agreement. Before a new employee is classified into a particular classification in this Agreement, the new employee must have the required qualifications and training set out in the definitions for the classification in this Agreement.
- (b) The Employer is not required to take into account prior service with an Ambulance Service other than an interstate Ambulance Service in accordance with clause 27.8(a). An employee that commenced employment on or after the commencement of this Agreement may request the Employer recognise prior service for classification purposes with an Ambulance Service other than an interstate Ambulance Service by making an application to the Employer. If the employee's application for prior service recognition is accepted, it will be confirmed by the Employer in writing.

28. OPERATIONAL CLASSIFICATIONS - DEFINITIONS

28.1 Clinical Operations

- (a) Clinic Transport Communications Officer (CTCO) is an employee that undertakes call taking and dispatch functions and also coordinates the allocation and distribution of non-emergency patient transport resources.
- (b) Clinic Transport Officer (CTO) is an employee that has completed a Certificate III Non-Emergency Client Transport or equivalent qualification and provides basic treatment, care and transport of pre and post hospital non-emergency patients in non-stretcher vehicles to and from a range of medical facilities and residences.
- (c) **Patient Transport Officer (PTO)** is an employee that has completed the Certificate III Non-Emergency Client Transport or equivalent qualification and provides basic transport and care for non-emergency patients in stretcher and other vehicles at a level described in accordance with the requirements of the *Non-Emergency Patient Transport Regulations 2005.*
- (d) Ambulance Attendant (AA) is an employee that has completed the Diploma of Paramedic Science or equivalent qualification, and provides management and transport of low-medium acuity patients in stretcher and other vehicles at a level described in the Non-Emergency Patient Transport Regulations 2005.



- (e) Ambulance Community Officer (ACO) is a casual employee that has completed a Certificate II Emergency Medical Service - First Responder or equivalent qualification and who provides operational support to AV, including in the provision of immediate emergency ambulance first response and care, on an "as required basis" to their local community in rural and remote locations in Victoria.
- (f) **Graduate Ambulance Paramedic (GAP)** is an employee that has completed, or is undertaking, an AHPRA approved paramedicine program of and is employed in the Graduate Ambulance Paramedic program.
- (g) **Basic Life Support (BLS) Ambulance Paramedic** is an employee that has completed an AHPRA approved paramedicine program of study. The principal duties include assessment, treatment, care and transport of emergency and/or non-emergency patients in a pre-hospital setting. BLS Paramedics practice BLS skills in accordance with Employer approved Clinical Practice Guidelines.
- (h) Advanced Life Support (ALS) Ambulance Paramedic is an employee that has completed an AHPRA approved paramedicine program of study. The principal duties include assessment, treatment, care and transport of emergency and/or non-emergency patients in a pre-hospital setting. ALS Paramedics practice ALS skills in accordance with Employer approved Clinical Practice Guidelines.

An employee employed in the classification of Advanced Life Support Ambulance Paramedic may, by agreement, perform other duties that utilise the skills and knowledge of a paramedic but which do not necessarily involve the employee providing emergency and/or non-emergency patient care in a pre-hospital setting.

- (i) ALS Single Responder Unit (ARU) Ambulance Paramedic is an employee with a minimum three years' experience as a qualified ALS Paramedic, who has completed additional training required by the Employer in order to undertake single responding duties in a non-stretcher vehicle and is required by the Employer to undertake such duties.
- (j) Mobile Intensive Care Ambulance (MICA) Paramedic Trainee is an ALS Paramedic that is undertaking a Graduate Diploma in Emergency Health (Intensive Care Paramedic) or equivalent qualification and/or undertaking a MICA Graduate Program.
- (k) Mobile Intensive Care Ambulance (MICA) Paramedic is an Ambulance Paramedic that has successfully completed a Graduate Diploma in Emergency Health (Intensive Care Paramedic) or equivalent qualification. The principal duties include assessment, treatment, care and transport of emergency and/or non-emergency patients in a pre-hospital setting. MICA Paramedics practice advanced intensive care paramedic skills in accordance with AV approved Clinical Practice Guidelines.

An employee employed in the classification of Mobile Intensive Care Ambulance Paramedic may, by agreement, perform other duties that utilise the skills and knowledge of a paramedic but which do not necessarily involve the employee providing emergency and/or non-emergency patient care in a pre-hospital setting.



- (I) Mobile Intensive Care Ambulance (MICA) Paramedic Single Responder is an employee with a minimum two years' experience as a qualified MICA Paramedic, who has completed additional training required by the Employer in order to undertake single responding duties in a non-stretcher vehicle and is appointed by the Employer to undertake such duties.
- (m) Paramedic Community Support Coordinator (PCSC) is an ALS or MICA Paramedic that in addition to the duties of an ALS or MICA Paramedic, is appointed to support the activities and effective functioning of an ACO branch/s and contribute to the health education/health promotional activities in defined locations.
- (n) Paramedic Community Support Coordinator Reliever (PCSCR) is an ALS or MICA Paramedic who is responsible for relieving the PCSC positions when the position incumbents are absent from these positions.
- (o) Relieving Paramedic (RP) must have a minimum two years' experience as a qualified BLS, ALS or MICA Paramedic, and is appointed to undertake relieving duties requiring the employee to live away from home in order to relieve another employee's roster.
- (p) Rural Senior Relieving Paramedic (RSRP) must have a minimum two years' experience as a qualified ALS or MICA Paramedic and is seconded to this position in accordance with clause 38.
- (q) **Senior Reserve Paramedic (SRP)** must have a minimum two years' experience as a qualified ALS or MICA Paramedic and is seconded to this position working on the reserve roster in accordance with clause 38.
- (r) **Motorcycle Responder Paramedic (MRP)** is a paramedic with current ambulance paramedic qualifications and a minimum of two years on road experience able to work as a single responder who has held a full Victorian Motorcycle Licence for a minimum of two years.

28.2 Aeromedical

- (a) ALS Flight Paramedic (FP) is an ALS Paramedic that has completed the Graduate Certificate in Aeromedical Retrieval and works on fixed wing aircraft on a sessional basis.
- (b) MICA Flight Paramedic (MFP) is a MICA Paramedic who has completed the Graduate Certificate in Aeromedical Retrieval and works in helicopters and fixed wing aircraft. An employee engaged in the MFP classification must successfully complete regular assessments relevant to this position because of the highly specialised role, qualifications, skills and decision making responsibilities required in the aeromedical environment.
- (c) Flight Coordinator (FC) is a Flight Paramedic or a MICA Flight Paramedic with a minimum of six months experience at AAV and has successfully completed the Flight Coordinators training course. The principal duties of the Flight Coordinators include the dispatch and coordination of AAV resources. In order to maintain the clinical and aeromedical skills necessary for this classification Flight Coordinators will spend no less than four weeks "on-road" and four weeks on AAV flying duties each 12 months (excluding any rostered periods of leave).



28.3 **Management**

(a) Team Manager (TM) is a BLS, ALS or MICA Paramedic who has demonstrated a high standard of clinical skill and experience as a practicing operational employee. The TM is appointed to manage operational staff and the financial and physical resources at a branch in accordance with AV policies, procedures and clinical guidelines. TMs will be required to complete training as required by the Employer i.e. Certificate IV in Leadership and Management (BSB42015 or other current equivalent).

An employee employed in a classification of Team Manager or Senior Team Manager may, by agreement, perform other duties that utilise the skills and knowledge of a paramedic but which do not necessarily involve the employee providing emergency and/or non-emergency patient care in a pre-hospital setting.

- (i) "Team Manager" manages a team of employees.
- (ii) "Team Manager MICA Single Responder" manages a team of employees, is required by the Employer to work as a single responder and has completed additional training required by the Employer in order to undertake single responding duties in a non-stretcher vehicle.
- (iii) "Team Manager Single Responder Unit (ARU)" manages a team of employees, is an employee with a minimum three years' experience as a qualified ALS Paramedic, who has completed additional training in order to undertake single responding duties in a non-stretcher vehicle and is required by the Employer to undertake such duties.
- (iv) "Flight Paramedic Team Manager" (FPTM) is an ALS Flight Paramedic or MICA Flight Paramedic who manages AAV operational staff.
- (v) "Senior Team Manager" in addition to the duties of a TM has greater responsibilities in the areas of staff welfare, maximising effectiveness of AV resources, and providing greater internal and external liaison. They have undertaken additional training as required and provided by the Employer. The Senior Team Manager classification applies to the roles of the Emergency Management Planning Coordinator; Regional Capability Development/Enhancement Coordinator and Community Engagement Coordinator.

28.4 Education

(a) **Sessional Clinical Instructor (CI)** is an ALS or MICA Paramedic who has successfully completed the AV Clinical Instructor training course. This course is specific to the ambulance industry and provides pathways to the Certificate IV in Training and Assessment (TAE40116 or current equivalent).

An ALS Paramedic CI is required to demonstrate a high standard of patient care, clinical skills and knowledge and a high level of interpersonal and communication skills. An ALS Paramedic CI works "on-road" with Graduate Ambulance Paramedics and Ambulance Paramedics in a training capacity regularly assessing competency and assisting with attainment of the required competency standards. The ALS Paramedic CI is responsible for providing



appropriate written and verbal reports in accordance with the Employer's requirements.

A MICA CI, in addition to the general requirement for a ALS Paramedic CI provides training to paramedics undertaking the Graduate Diploma in Health Science (MICA) or equivalent, and any other employee deemed by the Employer to require on road training. The MICA Paramedic CI is responsible for providing appropriate written and verbal reports in accordance with the Employer's requirements.

A Sessional Clinical Instructor is not an appointed position.

A Clinical Instructor will be able to request to be released from clinical instructing duties for a period of up to eight weeks in a 12-month period (excluding any rostered periods of leave). Requests must be made in writing at least twelve (12) weeks prior to requested period and will not be unreasonably refused by the Employer.

(b) Paramedic Educator is an ALS, ALS Flight, ALS ARU or MICA, MICA (single responder) or MICA flight Paramedic that has experience as a Sessional Clinical Instructor. The Paramedic Educator will assist with prescribed training for Graduate and Ambulance Paramedics, and may also undertake clinical quality assurance activities, contribute to the development of training packages and conduct re-accreditation of staff in accordance with ambulance service guidelines, in addition to their normal operational duties.

A Paramedic Educator will be released from clinical instructing duties for a period of four weeks in a 12-month period (excluding any rostered periods of leave).

The Paramedic Educator is an appointed position.

An employee employed in the classification of Paramedic Educator may, by agreement, perform other duties that utilise the skills and knowledge of a paramedic but which do not necessarily involve the employee providing emergency and/or non-emergency patient care in a pre-hospital setting.

(c) Paramedic Educator MICA Single Responder is a MICA Paramedic Educator who is required by the Employer to work as a single responder and has completed additional training required by the Employer in order to undertake single responding duties in a non-stretcher vehicle.

The Paramedic Educator MICA Single Responder is an appointed position.

(d) Clinical Support Officer (CSO) is a MICA Paramedic with the principal duties of developing and delivering education programs and providing ongoing audits of clinical practice for Ambulance and MICA Paramedics. In addition a CSO can be required to provide clinical advice to communications centres and provide an emergency response on a needs basis. A CSO required to work and be rostered to shifts in the communications centre to provide clinical advice will be referred to in this Agreement as a 'Clinical Support officer – Dual Role'.

28.5 **Communications**



- (a) Referral Service Triage Practitioner (RSTP) is an ALS or MICA paramedic with two years post qualification experience or a Registered Nurse Division 1 with two years post qualification experience. The Referral Service Triage Practitioner's principal duties are to answer calls, triage, provide assistance, refer calls and maintain records of interactions with callers and where appropriate provide health advice to referred callers in accordance with the Employer's approved pre-determined guidelines.
- (b) Referral Service Care Plan Coordinator is an Ambulance Paramedic or a Division 1 Registered Nurse in Australia with a thorough knowledge of patient care plan management practice. This position is primarily responsible for developing a coordinated care plan for use within Ambulance Victoria, responsible for training Triage Practitioners in care plan use, triage caller data generation and analysis, stakeholder meeting attendance and providing recommendations and advice to the Manager Referral Services on potential efficiencies.
- (c) Referral Services Team Leader is an ALS or MICA paramedic with a minimum of two years on road experience or a Registered Nurse Division 1 primarily responsible for coordinating Referral Service centre operations and quality control including developing staff rosters, ensuring required resources are in place to operate effectively and assisting with the training and coaching of triage staff.
- (d) Communication Support Paramedic (CSP) is an ALS or MICA Paramedic with two years minimum experience as a qualified ALS or MICA Paramedic. The principal duties are to investigate and report on issues within the communications centre that may impact on the ability of AV to effectively manage demand for emergency resources.
- (e) Communications Centre Clinician (CCC) Clinician is a MICA Paramedic whose principal duties are to provide high level clinical support and advice to the call taking and dispatch processes, to operational employees and medical facilities, to ensure the most appropriate clinical response and treatment of emergency and non-emergency patients.
- (f) **Duty Manager (DM)** is an ALS or MICA Paramedic with experience working as a TM or CSP working in a communications centre. The principal duties are to manage AV resources to maximise effectiveness, provide internal and external operational liaison, and assist with CAD training. The DM supervises and manages the work of CSPs and administrative staff.

28.6 Rostering

- (a) Resource Officer Trainee Operational (ROT) is an employee that is undertaking the AV Rosters training program over a four to six week supervised period, followed by a further four to six week consolidation period, during which the employee is supervised and assisted by an RO to develop a level of competency to perform RO duties.
- (b) Resource Officer Operational (RO) is an employee with an operational background (Paramedic qualification) and has successfully completed the AV Roster training program, and demonstrated an ability to work independently in filling all daily and short-term operational shift vacancies in an efficient and



- effective manner. In addition an RO is able to provide training, advice, supervision and leadership to ROT positions.
- (c) Resource Planning Officer Operational (RPO) is an employee with an operational background (Paramedic qualification) and that has extensive experience as a Resourcing Officer Operational and is able to demonstrate an advanced level of competency with rosters software with an added ability to provide advice and analysis on roster development, costs and long term planning. In addition, a RPO is able to provide training, advice, supervision and leadership to a RO positions.
- (d) Senior Resourcing Officer Operational (SROO) is an employee with an ambulance paramedic qualification with post qualification experience, demonstrated knowledge of operational shift arrangements, and a minimum of two years on road experience as a paramedic.

28.7 Fleet Maintenance

- (a) Fleet Maintenance Officer (FMO) and Mechanic is an employee that is required to perform automotive diagnosis, repairs and general maintenance duties in accordance with their level of qualification, competencies and training. A FMO may be required to supervise the work of a mechanic and/or an apprentice.
- (b) Fleet Maintenance Supervisor is an employee that in addition to the duties of an FMO, provides supervision and leadership to fleet maintenance staff and assistance in the management of fleet maintenance facilities at a number of locations.

29. ADMINISTRATIVE CLASSIFICATION STRUCTURE AND WAGE RATES

- The wage rates for the administrative classification structure are set out in Appendix 3. The wage rates in Appendix 3 include the following wage increases:
 - (a) 2% increase from the first full pay period on or after 1 February 2020;
 - (b) 2% increase from the first full pay period on or after 1 February 2021;
 - (c) 2% increase from the first full pay period on or after 1 February 2022;
 - (d) 2% increase from the first full pay period on or after 1 February 2023.
- 29.2 The following definitions apply to administrative band classifications:
 - (a) Administrative Band 1 is a non-operational employee employed to undertake a role evaluated under the Mercer system to be between 61 and 100 points.
 - (b) **Administrative Band 2** is a non-operational employee employed to undertake a role evaluated under the Mercer system to be between 101 and 131 points.
 - (c) **Administrative Band 3** is a non-operational employee employed to undertake a role evaluated under the Mercer system to be between 132 and 169 points.



- (d) **Administrative Band 4** is a non-operational employee employed to undertake a role evaluated under the Mercer system to be between 170 and 230 points.
- 29.3 The evaluation of roles in the Administrative Classification Structure is based on the Mercer Job Evaluation Methodology in place at 1 January 2015. The Mercer Job Evaluation Methodology results in a work value point score for every position which is determined by assessing the expertise, judgement and accountability of a role.

30. PROGRESSION THROUGH ADMINISTRATIVE BANDS

- 30.1 Each Administrative Band has four salary Progression Points: Point A, Point B, Point C, and Point D. The weekly base rates of pay for each Band and Progression Point are detailed in Appendix 3.
- 30.2 Progression within a band will be via AV performance review processes.
- 30.3 An employee approved to progress via the AV performance review process will progress to the next salary Progression Point within the Band.
- 30.4 In the event that the Employer does not conduct a performance review for an employee who works the full review year and who is paid under Point A or B within 3 months of the completion of each full review year, then the employee will be entitled to progress to the next highest Progression Point within their band.

31. ALLOWANCES

- 31.1 The following allowances include a 2% adjustment effective from the first pay period on or after 1 February 2020 and will be adjusted in accordance with the wage rate percentage increases in clause 26.3:
 - (a) Communications Centre Allowance;
 - (b) Overnight Travel Allowance / Living Away from Home Allowance;
 - (c) Operational Crewing Allowance in clauses 31.16(a) and 31.16(b);
 - (d) Incidental Expenses Allowance;
 - (e) On-call allowance;
 - (f) Non-rostered on-call allowance; and
 - (g) Sessional Clinical Instructor Allowance.
- The rates of the allowances specified in clause 31.1, as adjusted over the life of the Agreement, are set out in Appendix 9.

31.3 Ambulance Paramedic Skills Allowance

(a) The Ambulance Paramedic Skills Allowance is paid to an Ambulance Paramedic who has completed an AHPRA approved paramedicine program of study and completed Advanced Life Support training and assessment. This allowance is incorporated into the aggregated base rates of pay in Appendix 1.



(b) This allowance is not payable to an employee in receipt of the Paramedic Skills Allowance (MICA) and MICA Paramedic Advanced Skills Allowance.

31.4 MICA Paramedic Advanced Skills Allowance

A MICA Paramedic who is employed as a MICA Paramedic will receive the MICA Paramedic Advanced Skills Allowance. This allowance is incorporated into the aggregated base rates of pay in Appendix 1.

31.5 Fleet Maintenance Officers & Mechanic Allowance

- (a) This allowance is incorporated into the aggregated base rates of pay in Appendix 1 and is paid in recognition of the range of skills required by Fleet Maintenance Officers and Mechanics for the maintenance of ambulance vehicles and assets and will apply to Fleet Maintenance Officers and Mechanics. This allowance is payable for all purposes.
- (b) Payment of the allowance is conditional on the following:
 - (i) the continuation by Fleet Maintenance Officers and Mechanics to perform the range of duties and the multi skilling required for the proper maintenance of ambulance vehicles and assets;
 - (ii) agreement by Fleet Maintenance Officers and Mechanics to undertake ongoing training and development as required and provided by the Employer for the maintenance of ambulance vehicles and assets;
 - (iii) commitment by Fleet Maintenance Officers and Mechanics to the provision of accurate and timely records and reports to the Employer in connection with the maintenance of ambulance vehicles and assets;
 - (iv) participation in ongoing development and application of technology for the introduction of a comprehensive Fleet Management Information System;
 - (v) Fleet Maintenance Officers and Mechanics will fit and changeover radios and accessories as well as perform basic repair, but internal maintenance and technical and electronic repairs will not form part of the Fleet Maintenance Officer/Mechanic function; and
 - (vi) Fleet Maintenance Officers and Mechanics will provide minor maintenance to branch building and property subject to their availability and in accordance with their training, skills and competencies.
- (c) Fleet Maintenance Officers and Mechanics and Fleet Maintenance Supervisors are not entitled to the rolled-in rate of pay.

31.6 Communications Centre Allowance

(a) An operational employee, performing communication centre duties will be paid the Communications Centre Allowance specified in Appendix 9. This allowance is for all disabilities incurred whilst performing communications centre duties. An employee being trained in the communications centre will not receive this allowance whilst being trained.



(b) This allowance cannot be claimed by: Clinical Support Officers, Clinicians and Duty Managers, Flight Coordinators, Communication Support Paramedics, Clinic Transport Communications Officers, Referral Service Triage Practitioners, Referral Service Team Leaders, and Referral Service Care Plan Coordinators, as this allowance is included in the aggregated base rates of pay for these classifications in Appendix 1.

31.7 Sessional Clinical Instructor Allowance

- (a) A Sessional Clinical Instructor as defined in 28.4(a) is rostered by the Employer to provide training will receive the Sessional Clinical Instructor Allowance specified in Appendix 9.
- (b) The Operational Crewing Allowances are not paid in addition to this allowance.
- (c) This allowance is not paid to a Paramedic Educator or an employee on secondment under clause 34.

31.8 Crib meal allowances

(a) Crib meal allowance - operational

An operational employee is entitled to a meal allowance of \$7.25 per shift to compensate for the cost of purchasing a meal away from the employee's branch or usual place of work except where a meal has been arranged by the Employer. This is included in the aggregated rates of pay in Appendix 1.

(b) Meal allowance - non operational

A non-operational employee required to work for more than five consecutive hours without receiving a meal break, is entitled to an allowance of \$2.84.

(c) Spoilt meal allowance

An employee called back to duty before having consumed a meal during a meal break, is entitled to one spoilt meal allowance of \$7.25 in any shift. An additional spoilt meal allowance is payable if the shift has two crib meal breaks and an employee is called back to duty before having consumed a meal during each meal break. The employee may be required to present satisfactory evidence of such spoilage to the Employer.

(d) Overtime meal allowance

An employee required to work overtime for more than two hours beyond the employee's rostered finishing time, is entitled to an overtime meal allowance of \$9.06.

31.9 Late crib meal allowances

- (a) Where a crib meal break is not provided in accordance with clause 51.3 the employee is entitled to the following payments until a crib meal break has been taken or the employee is released from duty:
 - (i) A payment of \$4.80 in respect of the first hour or part thereof;



- (ii) A payment of \$4.80 in respect of the second hour or part thereof; and
- (iii) A payment of \$9.60 per hour in respect of the third and subsequent hours or part thereof.
- (b) For shifts in excess of 10 hours and up to 14 hours:
 - (i) Where an employee becomes eligible for payment of late crib meal allowances as per clause 31.9(a), and the payments extend past the end of the second crib meal break window of opportunity in clause 51.3(d) (due to the first crib meal break not being completed) then the penalty payments appropriate for the first crib meal break will continue at the applicable rate and the second late crib meal allowance will be paid in addition to the first late crib meal break allowances.
 - (ii) When the first meal break is completed the allowances applicable to the first crib meal break will cease, but where applicable the late crib meal allowances for the second crib meal break will continue to be paid as per clause 31.9(a) until the second crib meal break is completed.

31.10 Shift allowances

- (a) Subject to clauses 31.10(d), 31.12, 39.2, 45.3 and 49, an employee whose rostered hours of ordinary duty commence between 6.00 pm and 6.30 am or finish between 6.00 pm and 8.00 am will be paid 4.5% of the Ambulance Paramedic Year 3 aggregated base rate for each rostered period of duty in addition to any other rates prescribed elsewhere in this Agreement.
- (b) In addition to the shift penalty in clause 31.10(a), an employee whose rostered hours of duty finish after midnight and before 8.00am will be paid 0.5% of the Ambulance Paramedic Year 3 aggregated base rate for each rostered period of duty. This penalty is paid only once in any period of duty.
- (c) For a MICA Paramedic the shift allowances in 31.10(a) and 31.10(b) will be calculated using the aggregated base rate for a MICA Paramedic Year 3 for the shifts.
- (d) For the purposes of the rolled-in rate calculation, in the circumstances where a shift is longer than 10 hours and finishes after midnight and before 8:00 am the first shift penalty will remain at 4.5% as stated in subclause 31.10(a) above and the second penalty will increase from 4.5% to 5%.
- (e) The allowance will be calculated to the nearest five cents, portions of a cent being disregarded.

31.11 Special rates for Saturday and Sunday

All rostered time of ordinary duty worked between midnight on Friday to midnight on Sunday will be paid for at the rate of time and one half.

31.12 Employees on the rolled-in rate - shift allowances and Saturday and Sunday rates.

Shift allowances and the special rates for Saturday and Sunday in clauses 31.10 and 31.11 are not paid to an operational employee receiving the rolled-in rate of pay.



31.13 Overnight Travel / Living Away From Home

Employees, required by their Employer to live away from home, to perform their duties are entitled to receive:

- (a) an overnight travel allowance specified in Appendix 9 (other than during a period of training);
- (b) an allowance to cover the cost of reasonable accommodation and the reasonable costs of cleaning items of uniform unless the Employer provides such accommodation including laundry facilities;
- (c) travelling allowance in accordance with clause 31.21;
- (d) an allowance to cover meal expenses as follows:

	01/07/2019
Breakfast	16.06
Lunch	32.14
Dinner	48.21
Total	96.41

- (e) Provided that:
 - (i) employees returning home, for example during rostered breaks, will not normally be paid a meal allowance;
 - (ii) an employee who is paid in accordance with the rolled-in rate will receive 50% of the amount listed as lunch in clause 31.13(d).
- (f) meal allowances contained in this clause will be adjusted for increased costs of meals as per the *Ambulance and Patient Transport Industry Award 2020* as varied on 01 July each year.
- (g) An employee who is provided with a meal will not receive a meal allowance.

31.14 Accommodation

- (a) An employee at a branch station of 1-3 officers, who is required to reside in quarters provided by the Employer, will have 10% deducted for rent, from the employee's weekly rate of pay in clause 27.
- (b) This clause will not apply to relieving staff whilst living away from home.

31.15 **Driving Licence**

An employee who is required by the Employer to hold a current driving licence, will be reimbursed annually an amount equal to the sum of the cost of the licence divided by the term in years (other than a casual employee, in accordance with clause 17.3(e)). Ambulance Community Officers will be entitled to receive this allowance on a pro-rata basis in accordance with clause 40.10.

31.16 **Operational Crewing Allowance**



- (a) An operational employee remunerated at or below Relieving Paramedic, required to form a crew and perform operational duties training a Graduate Ambulance Paramedic Level 1, is entitled to be paid the operational crewing allowance specified in Appendix 9 per hour or part thereof, for the period that the operational employee is required to provide such training.
- (b) An employee rostered to undertake and perform operational stretcher duties as a single officer crew (including where the employee is rostered to undertake and perform operational stretcher duties with an Ambulance Community Officer) is entitled to the operational crewing allowance specified in Appendix 9 per hour or part thereof, including any period of overtime performing such duties.
- (c) In lieu of the allowance in clause 31.16(b), an employee required to undertake and perform operational stretcher duties as a single officer crew is entitled to an allowance of 1.5% of the weekly Ambulance Paramedic BLS Year 3 aggregated base rate of pay for an eight hour shift and a pro rata amount for any period in excess of eight hours.
- (d) A Paramedic Educator and a Sessional Clinical Instructor is not entitled to the allowance in clause 31.16(a).

31.17 MICA Single Responder Unit Allowance

- (a) This allowance is incorporated into the aggregated base rates of pay in clause 27 for eligible classifications effective from the first pay period commencing on or after 4 January 2010, and is paid in recognition of the performance of single responding duties in non-stretcher vehicles by suitably trained MICA Paramedic qualified employees. This allowance:
 - (i) is payable for all purposes; and
 - (ii) will only be payable to employees who have completed the relevant training and are appointed by the Employer to a classification of work which requires the performance of single responding duties in non-stretcher vehicles.
- (b) Payment of the allowance is conditional upon MICA Paramedic qualified employees working cooperatively with the Employer to facilitate the implementation of the MICA Operations Plan and the expansion of single responder and peak period MICA units.

31.18 Flying Allowance

- (a) Any operational employee who has successfully completed all the requirements for the Graduate Certificate in Aeromedical Retrieval and is required to perform duties at AAV will be paid an allowance for each shift during which these duties are performed. This allowance will be eight (8) percent of the AV Ambulance Paramedic BLS Year 3 rolled-in rate of pay, divided by 38, and multiplied by the number of hours worked in the shift, including overtime.
- (b) Operational employees who are required to perform flight duties at AAV (in a response capacity), but have not successfully completed all the requirements for the Graduate Certificate in Aeromedical Retrieval will be paid an allowance for each shift during which these duties are performed. This allowance will be four (4) percent of the AV Ambulance Paramedic BLS Year 3 rolled-in rate of



- pay, divided by 38, and multiplied by the number of hours worked in the shift, including overtime.
- (c) When rostered to a shift at AAV the appointed ALS or MICA Flight Paramedic will receive a Flying Allowance based on 4% of the weekly rolled-in rate of pay of the Ambulance Paramedic BLS Year 3 divided by 38 and multiplied by the number of hours worked in the shift, including overtime.
- (d) ALS and MICA Flight Paramedics are not entitled to the Flying Allowances in subclauses 31.18(a) and 31.18(b) as these allowances are included in the aggregated base rates of pay for these classifications in Appendix 1.
- (e) Flight Coordinators are not entitled to the Flying Allowances provided in this clause.

31.19 **Higher duties**

Subject to clause 31.20, an employee who is required to perform duties of a higher classification, will be paid at the rate applicable to the higher classification including for paid leave or any public holiday(s) which occur during the period when the higher duties are being performed. Employees will not be required to fill a vacant position in an acting capacity for more than three months.

31.20 Overtime when performing relieving or higher duties

- (a) An employee:
 - (i) who performs an overtime shift or shifts during a period when he/she is performing relieving or higher duties for a period of at least five consecutive days; and
 - (ii) the overtime is performed in a separate position to that in which the employee is acting or relieving,

will be paid for such overtime at the higher wage rate.

(b) An employee who relieves another employee on an unplanned basis, and performs duty for a day shift and "on call" in accordance with clause 47 of this Agreement will be entitled to be paid overtime at the relieving rate applicable to the position being relieved for each shift so worked, provided that the employee is not rostered for duty on the day that he/she agrees to relieve.

31.21 Travelling Allowance

- (a) An employee, other than an employee required by the Employer to live away from home, who is required to report for duty to a workplace other than that to which the employee is normally rostered:
 - (i) is entitled to travel to and from such workplace in the Employer's time and fares and incidental expenses will be paid by the Employer;
 - (ii) if required to use his/her own motor vehicle in connection with the Employer's business, the employee is entitled to be reimbursed at the following rates:



- (A) for vehicles with an engine capacity of 1.6L or less 63 cents per km.
- (B) for vehicles with an engine capacity of 1.6L to 2.6L 74 cents per km.
- (C) for vehicles with an engine capacity of 2.6L or over 75 cents per km.
- (b) Provided that clause 31.21(a) will not apply:
 - (i) if the new location is an equivalent distance or nearer to the employee's residence than the location where the employee is normally rostered;
 - (ii) to an employee who changes roster by agreement with another employee;
 - (iii) to an employee who has chosen to work at a different location;
 - (iv) to an employee who has been given at least seven days' notice of the change of rostered work location; or
 - (v) to an employee working as a Temporary Reserve Paramedic, Senior Reserve Paramedic, Rural Senior Relieving Paramedic or Single Shift Relieving Paramedic in accordance with the provisions of clause 38, unless otherwise specified.

32. ATTRACTION TO DESIGNATED REMOTE LOCATIONS

32.1 **Attraction Payment**

- (a) Subject to clauses 32.1(b) and (c), an operational employee who accepts a permanent position after the commencement date of this Agreement at a location listed in sub-clause 32.2 below will receive the following payments:
 - (i) on production of receipts or other similar documentation, a reimbursement of pre-approved expenses incurred in relocating to the location (e.g. removal and transport expenses) up to a maximum of \$5,000, or the employee can elect, where they have an outstanding HECS-HELP loan, to receive a payment of up to a maximum of \$5,000 subject to providing evidence of the outstanding HECS-HELP loan; and
 - (ii) a retention payment of \$5,000 per annum for a Category 1 location or \$2,500 for a Category 2 location. An operational employee engaged on a part-time basis will receive a pro-rata payment.
- (b) The employee will be paid the retention payment upon completion of each year in the position at the designated location. Where an employee has performed work on less than 38 weeks within the completed year in the position at the designated location, the retention benefit will be paid to the employee as a prorata payment based on the proportion of the year that the employee was performing work at the designated location.
- (c) Where an employee leaves the remote location at their own initiative within 12 months of relocating to the designated location, the Employer may deduct from any payment due to the employee an amount equal to the total of any payments



made to the employee in accordance with clause 32.1(a)(i). Where an employee leaves the remote location at their own initiative after 12 months but before 24 months of the employee's relocation, the Employer may deduct from any payment due to the employee, an amount equal to 50% of any payments made in accordance with 32.1(a)(i). The Employer will not deduct any monies in accordance with this clause where an employee leaves the remote location due to exceptional, unforeseen personal or family circumstances. The Employer will not deduct any monies or offset any amounts owed against the employee's accrued annual leave entitlement. An employee may elect to have the deduction applied to payments in equal instalments over a period of time.

32.2 **Designated Locations**

The designated locations are:

- (a) Category 1:
 - (i) Casterton;
 - (ii) Charlton;
 - (iii) Cohuna;
 - (iv) Corryong;
 - (v) Dimboola;
 - (vi) Edenhope;
 - (vii) Nhill;
 - (viii) Heywood;
 - (ix) Kerang;
 - (x) Orbost;
 - (xi) Ouyen;
 - (xii) Rupanyup;
 - (xiii) Sea Lake;
 - (xiv) St Arnaud;
 - (xv) Robinvale;
 - (xvi) Warracknabeal.
- (b) Category 2:
 - (i) Ararat;
 - (ii) Avoca;



- (iii) Cobram;
- (iv) Foster;
- (v) Hamilton;
- (vi) Horsham.
- (vii) Mortlake;
- (viii) Nyah West;
- (ix) Port Fairy;
- (x) Portland;
- (xi) Stawell;
- (xii) Yarram.

32.3 Priority transfer to branch location

- (a) An employee that accepts a permanent position after the commencement of this Agreement at a location listed in sub-clause 32.2 may be eligible for transfer to a location within a specified Local Government Area (for Rural Region branches) or specified Ambulance Service Area (for Metropolitan Region branches) upon completion of a minimum time in position at the designated remote location. Subject to sub-clause (b), an employee will be eligible to transfer after completing the 'time in position' requirements as follows:
 - (i) two (2) years' time in position at the designated location for Category 1 locations;
 - (ii) three (3) years' time in position at the designated location for Category 2 locations.
- (b) 'Time in position' means the employee must have performed work on at least 38 weeks for each of the completed years in the position at the designated location. Paid or unpaid leave will not be recognised for the purpose of calculating an employee's 'time in position'. Where an employee has worked less than an aggregate of 38 weeks in a one-year period, that employee may still be eligible for a transfer upon attaining an aggregate period of 38 weeks, provided that the aggregate period is completed within a reasonable timeframe.
- (c) Only an employee who undertakes a position after the commencement of this Agreement at a designated location listed in sub-clause 32.2 can bring a dispute or grievance under clause 11 of the Agreement in relation to the application of this clause.

33. UNIFORM AND PROTECTIVE CLOTHING

- All operational employees will be provided with the following by the Employer free of charge:
 - 1 all-weather jacket



- 1 belt with insignia and buckle
- 1 tie
- 1 rain suit
- 5 pairs of socks (mix of long and short of employee's choice)
- 6 undershirts (mix of long and short sleeve of employee's choice)
- 2 pairs of boots/shoes
- 1 hold-all bag
- 2 knitwear (pullover/vest)
- any protective clothing appropriate to the work being performed.

AND

- 1 pair of trousers
- 2 additional pairs of pants where employees can elect any combination of trousers, overalls or cargo pants.
- 6 dark blue shirts (mix of long and short sleeve of employee's choice)

AND

- clothing provided as a replacement for items above.
- In addition to the clothing in clause 33.1 above, operational employees will be provided with 2 pair of shorts on request.
- 33.3 Items of uniform are for use in the course of employment and will remain the property of the Employer who will clean, repair and replace them as and when reasonably necessary. The cleaning of uniform will extend only to the all-weather jacket, knitwear, long trousers and overalls.
- Where the Employer requires a non-operational employee to wear a uniform or other protective clothing the Employer will provide the uniform or clothing.

34. SECONDMENT

- 34.1 Secondment of an operational employee to a recognised tertiary institution is subject to approval by the Employer.
- An operational employee seconded from the Employer to a recognised tertiary institution in a teaching or related capacity will:
 - (a) be provided with a written record of the term of the secondment, with the term of the secondment being mutually agreed;
 - (b) be paid at the rates applicable to a Team Manager Year 3 paid at the rolled-in rate of pay during the period of secondment;
 - (c) be allocated to operational duty as an Ambulance Paramedic or MICA Paramedic (whichever is applicable), the equivalent of one day during each four week period of such secondment, for the purposes of skills maintenance, and in respect of such operational duty there will be no entitlement to the Temporary Reserve Paramedic Payment; and



- (d) revert to the classification held immediately prior to the secondment period and be paid the rate applicable to that classification, on completion of the secondment.
- 34.3 Notwithstanding anything else contained in this Agreement, any period of secondment may be terminated:
 - (a) by the employee concerned or the tertiary institution, giving 28 days' notice in writing, and after the giving of such notice the employee will be offered the first available vacancy within the Employer;
 - (b) by the tertiary institution, without notice for serious and demonstrable inefficiency, neglect of duty, unsatisfactory performance of duty, malingering or misconduct.
- 34.4 This clause has no application to Clinical Support Officers.

35. PAYMENT OF WAGES AND PAYSLIPS

- Wages will be paid fortnightly and not later than Wednesday following the end of the pay period. If a public holiday occurs on a Monday, Tuesday or Wednesday, payment of wages may be made on the Thursday.
- 35.2 Employees will be provided with a payslip setting out relevant remuneration details in accordance with the Act, including overtime.
- With the exception of overtime that forms part of an employee's normal rostered hours of work as defined in clause 45.4, payments in excess of ordinary time including overtime, penalties, allowances and any other payments incurred in the second week of the pay period will be paid in the following pay period.

36. REMUNERATION RECORDS

- 36.1 The Employer will keep records for each employee of particulars of service, remuneration, hours worked and all leave accrued and taken in accordance with the requirements of the Act or any Act that replaces it.
- 36.2 Remuneration records will be available for inspection in accordance with the requirements of the Act or any Act that replaces it.

37. RESOURCE ALLOCATION

- 37.1 Resources will be allocated to meet service demand. Employees will be required to perform all work they are competent to perform and accept the requirement for flexibility in relation to work arrangements and mobility between work locations to meet the Employer's operational and service delivery requirements.
- Where an individual employee has a grievance about whether a transfer in work location is unreasonable having regard to the employee's personal and family circumstances and the requirement for excessive travel to attend work, that employee has access to the procedure in clause 11.



38. RESERVE AND RELIEVING PARAMEDICS

- 38.1 This clause addresses specific arrangements for employees that decide to accept a secondment in the Operational classifications of:
 - (a) Senior Reserve Paramedic;
 - (b) Rural Senior Relieving Paramedic; and
 - (c) Relieving Paramedic, including those appointed to Relieving Paramedic.
- 38.2 This clause also details the specific arrangements for employees filling Flexible Shifts single shift vacancies in the Metropolitan and Rural Regions, including those employees in the Metropolitan region undertaking a period as a Temporary Reserve Paramedic.
- 38.3 The terms and conditions of this clause relating to Senior Reserve and Temporary Reserve only apply to all employees that are allocated to a Home Branch within the Metropolitan Region.
- 38.4 The terms and conditions of this clause relating to Relieving Paramedic and Rural Senior Relieving Paramedic only apply to all employees that are allocated to a Home Branch within the Rural Regions. For the avoidance of doubt, all Relieving and Rural Senior Relieving is undertaken on a voluntary basis only.
- 38.5 This clause also details the specific arrangements for employees filling single shift vacancies in Rural Regions as a Single Shift Relieving Paramedic. The Employer will prioritize the utilisation of all seconded Rural Senior Relieving Paramedics before asking employees to undertake Single Shift Relieving Paramedic duties on a voluntary basis.
- 38.6 For the purposes of clause 38, the following definitions apply:
 - (a) **Senior Reserve Paramedic (SRP)** means a paramedic seconded to work in the classification of Senior Reserve Paramedic in the Metropolitan Regions as defined in clause 28.1(q);
 - (b) Rural Senior Relieving Paramedic (RSRP) means a paramedic seconded to work in the classification of Rural Senior Relieving Paramedic in the Rural Regions as defined in clause 28.1(p);
 - (c) **Temporary Reserve Paramedic (TRP)** means a person working Flexible Shifts in the Metropolitan region in accordance with the terms of clause 38.13;
 - (d) Single Shift Relieving Paramedic (SSRP) means a person working Flexible Shifts on an ad hoc basis in a Rural Region in accordance with the terms of clause 38.14(b);
 - (e) Relieving Paramedic (RP) means a paramedic working in the classification of Relieving Paramedic or appointed to the position of Relieving Paramedic in the Rural Regions as defined in clause 28.1(o);
 - (f) **Temporary Reserve Paramedic Allowance (TRPA)** means an allowance paid pursuant to the terms of clause 38.12(a)(i);
 - (g) Single Shift Relieving Paramedic Allowance (SSRPA) means an allowance paid pursuant to the terms of clause 38.12(a)(ii);



- (h) **Commuted Reserve Allowance (CRA)** means an allowance as defined in clause 38.12(a)(iii);
- (i) Allocated Shift means a shift that an employee is directed to work by the Employer when rostered to work a flexible shift in accordance with clause 38.15;
- (j) **Rostered Shift** is an employee's planned shift that forms part of their ordinary hours of work and/or regular roster;
- (k) Flexible Shift. A Flexible Shift occurs when an employee is initially rostered to a Primary Location for a specific time and duration, but can be allocated to an alternate location for operational reasons, (e.g. to fill short-term unplanned shift vacancies). An employee working as a Senior Reserve Paramedic, Rural Senior Reserve Paramedic, Temporary Reserve Paramedic or Single Shift Relieving Paramedic works Flexible Shifts and the terms of clauses 38.11, 38.12, 38.14, 38.15, 38.16, 38.17 apply to these roles when worked by an Employee. For the avoidance of doubt, a Relieving Paramedic undertakes relieving duties requiring the employee to live away from home in order to relieve another employee's roster and is not required to work Flexible Shifts;
- (I) **Primary Location** is the location from which an employee undertakes a rostered Flexible Shift if they are not allocated by the Employer as per clause 38.15. For Senior Reserve Paramedics and Rural Senior Reserve Paramedics, this is defined in their Secondment Agreement. For Temporary Reserve Paramedics and Single Shift Relieving Paramedics, this is their Home Branch as defined in 38.6(n) unless another location is mutually agreed upon;
- (m) **Nominated Area** identifies the Rural operational locations around a Primary Location to which an employee seconded to Rural Senior Relieving Paramedic may be directed in order to work their Rostered Shift:
- (n) **Home Branch** for the purposes of this clause is the location from which an employee is usually allocated to work their rostered hours of work and is the location used for administrative and supervision purposes.
- 38.7 **Qualifying Conditions**. To be seconded into the classifications of Senior Reserve Paramedic, Rural Senior Relieving Paramedic, and those seconded or appointed to Relieving Paramedic, the employee must:
 - (a) have an unrestricted Ambulance Victoria *Authority to Practice* (which must be maintained during the applicable period); and
 - (b) have a minimum 2 years post-qualification on-road experience at the clinical level required for the position (e.g. ALS, MICA, MICA SRU, and MFP).

Additionally, for only those seconded to Rural Senior Relieving Paramedic classifications:

- (c) the employee's place of residence (or planned temporary place of residence) must be within the Nominated Area of the Primary Location where the Rural Senior Relieving Paramedic secondment is available.
- 38.8 Paramedic Secondments Senior Reserve Paramedic & Rural Senior Relieving Paramedic



- (a) An employee who decides to accept a secondment as a Senior Reserve Paramedic will be seconded to the role for a minimum period of two years.
- (b) An employee who decides to accept a secondment as a Rural Senior Relieving Paramedic will be seconded to the role for a period between one four-week Roster Cycle and two years.
- (c) The secondments will be advertised for the respective Nominated Areas in Rural Regions and the Metropolitan Region to meet operational requirements, and equitably offered to eligible and suitably qualified employees that apply.
- (d) Senior Reserve Paramedic and Rural Senior Relieving Paramedic roles have a Primary Location defined in their secondment agreement. Rural Senior Relieving Paramedic roles have a Nominated Area defined in their secondment agreement.
- (e) Senior Reserve Paramedics and Rural Senior Relieving Paramedics are to be released from Reserve / Relieving duty for a period of four weeks in every 12 months (excluding rostered periods of leave) during which time they are to be rostered to their Home Branch. The relevant Senior Reserve Paramedic or Rural Senior Relieving Paramedic classification wage rate will be payable during such periods.
- (f) Whilst seconded to the role of Senior Reserve Paramedic, the Employer will maintain the employee's position on the Home Branch team list, or waiting list of their preferred team, for the term of their initial secondment. For the avoidance of doubt, a paramedic seconded to the role of Rural Senior Relieving Paramedic will maintain their position at their Home Branch, unless they accept a transfer to another team.

Additionally, for seconded MICA Paramedics:

(g) Depending on operational requirements and whether there is a MICA unit in the Primary Location in the Metropolitan Area, or in the Nominated Area for a Rural Senior Relieving Paramedic, which is in reasonable proximity to the employee's residence, a MICA Paramedic can request a MICA unit as their Primary Location. Requests will not be unreasonably refused.

For seconded MICA Flight Paramedics:

(h) In lieu of a nominated area, the Senior Reserve MICA Flight Paramedics will be required to be available to fill vacancies at nominated locations in Metropolitan and Rural Regions.

38.9 Additional Arrangements applying to Rural Senior Relieving Paramedic

- (a) In the first 12 months of this enterprise agreement there will be 100 two-year Rural Senior Relieving Paramedic secondments and 50 Rural Senior Relieving Paramedic short term secondments with a minimum engagement of a four-week Roster Cycle. The number of two-year and short term secondments cited in this clause will be the minimum number of secondments available for the duration of the agreement.
- (b) The allocated number and location of Rural Senior Relieving Paramedic secondments may change at the discretion of the Employer.



- (c) Rural Senior Relieving Paramedic secondments will be reviewed on a regular basis and the allocated numbers and location may change according to operational needs including:
 - (i) Where the total number of planned operational shifts in the Ambulance Service Area change (e.g. an increase in shifts may result in a proportionate number of unplanned vacancies);
 - (ii) Significant utilisation of Rural Senior Relieving Paramedic shifts to run additional resources in the Ambulance Service Area (e.g. showing Rural Senior Relieving Paramedics not used for primary purpose);
 - (iii) Consideration of how Rural Senior Relieving Paramedics are being used in roster planning process;
 - (iv) Number of unplanned vacancies / identified local resource challenges (e.g. long-term WorkCover, planned leave, etc. in the Ambulance Service Area); and
 - (v) Feedback from employees and Employee Representatives.
- (d) The term and location of employees' Rural Senior Relieving Paramedic secondments will not be impacted by the review process. At the completion of a Rural Senior Relieving Paramedic secondment term, the Employer may relocate the secondment to another Primary Location.
- 38.10 Terms and Conditions applicable to Flexible Shifts worked by Senior Reserve Paramedic, Temporary Reserve Paramedic, Rural Senior Relieving Paramedic and Single Shift Relieving Paramedic

The terms and conditions applicable to Flexible Shifts worked by Senior Reserve Paramedic, Temporary Reserve Paramedic, Rural Senior Relieving Paramedic and Single Shift Relieving Paramedic are set out in clauses 38.11 - 38.17.

38.11 Flexible Shifts – Operational Requirements

- (a) When seconded to the role of Senior Reserve Paramedic, Rural Senior Relieving Paramedic, filling single shift vacancies as a Single Shift Relieving Paramedic or completing a period of Temporary Reserve Paramedic duties, employees must:
 - (i) be contactable outside of work hours to confirm shift allocation;
 - (ii) must confirm shift allocation at least 60mins prior to shift start time by accessing the communication tools by which the Employer advises employees of shift allocation;
 - (iii) have access to a motor vehicle and be responsible for arranging timely transport between their residence and their allocated shift location;
 - (iv) undertake the shift at the allocated location; and
 - (v) commence at the allocated location at the employee's Rostered Shift start time subject to the notice provisions in clause 43.

38.12 Flexible Shifts - Compensation and Allowances



- (a) The allowances set out in this clause compensate employees for all aspects of working a Flexible Shift including travel time and mileage, as well as an additional amount in respect of the disruption associated with allocation of work whilst working a Flexible Shift roster:
 - (i) Temporary Reserve Paramedic Allowance (TRPA) is \$49 per individual shift or \$196.00 per week for each week that an employee is rostered to undertake Temporary Reserve Paramedic duties in lieu of any payment for reasonable travel time or mileage, subject to clause 38.17.
 - (ii) Single Shift Relieving Paramedic Allowance (SSRPA) is \$49 per individual shift worked undertaking Single Shift Relieving Paramedic duties in lieu of any payment for reasonable travel time or mileage, subject to clause 38.17.
 - (iii) Commuted Reserve Allowance (CRA) is incorporated into the Senior Reserve Paramedic and Rural Senior Relieving Paramedic aggregated base rates of pay in Appendix 1 in lieu of payment for reasonable travel time or mileage.
- (b) Employees undertaking Flexible Shift may be entitled to Travelling Allowance when their actual travel time exceeds reasonable travel time as described in clause 38.17.
- (c) The Temporary Reserve Paramedic Allowance and Single Shift Relieving Paramedic Allowance are not payable where an employee is rostered to work outside their Home Branch in the following circumstances:
 - (i) when seconded as a Senior Reserve Paramedic, Rural Senior Relieving Paramedic, or Relieving Paramedic or appointed as a Relieving Paramedic when performing Relieving duties;
 - (ii) as a Graduate Paramedic, Student MICA Paramedic, Ambulance Paramedic or MICA Paramedic rostered with a Paramedic Educator or Sessional Clinical Instructor for training purposes;
 - (iii) rostered to work at a location attached to their Home Branch;
 - (iv) rostered to a combination roster that works across more than one location, including their Home Branch;
 - (v) Employee initiated roster changes or shift swaps, except where both employees are rostered to reserve;
 - (vi) rostered training days, unless the employee has already been rostered to reserve / relieving;
 - (vii) employed under higher duties arrangements;
 - (viii) secondment to alternative duties;
 - (ix) undertaking safe duties or transitional return to work related duties (for the avoidance of doubt, this is not intended to affect the calculation of an employee's pre-injury average weekly earnings for the purposes of worker's compensation payments);



- (x) an overtime shift;
- (xi) special or extraordinary circumstances where it is deemed necessary to move an employee to an alternate work location for behavioural, clinical, or personal reasons.
- (d) For the purposes of Flexible Work Arrangements or Permanent Part Time arrangements, where an employee's agreed permanent roster arrangement includes a Flexible Shift the employee will be compensated at a pro rata rate of the Senior Reserve Paramedic or Rural Senior Relieving Paramedic aggregated base rates of pay in Appendix 1.
- (e) For the purposes of Flexible Work Arrangements or Permanent Part Time arrangements, where an employee's agreed permanent roster includes shifts at fixed locations which form part of the employee's agreed permanent roster and there is no requirement for the employee to be contactable or flexible, these shifts will not attract the Temporary Reserve Paramedic Allowance or Single Shift Relieving Paramedic Allowance or be considered when calculating the appropriate pro-rata rate of pay. However, employees are able to claim work related travel as per clause 31.21. The restrictions contained in 31.21(b)(iii) and (iv) of the Agreement will not apply in this instance.

Example – pro rata calculation for Flexible Work Arrangement

An employee working a Rural region has a Flexible Work Arrangement comprising Wednesday 10hr 0700-1700 (Flexible Shift), Saturday 1900-0100 (fixed location), and Sunday 1700-0700 (Flexible Shift) every week.

- The employee is rostered to 24 hours per week of Flexible Shifts and 6 hours per week at a fixed location.
- Therefore the employee's fortnightly salary will be a combination of the equivalent of 24hrs/38hrs of the Rural Senior Relieving Paramedic classification applicable to their incumbent classification AND 6hrs/38hrs of their incumbent classification.
- The employee's fortnightly salary will be applicable for all purposes for the duration of the arrangement, including rostered periods of leave and overtime worked.

38.13 Flexible Shifts - Temporary Reserve Paramedic (TRP)

- (a) All ALS, BLS and MICA Paramedics in the Metropolitan Region (and by mutual agreement Graduate Paramedics under Indirect Supervision) may be required to work 8 weeks per annum as a Temporary Reserve Paramedic.
- (b) Additionally, all ALS, BLS and MICA Paramedics in the Metropolitan Region may be requested to work an additional period of 4 weeks as a Temporary Reserve Paramedic to meet the operational requirements of the Employer. Such requests will not be unreasonably refused.
- (c) All reasonable efforts will be exhausted to ensure all eligible employees complete the initial 8 weeks of Temporary Reserve Paramedic duty before employees are requested to complete the additional 4 week period of Temporary Reserve Paramedic duty.



- (d) Prior to the additional 4 weeks of Temporary Reserve Paramedic duty being sought the Employer will consult with the relevant Employee Representative.
- (e) Additional periods working as a Temporary Reserve Paramedic may be worked by agreement between the employee and Employer and dependent on operational need.
- (f) All Metropolitan Region branches will, subject to operational requirements and crew configuration, maintain at least four of their existing Roster Lines for employees on structured training programs with Paramedic Educators or Sessional Clinical Instructors.

38.14 Flexible shift – Single Shift

- (a) For employees in the **Metropolitan Region**, when required to complete single reserve shifts subject to notification requirements in clause 38.16 will be paid the Temporary Reserve Paramedic Allowance. Single Flexible Shifts worked will be counted for the purposes of calculating time worked as a Temporary Reserve Paramedic in 38.13(a).
- (b) For employees in the **Rural Regions**, where the Employer determines an operational requirement for single shift flexibility, and local Rural Senior Relieving Paramedic seconded employees are not available, employees in Rural Regions may elect to be available to work flexibly within a nominated area or mutually agreed location(s). Where approved by the Employer prior to the shift, the employee will be paid the Single Shift Relieving Paramedic Allowance in accordance with clause 38.12(a)(ii).

38.15 Flexible Shifts – Shift Allocation

- (a) In allocating employees to locations of work under this clause, the Employer will:
 - (i) have regard to the employee's personal and family circumstances, in determining the period(s), timing and location of work; and
 - (ii) In allocating a shift which incurs additional travel time under clause 38.17(b) (which is travel time in excess of 60 minutes in a Metropolitan Region and 50 minutes in Rural Regions), the Employer will make reasonable endeavours to minimise this additional travel with consideration given to the Occupational Health and Safety implications associated with excess travel.
- (b) When rostered to a Flexible Shift employees will be required to commence and complete duty at the allocated Flexible Shift location determined by the Employer at Rostered Shift times.
- (c) Where an employee has commenced the Rostered Shift and subsequently is directed to another branch (Secondary Move), the employee will travel to the secondary location in their own vehicle. The employee must complete the hours associated with the shift at the secondary location, other than when the finish time would be later than the finish time of their Rostered Shift. The employee may be requested to take their meal breaks in accordance with the second shift and work until the rostered finish time of the second shift. The employee can



- elect to complete their meal breaks as per their first Rostered Shift time and finish their second shift at their Rostered Shift finishing time.
- (d) Any claim for additional time or travel as a result of a Secondary Move can be claimed as per clause 38.17.
- (e) MICA Paramedics and MICA qualified Air Ambulance Victoria employees may nominate a MICA unit as their Primary Location in place of their Home Branch dependent on operational requirements.
- (f) When rostered to Flexible Shifts employees will be required to work the roster specified by the Employer in accordance with operational requirements of the branch they are rostered to, subject to the notice provisions of clause 43 of the Agreement.
- (g) If an employee is aggrieved about the allocation of work and/or work placements when rostered to Flexible Shifts, they may lodge a grievance in accordance with the provisions of clause 11 of the Agreement.

38.16 Flexible Shift - Contact

- (a) The contact arrangements set out in this clause are designed to enable the Employer to allocate shifts in advance wherever possible.
- (b) The Employer will notify the employee of their Allocated Shift and location at the earliest opportunity to support employees in managing their personal and family circumstances.
- (c) Employees rostered to Flexible Shifts are required to be contactable out of Rostered Shift time for the purposes of shift allocation. Notification of the shift can be by the Roster Kiosk (or similar application), telephone, SMS, email or other electronic means where the employee can receive and confirm the allocated shift details. Employees must make reasonable efforts to confirm allocation between Rostered Shifts.
- (d) When allocating shifts, the Employer will have consideration of the employee's roster and rest breaks between shifts and seek to use alternative notification options where possible.
- (e) On the day prior to a Flexible shift, the employee must remain contactable until 2200 hours (or later by agreement) and be contactable from 0600 hours the next day (or earlier by agreement), where possible.
- (f) On the day of the Flexible Shift, where the employee has not been notified of that day's shift allocation and is unable to be contacted by phone from 0600 hours, and the employee has confirmed by accessing the Roster Kiosk (or other communication device by which the Employer reallocates the shift) that a shift has not been allocated, the employee must, prior to leaving their residence, call the Employer's Rosters department. If no shift is allocated, the employee will proceed to their Primary Location and contact Communications staff upon arrival.
- (g) Where an employee is advised of the location of their Allocated Shift less than one hour prior to their Rostered Shift start time, the employee will be paid one



hour at time and one half rates in addition to the employee's ordinary hours for the shift.

(i) No additional payment, as per subclause 31.1(g), is made where the employee is allocated a Flexible Shift after the Rostered Shift commencement time or if the employee has not complied with the contact obligations in clause 38.16.

38.17 Flexible Shift - Travel

- (a) **Work-related travel.** When rostered to work in the roles of Senior Reserve Paramedic, Rural Senior Relieving Paramedic, Temporary Reserve Paramedic or receiving the Single Shift Relieving Paramedic Allowance, employees who are required to move to a secondary location after reporting for duty will be required to travel in their own motor vehicle. The Employer will recognise this secondary movement as work-related travel and the employee will be entitled to reimbursement for each kilometre travelled to the secondary location at the rates prescribed in clause 31.21 of the Agreement, subject to the obligations in clause 38.16 being met.
- (b) Additional Time and Travel. When rostered to work in the roles of Senior Reserve Paramedic, Rural Senior Relieving Paramedic, Temporary Reserve Paramedic or receiving the Single Shift Relieving Paramedic Allowance only additional time and kilometres travelled to the Allocated Shift which is in excess of 60 mins from the employee's residence in the Metropolitan Region and 50 mins from the employee's residence in the Rural Regions are payable to an employee. Additional time will be paid at time and half rates. In these circumstances, if the employee travels in their own vehicle, they are entitled to kilometre reimbursement at the rates prescribed in clause 31.21(a)(ii). The restrictions contained in clause 31.21(b)(iv) will not apply in this instance.
- (c) Provided that clause 31.21 will not apply:
 - (i) if, for Metropolitan Region, the Allocated Shift location is within 60 minutes travel time from the employee's residence; or
 - (ii) if, for Rural Regions, the Allocated Shift location is within the nominated area **and** is less than 50 minutes from the employee's residence.

Example – 14-hour night shift as a Rural Senior Relieving Paramedic in Rural Region

By mutual agreement, an employee works a 14-hour Flexible Shift from 1700 - 0700 at a location that **is not** within the agreed Nominated Area, where travel time is 90 minutes from the employee's usual place of residence to the Allocated Shift location:

- the period from 1530 1610 (40 minutes) is paid additional travel time as overtime at time and one half rate:
- the period from 1610-1700 (50 minutes) is <u>not</u> additional paid travel (unpaid travel as per terms and conditions of Rural Senior Relieving Paramedic and Single Shift Relieving Paramedic);
- the period 1700-0700 is worked as per Rostered Shift times;



- at completion of the shift (notwithstanding incidental overtime), the period from 0700-0750 (50 minutes) is <u>not</u> additional paid travel as per terms and conditions of Rural Senior Relieving Paramedic and Single Shift Relieving Paramedic Allowance;
- the period 0750-0830 (40 minutes) is paid additional travel time as overtime at the applicable overtime rate;
- the relevant time for calculation of the 10-hour break is the end of the operational shift, including incidental overtime, plus any period of additional travel. In this example, the 10 hour break is calculated from 0740hrs (0700hrs plus 40 minutes of additional travel).
- (d) Employees working Flexible Work Arrangements that include Rostered Shifts at a location other than their Home Branch where the distance from their residence to the fixed shift location is greater than the distance from their residence to their Home Branch are able to claim the kilometres difference as per 31.21.

Example – calculation of additional travel when working fixed shifts as part of a Flexible Work Arrangement.

An employee normally travels 10 kilometres from their residence to normal place of work. The employee's agreed Flexible Work Arrangement roster includes a shift at a specified location other than their normal place of work that is 15 kilometres from their residence.

- The employee is entitled to claim the excess distance, 5 kilometres, to and from the specified location.
- Excess travel claim only applies to shifts included in the agreed Flexible Work Arrangement. For the avoidance of doubt, this entitlement does not apply to additional shifts worked as overtime.
- (e) Additional time travelled in excess of 60 minutes in Metropolitan Region and 50 minutes in the Rural Regions to an allocated Flexible Shift will:
 - (i) not affect the requirement for an employee to commence and complete duty at their allocated Flexible Shift location at Rostered Shift times;
 - (ii) not be considered to affect the application of other shift related entitlements, such as crib meal break windows of opportunity;
 - (iii) not be counted towards determining whether an employee has had a 10-hour rest break between shifts, <u>unless</u> the employee notifies Communication Staff at the completion of their previous period of duty that travel time required to attend the next Rostered Shift location is unlikely to enable the successful completion of an 10-hour break. The Communications Staff will record the commencement of the 10-hour break in accordance with the example given in 38.17(c) above.
- (f) Consideration will be given to the Occupational Health and Safety implications associated with excess travel.

38.18 Relieving Paramedic



- (a) Relieving duties which require an operational employee to live away from home, will be performed by a Relieving Paramedic.
- (b) An employee who is required to relieve another Employee, may be required to work the hours and on-call roster of the employee being relieved.
- (c) In the absence of mutual agreement to the contrary between the Employer and employee(s) concerned, when relieving duties are to be performed by an employee other than an employee appointed as a Relieving Paramedic, such relieving will be equitably distributed between all ALS Paramedics and MICA Paramedics.
- (d) Where a Relieving Paramedic is not available, an ALS Paramedic or MICA Paramedic may be required to perform relieving duties.
- (e) A Relieving Paramedic may accept and work individual Flexible Shifts and receive the Single Shift Relieving Paramedic Allowance in lieu of all other payments for travel time or mileage.

38.19 Relieving Paramedic - Compensation and Allowances

- (a) The aggregated rate of pay for Relieving Paramedic is specified Appendix 1.
- (b) Where pre-approved by the Employer, employees undertaking relieving duties will be entitled to claim allowances in clause 31.13 (living away from home allowance) and clause 31.21 (additional travel) in accordance with the terms of the provisions in this Agreement.
- (c) This clause does not affect the application of shift related entitlements, such as crib meal break windows of opportunity and Sessional Clinical Instructor allowance which would otherwise be payable to the employee.

39. COMMUNITY EDUCATION

- 39.1 Community education presenters deliver a range of general community education activities to the public on a casual basis, designed to improve the appropriate use of AV services, an appreciation for the role of AV in the community, and a greater understanding of the role of paramedics.
- In lieu of the rates specified in clause 17, the casual hourly ordinary time rate of pay for sessional community education activities will be \$71.57 regardless of the day or time of engagement. This hourly rate will be adjusted in accordance with the wage increases prescribed in clause 26.1 and paid from the first pay period commencing on or after on the dates specified in clause 26.3. Employees performing sessional community education activities are not entitled to the rolled-in rate of pay.
- 39.3 Notwithstanding any other provision in this Agreement, the minimum length of engagement for sessional community education activities will be for not less than two (2) consecutive hours on any one day.
- Where an employee is engaged in sessional community education activities on their rostered day(s) off, they will not be entitled to claim overtime under clause 45 in addition to the hourly rate for sessional community education activities.



40. AMBULANCE COMMUNITY OFFICERS

- 40.1 Ambulance Community Officers (**ACOs**) are casual employees engaged by the Employer to provide emergency ambulance first response and care to rural and remote communities where the emergency/acute caseload at such locations does not support the establishment of a permanent branch staffed by paramedics. The employment of ACOs is limited to areas outside the boundaries of the Metropolitan Region.
- 40.2 The closest available paramedic crew/s will be co-responded to "back up" ACO crews unless deemed inappropriate by the Employer's Operations Centre from the case information or where the time for arrival of the back-up paramedic crew is greater than the transport time by ACOs to the closest appropriate medical facility.
- 40.3 ACOs may be used to support paramedics providing single officer responses where two officer crewing is not immediately available.
- 40.4 ACOs may also be used to provide a response in circumstances where paramedics are not available to immediately respond and the Employer has taken reasonable measures to exhaust paramedic options.
- 40.5 ACOs will be trained by the Employer and are required to obtain minimum competency standards to provide immediate emergency ambulance first response, care and transport.
- 40.6 ACOs will make themselves available for a minimum of 20 hours per month on average.
- 40.7 ACOs will be paid an hourly rate based on ¹/₃₈th of the weekly rate contained in clause 27. ACOs are not entitled to the rolled-in rate of pay. In addition, ACOs will receive:
 - (a) a casual loading of 25% for all work performed on weekdays; or
 - (b) a casual loading of 75% for all work performed on Saturdays and Sundays; or
 - (c) a casual loading of 100% for all work performed on Public Holidays.
- 40.8 In addition to the base rate and casual loading, ACOs will be entitled to a shift allowance in accordance with clause 31.10 of this Agreement on a pro rata basis for each hour worked per call to duty.
- 40.9 ACOs will be paid a minimum of 2 hours when called out to duty.
- 40.10 ACOs must hold a current driver's licence and must be contactable by phone during all agreed periods of availability. For the avoidance of doubt, contactable by phone may include a telephone connected to their place of residence or a mobile phone.
- 40.11 ACOs who have made themselves available for casual employment for a minimum period of twelve months will be paid twenty-five percent (25%) of the annual payment made to full time employees pursuant to clause 31.15 for holding a current driving licence. The payment will be made in arrears on an annual basis.
- 40.12 A crib break of 20 minutes is allowed for an ACO who works more than five consecutive hours of duty and who is required to resume duty after the completion of the crib break. A meal allowance of \$14.76 is payable for each crib break taken in accordance with this provision.



In the event that an ACO works for a further five (5) hours after the completion of the first crib break and who is required to resume duty after the completion of the crib, an additional crib break of 20 minutes duration will be allowed and an additional meal allowance of \$14.76 will be paid.

- 40.13 An ACO will have a rest break of 10 consecutive hours in any 24 hour period.
- 40.14 Subject to clause 72, the casual loading and other allowances are intended to compensate an ACO for all work performed. As a casual employee, an ACO is not entitled to the benefits of permanent employment nor any further payments, allowances or other benefits under this Agreement.

41. ACCIDENT MAKE-UP PAY

41.1 Entitlement

An employee is entitled to accident make-up pay under this clause during a period of accident compensation leave where the employee is in receipt of weekly payments under the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic).

41.2 **Total incapacity**

Where an employee is totally incapacitated and/or has no current work capacity within the meaning of the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic), accident make-up pay represents the difference between:

- (a) the weekly payments of compensation under that Act; and
- (b) the normal weekly rate of pay for that employee.

41.3 **Partial incapacity**

Where an employee is partially incapacitated and/or has a current work capacity within the meaning of the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic), accident make-up pay represents the difference between:

- (a) the weekly payments of compensation under that Act together with the average weekly amount that the employee is earning or able to earn in suitable employment; and
- (b) the normal weekly rate of pay for that employee.

41.4 Normal weekly rate of pay

- (a) The normal weekly rate of pay for the purposes of calculating accident makeup pay means the weekly rate for a day employee which would have been payable under the Agreement for the employee's normal classification of work for the week in question not including:
 - (i) shift premiums, overtime payments, special rates or other similar payments;
 - (ii) payments under a production incentive earnings scheme (whether arising from payment by results, task, performance pay or bonus scheme or however titled).



(b) Provided that for eligible operational employees the weekly rate of pay for these purposes is the rolled-in rate of pay as determined in accordance with this Agreement.

41.5 Payment for part of a week

Where incapacity applies for part of a week, then accident make-up pay will apply pro rata.

41.6 **Periods of payment**

Accident make-up pay is only payable for a maximum period or aggregate period of 52 weeks in respect of any one injury.

41.7 Qualification for payment

- (a) Accident make-up pay is only payable whilst an employee remains in the employment of the Employer. Provided that:
 - (i) if an employee on partial incapacity cannot obtain suitable employment from the Employer but such employment is available with another Employer, then accident make-up pay will still be payable;
 - (ii) if the employment is terminated by the Employer, accident make-up pay will continue to be paid until the conclusion of 52 weeks, except where the termination is due to serious and wilful misconduct by the employee.
- (b) Accident make-up pay will not apply to any incapacity occurring during the first two weeks of employment unless such incapacity continues beyond the first two weeks and then subject to clause 41.3, will apply only to the period of incapacity after the first two weeks.
- (c) Industrial diseases contracted by a gradual process or injuries subject to recurrence, aggravation or acceleration will not be subject to accident makeup pay unless the employee has been employed with the Employer at the time of the incapacity for at least one month.
- (d) An employee on engagement may be required to declare all accident compensation claims made in the previous five years. In the event of false or inaccurate information being deliberately and knowingly declared, the Employer may require the employee to forfeit any entitlement to accident make-up pay.

41.8 **Cessation of weekly payments**

Where weekly payments of compensation are ceased or redeemed under the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic), the Employer's liability to pay accident make-up pay will cease from the date of such cessation or redemption.

41.9 Variation in compensation rates

Any changes in compensation rates under the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic) will not increase the amount of accident make up pay that would have been payable had the rates of compensation remained unchanged.

41.10 **Death of an employee**



All rights to accident make-up pay will cease on the death of the employee.

41.11 Civil damages claims

- 41.12 An employee receiving or who has received accident pay will advise the Employer of any action the employee may institute for damages. If requested, the employee will provide an authority to the Employer entitling the Employer to a charge upon any money payable to any judgement or settlement on that injury.
- 41.13 Where an employee obtains judgement or settlement for damages for an injury for which the employee has received accident make-up pay, the Employer's liability to pay accident make-up pay will cease from the date of judgement or settlement. Provided that if the judgement or settlement for damages is not reduced either in whole or in part by the amount of the accident make-up pay made by the Employer, the employee will pay to his Employer any amount of accident make-up pay already received in respect of that injury by which the judgement or settlement has not been so reduced.
- 41.14 Where an employee obtains a judgement or settlement for damages against a person other than the Employer in respect of an injury for which the employee has received accident make-up pay, the Employer's liability to pay accident pay will cease from the date of such judgement. Provided that if the judgement or settlement for damages is not reduced either in whole or in part by the amount of accident make-up pay made by the Employer the employee will pay to the Employer any amount of accident make-up pay already received for that injury by which the judgement or settlement is not reduced.



► Part 5 - Hours of Work, Shift Work, Overtime and Meal Breaks

42. ORDINARY HOURS OF WORK

- 42.1 Subject to clauses 42.2 and 42.3, the ordinary hours of work for all full-time employees will be 38 hours per week or an average of 38 hours per week. Provided that alterations in existing arrangements on implementation of the 38 hour week will be based on consultation between the Employer and employee(s) concerned.
- 42.2 An Operational employee who works 40 ordinary hours per week will be entitled to 12 ADOs per year, to be added to annual leave.
- 42.3 Non-Operational employees who work 40 ordinary hours per week or an average of 40 ordinary hours per week, will be entitled to 1 ADO during every 4 weeks of service, being 13 ADOs in each calendar year. ADO time accumulating during a period of leave is taken during the leave period.
- Ordinary hours of work may be averaged over a Roster Pattern. The configuration of shifts and rostered days off may vary between Roster Patterns. The period of a Roster Pattern is the number of weeks it takes for the pattern to be completed and at this point, the average weekly hours equalise. For example, a 10/14 roster has a Roster Pattern that equalises the averaging of weekly hours (being 40 ordinary hours plus 2 hours rostered overtime) over 8-weeks.

43. ARRANGING HOURS OF WORK

- 43.1 The Employer requires flexible work arrangements to meet service and operational requirements. Employees may be required to work other shift patterns or shift rosters. These shifts include shifts of varying lengths up to a maximum of 14 hours, overlapping shifts and shifts with different start and finish times.
- 43.2 The Employer can change a roster on 28 days' notice to the affected employees or a lesser period by agreement with the employee or in the case of an unforeseen or urgent circumstance.
- 43.3 The Employer can change start and finish times, without agreement subject to 28 days' notice to the affected employees and consultation so employees have the opportunity to raise issues with their personal and family circumstances.
- 43.4 The Employer can introduce a roster other than the 10/14 roster without agreement subject to 28 days' notice to the affected employees and consultation so employees have the opportunity to raise any issues with their personal and family circumstances.
- Where an individual employee has a grievance about whether a proposed change of starting or finishing time, or the introduction of a new roster, is unreasonable having regard to the employee's personal and family circumstances, that employee has access to the procedure in clause 11.
- 43.6 Employees are required to commence their shift at the starting time for their shift and at the location at which they are rostered to work and are responsible for arranging transport to their rostered branch location.



43.7 Where practicable, the Employer will publish rosters that display an employee's rostered days and hours on a continuing basis, branch station postings, alteration and leave periods aside.

44. MAXIMUM CONSECUTIVE SHIFTS

- 44.1 No employee will be required to work more than ten consecutive shifts without 24 hours off duty.
- 44.2 Any employee who agrees to work more than twelve consecutive shifts without 24 hours off duty, will be paid for the thirteenth and any further consecutive shift worked, at the rate of treble time until 24 hours off duty is provided. Provided that this subclause will not apply where an employee works for up to one hour beyond the finishing time of his/her normal rostered shift for the purpose of completing a case which commenced during that shift.

45. OVERTIME

45.1 Requirement to work reasonable overtime

- (a) Subject to clause 45.1(b), the Employer may require an employee to work reasonable overtime (including incidental and full shift overtime) at applicable overtime rates of pay.
- (b) An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable.
- (c) In determining whether the requirement to work overtime hours is unreasonable for the purposes of 45.1(b), the following must be taken into account by the employee and the Employer:
 - (i) any risk to the employee's health and safety from working the overtime including previous overtime worked;
 - (ii) the employee's personal circumstances including any family responsibilities;
 - (iii) the needs of the workplace or enterprise including the Employer's primary function to provide pre-hospital care and transport in an emergency setting;
 - (iv) the notice (if any) given by the Employer of the overtime;
 - (v) the notice given by the employee of his or her intention to refuse to work any required overtime;
 - (vi) the usual patterns of work in the industry, or the part of an industry, in which the employee works;
 - (vii) the nature of the employee's role, and the employee's level of responsibility;
 - (viii) whether the additional hours are in accordance with averaging terms included in this Agreement; and



- (ix) any other relevant matter.
- (d) Notice given in accordance with clause 45.1(c)(v) should be given to the relevant manager and occur as soon as reasonably practicable and where applicable, prior to or at the commencement of the employee's rostered shift.
- (e) Subject to clause 45.1(f), where an employee considers a requirement to work overtime hours may be unreasonable, the employee must as soon as reasonably practicable, advise the Employer why the employee regards the additional hours as unreasonable and whether they intend to work the overtime. The discussion must take into account the circumstances set out in clause subclause 45.1(c).
- (f) The discussion in clause 45.1(e) must not delay the employee responding to a code one or priority zero case.
- (g) Where an employee is required to work reasonable overtime, the Employer will then consider potential options to reduce the overtime hours or mitigate the impact of the overtime on the employee's personal circumstances such as family responsibilities, including the dispatch of a back-up resource to the case.

45.2 **Overtime rates**

- (a) Subject to the on-call provisions, recall provisions, and clauses 45.3 and 45.4 below, the following overtime rates will be paid for all work performed outside rostered periods of duty:
 - (i) time and a half for the first two hours and double time thereafter, for any work exceeding the number of hours fixed as a day's, week's, or fortnight's work;
 - (ii) all time in excess of a rostered day on a public holiday, will be paid at double time and a half;
 - (iii) double time for work performed by employees not entitled to the rolled-in rate of pay on Saturdays and Sundays.

45.3 Full Shift Overtime

- (a) A non-operational employee who works a full shift on overtime will be paid double the ordinary time rate of pay for all time worked.
- (b) An operational employee who works full shift overtime will be paid double the aggregated base rate of pay for all time worked and will not be entitled to be paid a shift allowance under clause 31.10(a) and 31.10(b) of the Agreement and receive any other payment for the overtime shift.

45.4 Rostered overtime - extended hours rosters

(a) Rostered overtime forming part of an extended hour's roster in excess of an average of 40 ordinary rostered hours per week is calculated at the rate of time and one half the ordinary time rate of pay. For example, the 10/14 roster has two hours rostered overtime per week in accordance with its Roster Pattern.



(b) Where an employee works incidental overtime in excess of the hours rostered as part of an extended hours roster, such additional time worked is paid at incidental overtime rates.

45.5 **Incidental overtime**

Payment of incidental overtime worked on a daily basis in excess of rostered shift hours will be paid at time and one half the ordinary time rate of pay for the first two hours and double the ordinary time rate of pay thereafter.

45.6 Rest period after overtime

- (a) Overtime should be arranged so that an employee has at least ten consecutive hours off duty between the work of successive days.
- (b) An employee working overtime, who does not have at least ten consecutive hours off duty between workdays, will be released until the employee has had ten consecutive hours off duty, without loss of pay for ordinary working time during such absence.
- (c) An employee who is required to continue or resume work without having had ten consecutive hours off duty, will be paid at double time until released from duty for such period.
- (d) The employee in subclause 45.6(c) is then entitled to be released from duty under subclause 45.6(b).
- (e) The provisions on rest periods after overtime in subclauses 45.6(a) to 45.6(c) do not apply where an employee initiates a roster change.

45.7 Time off in lieu of payment for overtime for non-operational employees

- (a) In lieu of the overtime payments in clause 45.2 and 45.3, an employee may choose, with the consent of the Employer, to take time off instead of payment for overtime at a time or times agreed with the Employer. This agreement must be in writing and the employee must take the time off within four weeks of working the overtime or the Employer will pay the overtime to the employee in the next pay period.
- (b) If an employee is granted time off instead of payment for overtime then the amount of time off is to be equivalent to the pay the employee would have otherwise received for working the overtime.
- (c) If an employee has elected to take time off instead of payment for overtime but subsequently requests payment for a period of overtime, the Employer must pay the employee for the period of overtime worked.

For example: Jodie is a full-time employee. Her ordinary rate of pay is \$10 per hour. She works three hours overtime on Wednesday.

```
Jodie's pay = (8 \text{ hours at normal rate}) + (3 \text{ hours overtime})
= (8 \text{ hours}) + (2 \text{ hours } x 1.5) + (1 \text{ hour } x 2)
= 8 + (3 + 2)
= 13 \text{ hours pay}
```



Jodie's Employer must pay Jodie 13 hours pay at the ordinary time rate of pay for the work performed on the Wednesday. Alternatively Jodie and her Employer may agree, in writing, to Jodie taking some or all of the overtime, which is equivalent to 5 ordinary hours, as time off instead.

46. UNSOCIABLE SHIFT INCENTIVE

- 46.1 Operational employees will be paid the unsociable shift incentive in Appendix 9. The incentive payment is a fixed sum paid to employees that work and complete a normal rostered shift that is six hours or more in length, which commences on a Friday, Saturday or Sunday and finishes between 0100 and 0800 hours the following day.
- 46.2 The incentive payment in clause 46.1 does not apply to:
 - (a) Casual employees;
 - (b) Employees that are working an overtime shift and being paid the rates of pay in accordance with clause 45.3;
 - (c) Employees working rostered on-call in accordance with clause 47;
 - (d) Employees that do not work or complete the normal rostered shift due to personal leave.
- 46.3 Operational employees working rostered on-call will be paid an unsociable hours' on-call allowance for each hour of rostered on-call in accordance with Appendix 9. The incentive is paid each hour that the employee is rostered to an on-call period commencing after 1800 hours on a Friday, Saturday and Sunday and finishing between 0100 and 0800 hours the following day. The unsociable hours' on-call allowance set out in Appendix 9 is paid in lieu of the on-call hours allowance in clause 47.

47. ON CALL

47.1 This clause deals with the conditions and payments applicable where an employee is required by the Employer to work on-call in accordance with an on-call roster.

47.2 General Conditions Applicable to On-Call Rosters

- (a) The recall provisions in clause 49 do not apply to employees working rostered on-call.
- (b) An employee may temporarily leave the workplace or their home when rostered on-call provided that he/she has made arrangements satisfactory to the Employer to be contactable and will commence duty accordingly.
- (c) An employee will be free from on-call duty for 50% of his/her four-week Roster Cycle, including 50% of weekend hours which fall during the four-week Roster Cycle. For the purposes of this clause, weekend hours mean the hours between midnight on a Friday and midnight on a Sunday.
- (d) An on-call roster will not require an employee to be on-call for a period of less than six hours except by mutual consent between the Employer and employee concerned.



- (e) No employee will be rostered on-call from the time of ceasing duty immediately before a rostered day off until the time of commencing the next rostered period of duty immediately after a rostered day off, except in accordance with the provisions of clause 47.2(f) below.
- (f) Where a majority of employees at a branch and the Employer agree, an employee can be rostered on-call immediately before the commencement of a rostered period of duty and/or immediately before an employee's rostered day off.
- (g) Employees will not be rostered on-call between 9.00am and 5.00pm other than in accordance with this clause 47.2(g). The Employer may supplement existing rosters on a temporary basis by rostering employees' on-call between 9.00am and 5.00pm to meet operational requirements. This provision is subject to consultation with the affected employees in accordance with clause 43.5 and agreement with the majority of affected employees. Agreement will not be unreasonably withheld and a dispute over the implementation of this clause can be dealt with under the disputes procedure.

47.3 Payments for working rostered on-call

- (a) An employee who is required by the Employer to work on-call in accordance with the terms and conditions of an on-call roster is entitled to the on-call allowance specified in Appendix 9 per hour or part hour.
- (b) Time on-call will not be counted as time worked unless an employee is called out for duty in which case the employee will be paid double the ordinary time rate of pay for such period(s) of duty. A minimum payment of 1½ hours at double the ordinary time rate of pay will be paid per call-out for the time so worked in any period during which the employee is on-call, provided that at least 1½ hours has elapsed from the commencement of the previous call-out.
- (c) A period of call-out will be calculated from the time the employee receives the call until the time the employee returns to his/her previous on-call status or location.
- (d) An employee will not be entitled to triple their ordinary time rate of pay upon commencement of his or her ordinary rostered period of duty following a period of rostered on-call.
- (e) When an employee is called out to duty during a period of rostered on-call and works for a continuous period of 5 hours or more, and the Employer requires the employee to continue work, the late crib meal allowance will be paid in accordance with clause 31.9.
- (f) If an on-call shift is rostered immediately before the commencement of the first rostered period of duty, the employee will be paid at the minimum call-out payment of 1½ hours at double the ordinary time rate of pay to collect the drugs, equipment and on-call vehicle from the branch at the commencement of the on-call period.
- (g) There will be no further payments in the first 1½ hours of the rostered on-call period. Where an actual call-out commences and extends past the first 1½ hours of the on-call period, the employee will be paid at double the ordinary time rate of pay until completion of this period.



- (h) If a rostered on-call shift is rostered immediately before an employee's rostered day off, the employee will be paid at the minimum call-out payment of 1½ hours at double the ordinary time rate of pay to return the drugs, equipment and on-call vehicle to the branch as follows:
 - (i) at the completion of the rostered on-call period; or
 - (ii) if a period of ten hours has not elapsed since the completion of the last call out during the on-call period, immediately following the conclusion of this period,

provided that the minimum payment will not apply for returning the drugs, equipment and on-call vehicle to the branch where the completion of the last call-out during the on-call period extends beyond the end of the rostered on-call period. In these circumstances, the employee is required to return the drugs, equipment and on-call vehicle to the branch at the completion of the call-out and will then be released from duty.

Where an employee is on a rest break in accordance with clause 47.5(a) and receives a call back to duty after the completion of an on-call shift rostered immediately before an employee's rostered day off, the employee will be paid double the ordinary time rate of pay for such period(s) of duty, with a minimum payment of 4 hours at that rate. At the completion of the call back to duty the drugs, equipment and on-call vehicle must be returned to the branch and the employee will be released from duty.

47.5 Rest break arrangements for employees' rostered on-call

- (a) Subject to clause 47.5(b), an employee who is rostered on-call and has been called out to duty is entitled to a rest break of ten (10) consecutive hours off duty between the end of the last period of call-out and the commencement of the employee's next ordinary rostered period of duty.
- (b) Where a call-out occurs within two (2) hours of the commencement of the next ordinary rostered period of duty and at least ten (10) consecutive hours have elapsed since the end of the last period of call-out, the employee is not entitled to a further rest break of ten (10) consecutive hours off duty. For example, where the next ordinary rostered period of duty commences at 0700hrs and the employee is recalled at 0530hrs, subject to having completed a ten hour rest break, the employee will not be entitled to a further rest break and will only be entitled to claim 90mins minutes of incidental overtime as per clause 49.3.
- (c) Where an employee has been called out to duty within the on-call period and does not receive a rest break before the commencement of their next ordinary rostered period of duty in accordance with clause 45.7(b) above, they will be entitled to reasonable time to obtain sustenance and attend to personal hygiene without loss of ordinary pay.
- (d) If, on the instructions of the Employer, an employee who is entitled to a rest break under clause 47.5(a) resumes or continues work without having had a rest break, the employee will be paid at the rate of double the ordinary time rate of pay until released from duty. The employee will then be entitled to be absent until the employee has had ten (10) consecutive hours off duty, without loss of pay for ordinary work time occurring during such absence. This clause does not apply where an employee rostered on-call immediately before their rostered



day off has returned the drugs, equipment and on-call vehicle and been released from duty.

48. NON ROSTERED ON CALL

- Where an employee who is not rostered on-call is requested by the Employer and agrees to work a vacant on-call shift he/she will be entitled to the allowance specified in Appendix 9 per hour or part thereof for the time on non-rostered on-call.
- 48.2 Non-rostered on-call will be undertaken on the basis of mutual agreement between the Employer and the employee having regard for the health and safety of the employee.
- Where an employee agrees to work a non-rostered on-call shift, such an employee will not be permitted to work more than 10 periods of on-call duty in each fourteen consecutive days.
- 48.4 The on-call provisions contained in clauses 47.2(a), 47.2(b), 47.3(b) through 47.3(e) inclusive, and clauses 47.5(a) through 47.5(d) inclusive will also apply to an employee who agrees to work non-rostered on-call.

49. RECALL

- 49.1 Subject to clause 49.3, where an employee who has completed a rostered shift on duty and is not rostered on-call, is recalled to duty prior to the commencement of his/her next rostered shift, the employee will be paid at double the aggregated base rate of pay for all time worked with a minimum payment of four hours.
- When an employee is recalled to duty this will be for a minimum of four hours in all instances, except in exceptional circumstances where an alternative arrangement has been negotiated between the employee and the relevant manager.
- 49.3 Where the period of a recall overlaps with the commencement of a rostered shift, the time worked on recall prior to the shift commencement time will be treated and paid as incidental overtime, and the minimum working period and payment of four hours provided under clauses 49.1 and 49.2 above will not apply. For the avoidance of doubt, an operational employee will not be entitled to double the ordinary time rate of pay upon commencement of their ordinary rostered period of duty where the period of a recall overlaps with the commencement of a rostered shift as set out in this clause.
- 49.4 Re-call to duty will be by mutual agreement between the Employer and the employee.
- 49.5 Payment for a re-call to duty will commence from the time at which the operational employee receives and accepts the request (call) from the Employer.
- When an employee is recalled to duty and works for a continuous period of five hours or more and the Employer requires the employee to continue work, the late crib meal allowance will be paid in accordance with clause 31.9.

50. STANDBY

50.1 The Employer may require an employee to standby for any period outside of the employee's normal rostered periods of duty in the event of a prolonged major incident or other operational situation where significant additional resources are required. The employee will receive the standby rate set out below. It is not to be used as a generally available means of staffing AV.



- 50.2 Standby is not to be used in place of rostered or non-rostered on-call.
- 50.3 When placed on standby, an employee will be required to respond immediately as directed.
- 50.4 Subject to clause 50.5:
 - (a) while on stand-by an employee will be paid at ordinary time rates of pay;
 - (b) if an employee on stand-by is called out to duty the employee will be paid at double ordinary time rates of pay for all time worked with a minimum payment of 4 hours:
 - (c) an employee who is called out to duty will be paid at double ordinary time rates of pay from the time of receiving the call until the employee returns to stand-by status or is released from stand-by status.
- There is no entitlement to the standby rates where an employee performs work that was originally rostered as on-call for that employee or was requested to perform non-rostered on-call and agreed to do so. Such employees will be paid in accordance with the rates in clause 46 or clause 48.
- 50.6 An employee will not be entitled to triple their ordinary time rate of pay upon commencement of the employee's ordinary rostered period of duty following a period of standby.

51. MEAL BREAKS, CRIB TIME AND REST BREAKS

51.1 Meal break for non-operational employees

A non-operational employee is entitled to a meal break of not less than 30 minutes during each eight hour shift, which will not be counted as time worked.

51.2 Rest breaks

- (a) Employees are entitled to a ten hour rest break between periods of duty.
- (b) Where practical, all employees are entitled to two ten minute rest breaks each day, counted as time worked, as follows:
 - (i) the first, between commencement of work and the usual meal break;
 - (ii) the second between the usual meal break and cessation of work.

51.3 Crib time for operational employees

- (a) Operational employees are entitled to crib time as follows:
 - (i) For shifts of between six hours and less than 10 hours, one twenty (20) minute crib break.
 - (ii) For shifts of 10 hours, one thirty (30) minute crib break.
 - (iii) For shifts of more than 10 and up to 14 hours, two thirty (30) minute crib breaks.



- (b) When working a shift of less than 10 hours, the window of opportunity for a crib meal break will be during the 60 minute period from the end of the fourth hour after the commencement of the shift.
- (c) When working a shift of 10 hours, the window of opportunity for a crib meal break will be during the 90 minute period from the end of the fourth hour after the commencement of the shift.
- (d) When working a shift in excess of 10 hours and up to 14 hours, the window of opportunity for the first crib meal break will be during the 90 minute period from the end of the third hour after the commencement of the shift. The window of opportunity for the second crib meal break will be during the 90 minute period from the end of the eighth hour after the commencement of the shift.
- (e) When an Operational employee has not received a complete crib meal break in the window of opportunity for taking such meal break as defined in clauses 51.3(a)(iii), 51.3(c) and 51.3(d) the employee will be directed to take a complete crib meal break provided that:
 - (i) For a period of one hour after the end of the window of opportunity the employee may be required to respond to code one and priority zero cases only.
 - (ii) If the crib meal break has not been completed by the end of the first hour after the window of opportunity the employee may be required to respond to priority zero cases only.
- (f) Crib meal breaks will be taken at a time and place directed by the Employer.
- 51.4 Tea, coffee, sugar, milk and boiling water will be supplied by the employer for the purpose of making tea and coffee.

52. SEASONAL AMBULANCE STATION

Where an employee is requested and agrees to staff a seasonal, community or non-permanent Ambulance Station during periods of peak load for that station, the provisions of 42 and 44 do not apply.

53. DAYLIGHT SAVING

- Notwithstanding any other provisions of this Agreement, where by reason of legislation, summer time is prescribed as being in advance of standard time, the length of any shift:
 - (a) commencing before the time prescribed under the relevant legislation for the commencement of a summer time period; and
 - (b) commencing on or before the time prescribed under such legislation for the termination of a summer time period, will be deemed to be the number of hours represented by the difference between the time recorded by the clock at the beginning of the shift and the time so recorded at the end of the shift. The time of the clock in each case is to be set to the time fixed by the legislation.
- 53.2 In this clause, the expressions standard time and summer time will have the same meaning as are prescribed by legislation, and legislation will mean the *Summer Time Act* 1972 (Vic) as amended or substituted.



53.3 Employees who work full shift overtime on the daylight savings transition day will be paid for the actual hours worked. For example, 15 hours on the first Sunday in April and 13 hours on the first Sunday in October for an employee who normally works a 14 hour shift.

54. UNUSUAL HOURS

54.1 Where an employee who normally uses public transport, ceases any period of duty outside ordinary rostered hours when public transport is not available, the Employer will provide transport for the employee to/from the employee's place of residence.



Part 6 - Types of Leave and Public Holidays

55. ANNUAL LEAVE

55.1 **Definitions in this clause**

- (a) **Week** means an employee's ordinary working week.
- (b) **Ordinary pay** for an employee who is not entitled to the rolled-in rate of pay, means remuneration for the employee's normal weekly number of hours of work calculated at ordinary time rates of pay and in addition, includes:
 - (i) over award payments for ordinary hours of work;
 - (ii) shift penalties, according to roster or projected roster;
 - (iii) Saturday and Sunday penalties, according to roster or projected roster; and
 - (iv) allowances which would have been received by the employee for ordinary hours of work, had the employee not proceeded on leave.

For an operational employee who is entitled to the rolled-in rate of pay in accordance with this Agreement, ordinary pay means the rolled-in rate of pay.

If no ordinary time rate of pay, or no normal weekly number of hours, is fixed for an employee, these will be deemed to be the average weekly rate earned, or average weekly number of hours worked, during the period in respect of which the right to annual leave accrues.

(c) **Seven day shift employee** means an employee regularly rostered over 7 days a week and regularly rostered on Sundays and public holidays. Employees who are seven day shift workers under this Agreement are shift workers for the purposes of annual leave in accordance with Division 6 of Part 2-2 of the Act.

55.2 Entitlement/period of leave

An employee is entitled to four weeks annual leave on ordinary pay for each twelve months of service. Annual leave accrues progressively during a year of service according to an employee's ordinary hours of work, and is accumulates from year to year.

55.3 Additional leave for seven day shift employees

A seven day shift employee rostered to work regularly on Sundays and public holidays, is entitled to an additional week's leave including non-working days. An employee who is engaged for part of a year as a seven day shift employee, will accrue the additional leave on a pro rata basis.

55.4 Illness during annual leave

(a) A period of annual leave will not include a day or part day where an employee is on personal, compassionate or community service leave in accordance with the Act.



(b) This entitlement is subject to the employee notifying the Employer that the employee is claiming such leave as soon as practicable. For a personal leave application the employee must also meet the requirements for that leave under clause 56.7. For a compassionate leave application the employee must also meet the requirements for that leave under clause 57(d). For community service leave the employee must provide evidence that the employee has been or will be engaging in a community service activity.

55.5 **Public holiday during annual leave**

If a prescribed public holiday to which the employee is entitled to payment under this Agreement or the employee's contract of employment, falls within the period of an employee's annual leave, the period of annual leave will be increased by one day in respect of that public holiday. This clause has no application to an employee who takes leave in lieu of payment for public holiday penalties under clause 64.

55.6 Timing of taking leave

- (a) Annual leave must be taken within six months of leave entitlements accruing at the end of each year of service, unless alternative arrangements are agreed between the Employer and employee. A non-operational employee may request to accrue up to eight weeks leave. The Employer will not unreasonably refuse requests for annual leave accruals. The Employer will take into account health and safety matters in relation to the employee's request to accrue eight weeks leave.
- (b) An employee may on agreement of the Employer, take annual leave before the employee has become entitled to the annual leave.
- (c) The Employer and employee will seek to reach agreement on the taking of annual leave at a mutually convenient time. In the absence of agreement, the Employer may give at least 28 days' notice of the taking of annual leave.
- (d) Provided that in unforeseen circumstances, the Employer may give only seven days' notice, in which case the Employer will reimburse the employee all irrecoverable costs directly incurred for the proposed holiday. Proof of such costs will be provided to the satisfaction of the Employer.
- (e) Annual leave will be taken in four consecutive weeks, or in separate periods with the agreement of the Employer and employee.

55.7 **Payment for Annual Leave**

Payment for a period of annual leave will be made in accordance with the fortnightly pay cycle, unless the employee requests payment in advance before the commencement of the employee's annual leave.

55.8 Cash out of leave

- (a) From the commencement of this Agreement, and subject to the requirements of the Act, an employee may once annually request payment of accrued annual leave in lieu of taking the annual leave as follows:
 - (i) Operational employees who have at least ten (10) weeks accrued annual leave can request to cash in up to a maximum of two (2) weeks leave; and



- (ii) Non-Operational employees can request to cash in up to a maximum of four (4) weeks leave subject to the employee having a four week residual annual leave balance once the cash-in has been effected.
- (b) Each cashing out of a particular amount of paid annual leave must be by a separate agreement in writing between the Employer and the employee.
- (c) Where the Employer authorises a request under this clause for payment in lieu of annual leave, the employee will receive payment in lieu of the amount of annual leave that is foregone (including applicable annual leave loading) and the amount of annual leave that is foregone will then be deducted from the employee's accrued annual leave balance.
- (d) Superannuation contributions will be paid by the Employer in respect of any period of annual leave to be paid out.

55.9 Payment of annual leave on termination

On termination of employment, an employee:

- (a) will be paid out any outstanding accrued annual leave entitlements;
- (b) engaged for part of any year as a seven day shift employee, will be paid in addition to any other amounts due, an amount equal to 1/48th of ordinary pay for the period of employment as a seven day shift employee.

55.10 Continuity of service

- (a) For the purposes of calculating an employee's annual leave entitlement, a year of service is a period during which an employee is employed by the Employer, but does not include any period of:
 - (i) unauthorised absence; or
 - (ii) any period of unpaid leave or unpaid absence that is not otherwise stated to count as service in accordance with the Act.

55.11 Annual close down

Where the Employer temporarily closes its enterprise or reduces the operations of the enterprise to allow annual leave to all or a majority of employees in the enterprise or part concerned, the following provisions apply:

- (a) The Employer must give one month's notice in writing of the proposed close-down:
- (b) An employee who has accrued sufficient leave to cover the close-down period will be given leave and will be paid for that leave in accordance with clause 55.1(b);
- (c) An employee who has not accrued sufficient leave to cover part or all of the close-down, is allowed paid leave for the period for which they have accrued sufficient leave and given unpaid leave for the remainder of the close-down.

55.12 Annual leave loading



- (a) All employees will be entitled to payment of 17.5 per cent annual leave loading on a maximum five weeks annual leave per annum, in respect of leave accrued from 4 August 2005. In respect of leave accrued from 4 August 2005, annual leave loading is not payable on any other leave or accrued days off.
- (b) Annual leave loading will apply to leave accrued prior to 4 August 2005 in accordance with the terms of the *Ambulance Service Victoria Metropolitan Region Certified Agreement 2001* and *Rural Ambulance Victoria Certified Agreement 2001*, operating in conjunction with the *Ambulance Services and Patient Transport Employees Award, Victoria 2002*.
- (c) The amount of annual leave loading received for any period of annual leave converted into personal leave, will be deducted from future entitlement to annual leave loading or if the employee is terminated, from termination pay.

56. PERSONAL LEAVE

Other than in relation to unpaid carer's leave, the provisions of this clause do not apply to casual employees.

56.2 **Definitions**

- (a) In this clause the term "**immediate family**" includes the employee's:
 - spouse (including the employee's former spouse, de facto partner or former de factor partner, where "de facto partner" means a person who, although not legally married to the employee, lives with the employee in a relationship as a couple on a genuine domestic basis, whether or not of the same sex or different sexes); and
 - (ii) a child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the employee or the employee's spouse or de facto partner.
- (b) The term "registered medical practitioner" means a practitioner registered or licensed as medical practitioner and includes a Doctor of Medicine, Dentist, Physiotherapist, Chiropractor, Osteopath, Psychologist, Podiatrist or Optometrist.

56.3 Paid Personal Leave entitlement

- (a) Paid personal leave is available to an employee if the leave is taken:
 - (i) because the employee is unfit for work because of a personal illness or personal injury (sick leave); or
 - (ii) to provide care or support to a member of the employee's immediate family or a member of the employee's household who requires care or support because of a personal illness or personal injury of the member or an unexpected emergency affecting the member (carer's leave).
- (b) The amount of personal leave to which an employee is entitled depends on how long he or she has worked for the Employer and accrues as follows:
 - (i) 96 hours will be available in the first year of service;



- (ii) 112 hours will be available per annum in the second, third and fourth years of service; and
- (iii) 168 hours will be available per annum in the fifth and subsequent years,
 - provided that an employee's paid personal leave entitlement will not be less than the minimum entitlement under the NES for each year of service.
- (c) Personal leave accrues progressively during a year of service according to the employee's ordinary hours of work and accumulates from year to year.
- (d) Where one day absences without providing a medical certificate from a registered medical practitioner or a statutory declaration are not taken for a period of five consecutive years and all supporting evidence has been provided within three months of the date of absence, an additional 40 hours personal leave will be added to the employee's accrued entitlement.

Taking Personal Leave

- (a) Subject to the notice and supporting evidence conditions set out in this clause, an employee is entitled to use the full amount of their personal leave entitlement including accrued leave for the purposes of sick or carer's leave.
- (b) An employee who is absent from work because of illness or injury is not normally able to use leave, other than personal leave, to cover the period of absence. However, annual leave or long service leave may be utilised, at the employee's request, in the following circumstances:
 - (i) annual leave may be granted where an employee has a long-term illness and has exhausted all paid sick leave; and
 - (ii) long service leave may be utilised where an employee has a long-term illness and has exhausted all paid sick leave and annual leave.

56.5 **Unpaid Carer's Leave**

- (a) Where an employee has exhausted all paid personal leave entitlements, or is a casual employee, they are entitled to take unpaid personal leave to care for members of their immediate family or household who have an illness, injury or an unexpected emergency and require care or support.
- (b) The Employer and the employee will agree on the period. In the absence of agreement, the employee is entitled to take up to a maximum of 2 days per occasion, provided the requirements of clauses 56.6 and 56.7 are met.

56.6 Employee must give notice

- (a) An employee commencing rostered duty at or after 8 am and before midnight will, wherever possible, notify the person in charge of the workplace at least two hours prior to the rostered time of commencing duty that he/she will be absent.
- (b) An employee commencing rostered duty between midnight and 8 am will, wherever possible, notify the person in charge of the workplace at least one hour prior to the rostered time of commencing duty that he/she will be absent.



56.7 Evidence supporting claim

- (a) In the case of personal illness or injury an employee may utilise up to 3 days accrued personal leave with pay in each year of employment without providing a medical certificate from a registered medical practitioner or a statutory declaration.
- (b) If the period of sick leave referred to in clause 56.7(a) is for a continuous period exceeding 3 days, the employee will be required to provide a medical certificate from a registered medical practitioner or a statutory declaration.
- (c) Failure by the employee to provide a medical certificate or statutory declaration, as required under clause 56.7(b), within forty-eight hours may render the employee liable to be taken off paid sick leave until such time as the required documentation is provided.
- (d) When taking leave to care for members of their immediate family or household who require care due to a personal illness, injury or unexpected emergency, the employee must, if required by the Employer, provide a medical certificate from a registered medical practitioner or a statutory declaration stating that the condition of the person concerned requires the employee's care and support.

56.8 **Absence on Public Holidays**

If the period during which an employee takes paid personal/carer's leave includes a day or part-day that is a public holiday, the employee is taken not to be on paid personal/carer's leave on that public holiday. This clause does not apply to an employee who receives leave in lieu of public holidays in accordance with clause 64.

57. COMPASSIONATE LEAVE

- (a) Employees, other than casual employees, will be entitled to up to 4 days paid compassionate leave in the following circumstances:
 - (i) to spend time with a member of the employee's immediate family or household who has a personal illness or injury that poses a serious threat to his or her life; or
 - (ii) after the death of a member of the employee's immediate family or household.
- (b) Casual employees will be entitled to compassionate leave in the circumstances set out in clause 57(a) on an unpaid basis.
- (c) An employee must notify the person in charge of the workplace at least one hour prior to the rostered time of commencing duty that he/she will be absent due to compassionate leave.
- (d) Proof of death or illness or injury that poses a threat to life will be furnished by the employee to the satisfaction of the Employer.
- (e) An employee may take unpaid compassionate leave by agreement with the Employer.



58. FAMILY VIOLENCE LEAVE

58.1 **General Principle**

- (a) The Employer recognises that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, the Employer is committed to providing support to staff that experience family violence.
- (b) Leave for family violence purposes is available to employees who are experiencing family violence to allow them to be absent from the workplace to attend counselling appointments, legal proceedings and other activities related to, and as a consequence of, family violence.

58.2 **Definition of Family Violence**

Family violence includes physical, sexual, financial, verbal or emotional abuse by a family member as defined by the *Family Violence Protection Act 2008* (Vic).

58.3 Eligibility

- (a) Leave for family violence purposes is available to all employees with the exception of casual employees.
- (b) Casual employees are entitled to access leave without pay for family violence purposes.

58.4 **General Measures**

- (a) Evidence of family violence may be required and can be in the form an agreed document issued by the Police Service, a Court, a registered health practitioner, a Family Violence Support Service, district nurse, maternal and health care nurse or Lawyer. A signed statutory declaration can also be offered as evidence.
- (b) All personal information concerning family violence will be kept confidential in line with the Employer's policies and relevant legislation. No information will be kept on an employee's personnel file without their express written permission.
- (c) No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing family violence.
- (d) The Employer will identify contact/s within the workplace who will be trained in family violence and associated privacy issues. The Employer will advertise the name of any Family Violence contacts within the workplace.
- (e) An employee experiencing family violence may raise the issue with their immediate supervisor, Family Violence contacts, Employee Representative or nominated Human Resources contact. The immediate supervisor may seek advice from Human Resources if the employee chooses not to see the Human Resources or Family Violence contact.
- (f) Where requested by an employee, the Human Resources contact will liaise with the employee's manager on the employee's behalf, and will make a recommendation on the most appropriate form of support to provide in accordance with clause 58.5 and clause 58.6.



(g) The Employer will develop guidelines to supplement this clause and which details the appropriate action to be taken in the event that an employee reports family violence.

58.5 **Leave**

- (a) An employee experiencing family violence will have access to 20 days per year of paid special leave for medical appointments, legal proceedings and other activities related to family violence (this leave is not cumulative but if the leave is exhausted consideration will be given to providing additional leave). This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.
- (b) An employee who supports a person experiencing family violence may utilise their personal/carer's leave entitlement to accompany them to court, to hospital, or to care for children. The Employer may require evidence consistent with clause 58.4(a) from an employee seeking to utilise their personal/carer's leave entitlement.

58.6 **Individual Support**

- (a) In order to provide support to an employee experiencing family violence and to provide a safe work environment to all employees, the Employer will approve any reasonable request from an employee experiencing family violence for:
 - (i) temporary or ongoing changes to their span of hours or pattern or hours and/or shift patterns;
 - (ii) temporary or ongoing job redesign or changes to duties;
 - (iii) temporary or ongoing relocation to suitable employment;
 - (iv) a change to their telephone number or email address to avoid harassing contact:
 - (v) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.
- (b) Any changes to an employee's role should be reviewed at agreed periods. When an employee is no longer experiencing family violence, the terms and conditions of employment may revert back to the terms and conditions applicable to the employee's substantive position.
- (c) An employee experiencing family violence will be offered access to the Employee Assistance Program (VACU) and/or other available local employee support resources. The VACU will include professionals trained specifically in family violence.
- (d) An employee that discloses that they are experiencing family violence will be given information regarding current support services.

59. PARENTAL LEAVE

59.1 **Application**



- (a) Parental leave is provided for in the NES. The provisions of this clause supplement the NES entitlement.
- (b) Full-time, part-time and Eligible Casual Employees are entitled to parental leave under this clause if:
 - (i) the leave is associated with:
 - (A) the birth of a child of the employee or the Employee's Spouse; or
 - (B) the placement of a child with the employee for adoption; and

the employee has or will have a responsibility for the care of the child;

- (c) An employee is entitled to take leave in accordance with this clause if the employee has, or will have, completed at least twelve months continuous service (as that term is defined in the Act) with the Employer:
 - (i) as at the date or expected date of the birth of the child; or
 - (ii) as at the date or expected date of the placement in the case of an adoption; or

in all other cases of parental leave in accordance with this clause, the date on which the employee's period of leave is to start.

- (d) The Employer must not fail to re-engage a casual employee because:
 - (i) the employee or employee's spouse is pregnant; or
 - (ii) the employee is, or has been, immediately absent on parental leave.

The rights of the Employer in relation to the engagement and re-engagement of casual employees are not affected, other than in accordance with this subclause.

59.2 **Definitions**

- (a) "Adoption-related leave" means leave taken in association with the placement of a child for adoption and must start on the day of placement of the child.
- (b) "Birth-related leave" means leave taken in accordance with the following rules:
 - (i) if the employee is pregnant with, or gives birth to, the child. The period of leave may start up to 6 weeks before the expected date of birth of the child, or earlier if the Employer and employee so agree, but must not start later than the date of birth of the child; or
 - (ii) if subparagraph (i) does not apply the period of leave must start on the date of birth of the child.
- (c) "**Child**" for the purposes of adoption means a child of the employee under 16 years of age who is placed with the employee for the purposes of adoption,



other than a child or step-child of the employee or of the spouse of the employee or a child who has previously lived continuously with the employee for a period of six months or more.

- (d) "Eligible Casual Employee" means a casual employee employed by the Employer on a regular and systematic basis for a sequence of periods of employment, or on a regular and systematic basis for a continuing period of employment, during a period of at least 12 months and, but for the pregnancy or decision to adopt, the employee has a reasonable expectation of continuing employment on a regular and systematic basis.
- (e) "Spouse" includes a de facto partner, former spouse or former de facto partner (where a de facto partner is a person who, although not legally married to the employee, lives with the employee in a relationship as a couple on a genuine domestic basis, whether the employee and the person are of the same sex or different sexes).

59.3 Parental Leave – Birth-related or adoption-related

- (a) An employee who takes birth-related leave or adoption-related leave is entitled to up to 52 weeks parental leave, comprising:
 - (i) 14 weeks paid parental leave; and
 - (ii) Up to 38 weeks unpaid parental leave.
- (b) An Eligible Casual Employee is entitled to up to 52 weeks unpaid parental leave in association with the birth or adoption of a Child.
- (c) A period of parental leave taken in accordance with this clause must be for a single continuous period.

59.4 **Concurrent/Partner leave**

- (a) An employee who will not have primary responsibility for the care of their child, is entitled to up to 8 weeks concurrent/partner leave associated with the birth or adoption, comprising:
 - (i) 2 weeks paid partner leave; and
 - (ii) up to 6 weeks unpaid partner leave.
- (b) Concurrent/Partner leave is to be taken either:
 - (i) concurrently with parental leave that is being taken by the employee's Spouse; or
 - (ii) in circumstances where the employee's Spouse is not an employee within the meaning of Part 2-2 of the Act and the Employee's Spouse has responsibility for the care of the child during that period, at any time during the period commencing one week prior to the date of the birth or placement of the Child for adoption and within 12 months from the date of the birth or placement of the Child for adoption.



(c) An employee cannot receive Concurrent/Partner Leave where the employee has received parental leave entitlements in relation to their Child in accordance with sub-clause 59.3.

59.5 **Prenatal Leave**

- (a) A pregnant employee will have access to paid leave totalling up to 38 hours per pregnancy to enable the employee to attend routine medical appointments associated with the pregnancy.
- (b) Where an employee's Spouse is pregnant, the employee will have access to paid leave totalling up to 8 hours per pregnancy to enable the Employee to attend routine medical appointments associated with the pregnancy.
- (c) The employee is required to provide a medical certificate from a registered medical practitioner confirming that the employee or the employee's Spouse is pregnant. Each absence on prenatal leave must also be covered by a medical certificate.
- (d) Paid prenatal leave is not available to Eligible Casual Employees.

59.6 Right to request

- (a) To assist an employee in reconciling work and parental responsibilities, an employee entitled to parental leave may request to:
 - (i) extend the period of parental leave provided by a further continuous period of leave not exceeding 12 months (up to 104 weeks in total) and less any rostered periods of leave taken by the Employee's Spouse;
 - (ii) return from a period of parental leave on a part-time basis or pursuant to a flexible work arrangement while the child is of school age or younger.
- (b) The Employer will consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable business grounds related to the effect on the workplace or the Employer's business. Such grounds might include cost, lack of adequate replacement of staff, loss of efficiency and the impact on customer service. The Employer's decision will be made as soon as practicable and within 21 days of the employee's request.
- (c) The employee's request and the Employer's decision made under clauses 59.6(a) and (b) must be recorded in writing. An Employer's decision must include details of the reasons for refusal.
- (d) Where an employee wishes to make a request under this clause, such a request must be made as soon as possible but no less than 4 weeks prior to the date upon which the employee is due to return to work from parental leave.

59.7 Variation of Period of Parental Leave

(a) An employee whose period of parental leave is less than 52 weeks may elect to extend the period of their parental leave on one occasion up to a maximum of



- 52 weeks. If the Employer agrees, the employee may further extend the period of unpaid parental leave one or more times.
- (b) Any such variation must be notified in writing to the Employer at least 2 weeks prior to the commencement of the changed arrangements. Nothing in this clause detracts from the parental leave entitlements in clause 59.3 or the right to extend provisions in clause 59.6.

59.8 **Half-pay Provision**

The Employer may allow an employee who is entitled to paid parental leave to take that leave at half pay for a period equal to twice the period to which the employee would otherwise be entitled, subject to the total amount of leave taken not exceeding 52 weeks.

59.9 Notice and evidence requirements

- (a) An employee must give at least 10 weeks written notice of the intention to take parental leave, including the proposed start and end dates. At this time, the employee must also provide:
 - (i) evidence which would satisfy a reasonable person of:
 - (A) in the case of birth-related leave, the date of birth of the Child (including without limitation, a medical certificate stating the date of birth or expected date of birth); or
 - (B) in the case of adoption-related leave, the commencement of the placement (or expected day of placement) of the Child and that the Child will be under 16 years of age as at the day of placement or expected day of placement.
 - (ii) particulars of any period of partner leave or parental leave sought or to be taken by the Employee's Spouse.
- (b) At least four weeks before the intended commencement of parental leave, the employee must confirm in writing the intended start and end dates of the parental leave, or advise the Employer of any changes to the notice provided in clause 59.9(a), unless it is not practicable to do so.
- (c) Where an employee continues to work within the 6 week period immediately prior to the expected date of birth of the child, the Employer may require the employee to provide a medical certificate stating the employee is fit to continue to work, and if so, whether it is inadvisable for the employee to continue working their normal duties because of illness or risks arising out of the pregnancy or hazards connected with the position.

59.10 **Special Maternity Leave**

(a) Where the pregnancy of an employee terminates within 28 weeks of the expected date of birth and the employee has not commenced parental leave, the employee may take unpaid special maternity leave for a period determined by a registered medical practitioner as necessary. Where an employee is granted special maternity leave is granted under this clause, during the period of leave an employee may return to work at any time, as agreed between the



Employer and the employee, provided that time does not exceed four weeks from the recommencement date desired by the employee.

- (b) Where an employee, who has not commenced parental leave, suffers an illness related to the pregnancy, the employee may take any paid personal leave entitlement and such further unpaid special maternity leave as a registered medical practitioner certifies as necessary before the employee's return to work.
- (c) In circumstances where an employee is suffering from an illness that is not directly related to the pregnancy, the employee may be entitled to paid personal leave in lieu of, or in addition to, special maternity leave.
- (d) An employee who takes unpaid special maternity leave must provide the Employer with a copy of the medical certificate from the registered medical practitioner as soon as practicable (which may be at a time after special maternity leave has started).

59.11 Unpaid pre-adoption leave

- (a) An employee seeking to adopt a child is entitled to take unpaid leave for the purposes of attending any compulsory interviews or examinations, as may be required in order to obtain approval for the employee's adoption of a child.
- (b) The period of such unpaid leave will be determined by mutual agreement between the employee and Employer. Where agreement cannot be reached, the employee will be entitled to take up to 2 days unpaid leave for such purposes.
- (c) Where another form of paid leave is available to an employee, the Employer may require the employee to take such leave instead.
- (d) An employee must give notice of the taking of unpaid pre-adoption leave and may be required by the Employer to provide satisfactory evidence of the requirement to attend any compulsory interviews or examinations.

59.12 Parental Leave and Other Entitlements

An employee may in lieu of, or in conjunction with, a period of parental leave access other accrued leave entitlements, including annual leave and long service leave but excluding compassionate leave, personal/carer's leave and community service leave subject to the total amount of leave taken not exceeding 52 weeks or longer period as agreed under clause 59.6.

59.13 Transfer to a Safe Job

(a) Where an employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee will make it inadvisable for the employee to continue in their present work for a stated period, the employee will be transferred to a safe job with no other change to the employee's terms and conditions of employment until the commencement of parental leave (unless the safe job has more favourable terms).



- (b) An employee that is eligible for parental leave under this clause, may elect, or the Employer may require the employee, to take no safe job paid leave immediately for a period which ends at the earliest of any of the following:
 - (i) a transfer to a safe job becoming available;
 - (ii) the end of the period stated in the opinion of the registered medical practitioner provided in clause 59.13(a) above;
 - (iii) if the employee's pregnancy results in the birth of a living child the end of the day before the date of birth;
 - (iv) if the employee's pregnancy ends otherwise than with the birth of a living child the end of the day before the end of the pregnancy; or
 - (v) where the employee commences parental leave as a result of a certificate requested under clause 59.10(d) that states that the employee is unfit for work within 6 weeks of the expected date of birth.
- (c) Paid leave taken in accordance with clause 59.13 is in addition to any other leave entitlements.
- (d) Where there is no appropriate safe job available, an employee that is not entitled to unpaid parental leave may take unpaid no safe job leave, subject to the employee having given the Employer evidence that would satisfy a reasonable person of the pregnancy if this evidence is requested by the Employer.

59.14 Returning to Work After Parental Leave

- (a) An employee will notify the Employer of their intention to return to work after a period of parental leave at least 4 weeks prior to the expiration of that leave.
- (b) An employee will be entitled to return to the position that they held immediately prior to the period of parental leave, or immediately prior to being transferred to a safe job in accordance with clause 59.13 of this Agreement.
- (c) Where such position no longer exists, the employee is entitled to return an available alternative position (if any) for which the employee is qualified for and is nearest in status and pay to that of their former position.

59.15 Replacement Employees

- (a) A replacement employee is an employee specifically engaged or temporarily promoted or transferred as a result of an employee proceeding on parental leave.
- (b) A replacement employee will be employed on a fixed-term basis, in accordance with clause 21 of this Agreement.
- (c) Before engaging a replacement employee, the Employer will notify the replacement employee of the matters in section 84A of the Act including that the work is temporary, the rights of the Employer and of employee taking unpaid parental leave.

59.16 Communication During Parental Leave



- (a) Where an employee is on parental leave and a definite decision has been made to introduce, significant change at the workplace that has a significant effect on the status, pay or location of the employee's pre-parental leave position, the Employer will take reasonable steps to:
 - (i) give the employee information about any significant effect the change will have on the status, pay or location of the position the employee held before commencing parental leave; and
 - (ii) provide an opportunity for the employee to discuss any significant effect the change will have on the status, pay or location of the position the employee held before commencing parental leave.
- (b) The employee is encouraged to take reasonable steps to inform the Employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.
- (c) The employee will also notify the Employer of changes of address or other contact details which might affect the Employer's capacity to comply with this clause.
- (d) Subject to the requirements in the Act, during a period of unpaid parental leave, the employee and Employer can agree to an employee performing work for the Employer on up to 10 Keeping in Touch days. If an employee performs work on a keeping in touch day, performing that work does not have the effect of extending the period of unpaid parental leave.

59.17 Pregnancy ends (other than by birth of a living child) or child born alive dies

- (a) If the pregnancy ends (other than by birth of a living child), the employee or Employer may give written notice cancelling the birth-related leave before the leave starts. If the employee or Employer does so, the employee is not entitled to unpaid parental leave in relation to the child but the employee may be entitled to personal leave or special maternity leave under clause 59.10.
- (b) If the pregnancy ends (other than by birth of a living child), or a child born alive dies, the employee may give written notice that the employee wishes to return to work after the start of the period of leave but before its end, and within 4 weeks after the Employer receives the notice. The Employer may give written notice to an employee requiring the employee to return to work on a specified day and must do so if the employee has given written notice that he/she wishes to return to work (unless the leave has not started or has been cancelled). The specified day will be within 4 weeks after the notice is given to the Employer by the employee, and if no such notice has been given, not earlier than 6 weeks after the Employer's written notice was given to the employee.

59.18 Ceasing to have responsibility

(a) If the employee ceases to have any responsibility for the care of the child or ceases to be the child's primary caregiver, the Employer may give written notice to an employee on unpaid parental leave requiring the employee to return to work on a specified day. The specified day will be at least 4 weeks after the



- notice is given to the employee, but not earlier than 6 weeks after the date of birth of the child if the employee gave birth to the child.
- (b) The Employer will have regard to the relevant circumstances of the employee, including whether it is reasonable to expect that the employee will not again become the child's primary caregiver or have any responsibility for the care of the child.

60. PAID LACTATION BREAKS.

- A breastfeeding employee will be provided with the right to one or more daily breaks to facilitate breastfeeding or expressing milk (**Lactation Breaks**).
- The Employer will provide an area that is clean and private (not a toilet or shower). Employees will have access to a comfortable seat, a refrigerator and a sink with running water.
- 60.3 Lactation Breaks will not be required to be taken concurrently with a crib meal break but an employee may elect to do so.
- The Employer will take all reasonable steps to notify each female employee who returns to work after a period of birth-related parental leave of the matters set out in clauses 60.1 to 60.3, as soon as reasonably practicable after their return to work.

61. REIMBURSEMENT OF CHILDCARE EXPENSES

- Where an employee is required by the Employer to perform overtime work in accordance with clause 45.5 of this Agreement and subject to clause 61.2, the employee will be reimbursed for reasonable childcare expenses incurred as a result of working the overtime. An employee will also be reimbursed in accordance with this provision where the employee receives less than 24 hours' notice of any overtime undertaken in accordance with clause 45.3. An operational employee that performs an overtime shift under clause 45.3 and has agreed to work the overtime shift in the period within 24 hours prior to the commencement of the shift is taken to have received less than 24 hours' notice.
- Reimbursement of reasonable childcare expenses will be paid up to the maximum value of \$75 for each instance and subject to:
 - (a) the provision of a receipt or supporting evidence of the expenditure incurred from a registered childcare provider within four (4) weeks of the overtime being worked;
 - (b) the total number of instances that can be claimed being capped at 26 per calendar year.
- 61.3 This provision does not apply to employees working on call who are recalled to duty.

62. LONG SERVICE LEAVE

62.1 **Definitions**

For the purposes of this clause the following definitions apply:



- (a) Pay means remuneration for an employee's normal weekly hours of work calculated at the employee's ordinary time rate of pay at the time the leave is taken or (if he/she dies before the completion of leave so taken, as at the time of death); and will include the amount of any increase to the employee's ordinary time rate of pay which occurred during the period of leave as from the date such increase operates. Provided that where accommodation is made available to an employee during any period of leave and where a deduction is made for the rental, such amount will be deducted from the pay for the period of leave.
- (b) **Institution** will mean any hospital, public health service, benevolent home, community health centre, Society or Association registered under the *Health Services Act 1988* (Vic) or the Bush Nursing Association (Inc.).
- (c) Month will mean a calendar month.
- (d) **Statutory body** will mean the Department of Health and Human Services Victoria, Department of Justice and the Victorian Board of the Nursing and Midwifery Board of Australia.
- (e) **Australian Defence Forces** will have the same meaning as the Defence Force in the *Defence Act 1903* (Cth).

62.2 Entitlement

- (a) An employee is entitled to long service leave with pay for continuous service with the same Employer or service with Victorian Ambulance Services as follows:
 - (i) six months on the completion of fifteen years continuous service; and
 - (ii) an additional two months on the completion of each additional five years of service thereafter; and
 - (iii) where an employee's services are terminated otherwise than by death, an additional 1/30th of the period of service since the last accrual of entitlement under 62.2(a)(i) and 62.2(a)(ii);
 - (iv) where an employee has completed at least ten years but less than fifteen years continuous service, and whose service is terminated for any cause other than serious and wilful misconduct, such amount of long service leave as equals 1/30th of the period of service;
 - (v) where an employee who has completed at least ten years continuous service, dies while still employed, the Employer will pay to the employee's legal personal representative, such amount of long service leave as equals 1/30th of the period of service.
- (b) Long service leave will include any public holiday occurring during the period when the leave is taken.

62.3 Payment for period of leave

- (a) Payment for long service leave will be made:
 - (i) in full prior to the employee commencing leave; or



- (ii) at the same time as payment would have been made if the employee had remained on duty, if the employee so applies in writing; or
- (iii) as otherwise agreed between the Employer and employee.
- (b) Where the ordinary time rate of pay is increased during any period of long service leave taken, the employee is entitled to receive payment of this increase at the completion of long service leave.

62.4 Service entitling to leave

- (a) The service of an employee of an ambulance service will include service for which long service leave or payment in lieu has not already been received, in one or more ambulance services, institutions or statutory bodies, provided that service with any one of these bodies is six months or greater.
- (b) Service also includes all periods during which an employee was serving in the Australian Defence Forces or was made available by the Employer for National Duty.
- (c) Transmission of business: where a business is transmitted from one Employer (the transmitter) to another Employer (the transmittee), an employee who worked with the transmitter and who continues in the service of the transmittee, will be entitled to count their service with the transmitter as service with the transmittee for long service leave. In this clause: business includes trade, process, business or occupation and includes part of any such business; transmission includes transfer, conveyance, assignment or succession whether by agreement or by operation of law and transmitted has a corresponding interpretation.

62.5 **Continuity of service**

- (a) For the purposes of calculating long service leave, service will be deemed to be continuous notwithstanding:
 - (i) the taking of any annual leave or long service leave;
 - (ii) the taking of personal leave under clause 56;
 - (iii) any absence on accident compensation leave under clause 65 Accident compensation leave;
 - (iv) any other absence where the Employer authorises such absence to be counted as service;
 - (v) any interruption or ending of the employment by the Employer if made with the intention of avoiding long service leave or annual leave;
 - (vi) parental leave of up to twelve months for any pregnancy or adoption;
 - (vii) any interruption arising directly or indirectly from an industrial dispute;
 - (viii) any break between service with an ambulance service, institution or statutory body, provided this is less than the employee's allowable period of absence from employment, being five weeks in addition to any paid



leave which the employee receives on termination or for which the employee is paid in lieu;

- (ix) dismissal if the employee is re-employed within two months from the date of this dismissal.
- (b) In calculating continuous service, any interruption or absence under 62.5(a)(i) to (a)(v) are to be counted as part of the period of service, but any interruption or absence under 62.5(a)(vi) to (a)(ix) will not be taken into account in calculating the period of service for long service leave unless authorised in writing by the Employer.

62.6 Time of taking long service leave

Long service leave will be granted within six months from the date of entitlement accruing but if agreed between the Employer and employee, may be postponed or taken in periods rather than in one period.

62.7 **Granting leave in advance**

- (a) Where an employee has completed at least ten years continuous service, an Employer may by agreement with the employee, grant long service leave before the entitlement accrues.
- (b) Where employment is subsequently terminated for serious and wilful misconduct, the Employer may deduct from any remuneration payable to the employee on termination, the amount equivalent to the amount paid to the employee in respect of long service leave advanced.

62.8 Long service leave on termination of employment

- (a) On or before the date of termination of employment, an employee is entitled to be paid any accrued long service leave not taken.
- (b) An employee who accrues long service leave and who seeks to be re-employed by another ambulance service:
 - (i) may in writing request deferral of payment of long service leave until the expiry of the employee's allowable period of absence from employment provided in clause 62.5(a)(viii) above;
 - (ii) unless the employee gives notice in writing that the employee has been employed by another ambulance service, the Employer will pay any accrued long service leave at the expiry of the employee's allowable period of absence;
 - (iii) where the employee gives notice in writing that the employee has been employed by another ambulance service, the Employer is not required to pay the employee for such long service leave.

62.9 Proof of service

The onus is on the employee to prove aggregation of service to support a claim for long service leave without entitlement. A certificate of service specifying the period of



employment including any periods of leave without pay and any long service leave granted during service or paid in lieu on termination, will constitute acceptable proof.

62.10 Pro-rata long service leave in advance

Employees are eligible to take pro-rata long service leave after seven (7) and prior to fifteen (15) years in accordance with this Agreement subject to the following:

- (a) Application by the employee for such leave will be made no earlier than six months prior to the accrual of seven (7) years of service;
- (b) Operational needs of the Employer, provided that leave will be granted within eighteen (18) months of the application being lodged by the employee with the Employer.

62.11 Period of long service leave

- (a) The Employer may allow an employee who is entitled to long service leave to take the whole or any part of that leave at half pay for a period equal to twice the period to which the employee would otherwise be entitled.
- (b) The Employer may also allow an employee who is entitled to long service leave to take the whole or any part of that leave at twice pay for a period equal to half the period to which the employee would otherwise be entitled.

62.12 Portability of long service leave

- (a) Paid employment with the Metropolitan Fire and Emergency Services Board (MFESB) and the Country Fire Authority (CFA), the Victorian Police (VicPolice) and interstate ambulance services will be recognised for the purpose of long service leave for employees who joined the Employer on or after 2 September 1997 and provided they satisfy the Agreement's continuity requirements.
- (b) Employment with interstate ambulance services will be recognised for the purposes of long service leave for existing employees provided they satisfy the Agreement's continuity requirements.
- (c) Employees with previous service in the inner-budget Victorian Public Service and the inner budget Commonwealth Public Service organisations will have such service recognised for the purpose of long service leave, provided that the former Employer transfers the monetary accruals to the Employer. The granting of such leave will be by mutual agreement and such agreement will not be unreasonably withheld.
- (d) In circumstances where the transfer of the monetary accrual cannot be achieved as provided in clause 62.12(c), employees with previous employment in the inner budget Victorian Public Service and inner budget Commonwealth Public Service, the MFESB, CFA and Vic Police will have such employment periods recognised for determining the quantum of time required for entitlement to take long service leave, provided however, that the employee will only be able to access that amount of long service leave which has been accrued within the Employer. The granting of such leave will be by mutual agreement and such agreement will not be unreasonably withheld.



63. PUBLIC HOLIDAYS

63.1 Entitlement to Public Holidays

- (a) An employee will be entitled to the following holidays without loss of pay:
 - (i) New Year's Day, Good Friday, Saturday before Easter Sunday, Easter Sunday, Easter Monday, Christmas Day, Boxing Day; and
 - (ii) Australia Day, ANZAC Day, Queen's Birthday, Labour Day; and
 - (iii) Melbourne Cup Day or in lieu of Melbourne Cup Day, some other day as determined in a particular locality.
- (b) When Christmas Day is a Saturday or a Sunday, a holiday in lieu will be observed on 27 December.
- (c) When Boxing Day is a Saturday or a Sunday, a holiday in lieu will be observed on 28 December.
- (d) When New Years Day or Australia Day is a Saturday or a Sunday, a holiday in lieu will be observed on the next Monday.
- (e) Where for Victoria or any locality, public holidays are declared or prescribed on days other than those set out above, those days will constitute additional holidays.

63.2 Substitution of public holidays

- (a) By agreement between the Employer and a majority of employees in the enterprise or section of the enterprise, an alternative day may be taken as the public holiday in lieu of any of the prescribed days.
- (b) An Employer and employee may agree to the employee taking another day as the public holiday in lieu of the day which is being observed, as the public holiday in the enterprise or section of the enterprise.

63.3 Absence when rostered on a public holiday

Employees rostered to work on a public holiday and failing to do so, will not be entitled to holiday pay for that holiday.

63.4 Pay or time in lieu of a public holiday

- (a) Where an employee works on a Public Holiday, or such holiday occurs on the employee's rostered day off, or if the employee would normally have been rostered for duty on a Public Holiday but was absent on sick leave and such employee has worked an extra shift in lieu, the Employer will pay or grant leave in lieu as follows:
 - (i) Within four weeks of the date on which such holiday occurs:
 - (A) 1.5 extra days pay;



- (B) equal time off in one period in lieu of which seven days' notice will be given; or
- (C) 1.5 days added to annual leave.
- (b) An employee who would normally have been rostered for duty on a Public Holiday but was absent on sick leave and who works an extra shift of the same length in lieu, will be paid at ordinary time rates of pay and receive the benefit of the above Public Holiday penalty provisions.

64. PUBLIC HOLIDAYS AND LEAVE IN LIEU OF PAYMENTS AND PENALTIES

- This clause deals with the circumstances in which Ambulance Paramedics and MICA Paramedics will receive 1.5 days leave in lieu for each public holiday penalty payment set out in clause 63.4, other than for the Saturday before Easter Sunday.
- The classifications listed below will be entitled to accrue leave in lieu of payment of public holidays penalties subject to the following condition:
 - (a) Graduate Ambulance Paramedics who have completed an AHPRA approved paramedicine program of study prior to employment: following the successful completion of the clinical consolidation period and all other requirements of the Graduate Program.

Until the above condition is met, employees in these classifications will be paid public holiday penalty payments.

64.3 Subject to clause 64.2 above, Ambulance Paramedics and MICA Paramedics will be entitled to accrue 1.5 days leave in lieu of public holiday penalty payments for each of the public holidays set out in clause 63.1, other than for Easter Saturday for which employees will continue to receive public holiday payments in accordance with clause 63.4.

65. ACCIDENT COMPENSATION LEAVE

An employee is entitled to accident compensation leave during any period of absence from work covered by weekly payments of compensation or WorkCover certificates issued in accordance with the *Workplace Injury, Rehabilitation and Compensation Act* 2013 (Vic).

66. JURY SERVICE LEAVE

- An employee, if required to attend for jury service during ordinary working hours, will be granted leave for jury service and be reimbursed by the Employer an amount equal to the difference between the amount paid for jury service attendance and the ordinary time rate of pay, in respect of ordinary time that would have otherwise been worked.
- The employee will notify the Employer as soon as possible of the date the employee is required to attend for jury service.
- The employee will provide the Employer with proof of duration of attendance and the amount received for such jury service.



67. ANZAC LEAVE

- 67.1 Every employee who is an eligible serviceperson and participates in an ANZAC March/Service or similar event will be granted leave of absence on ANZAC Day without deduction from the employee's pay or allowances.
- For the purposes of this clause, the words "eligible serviceperson" mean any employee who:
 - (a) is serving or has served with the Australian Defence Force (ADF) or New Zealand Defence Force (NZDF); or
 - (b) is a current or former ADF or NZDF Reservist.

68. AUSTRALIAN DEFENCE FORCE RESERVE LEAVE

68.1 Paid leave

An employee is entitled to Australian Defence Force (**ADF**) Reserve leave pursuant to their ordinary time rate of pay, for a total of twenty (20) working days per year, which can be taken as single or multiple days, for the purpose of fulfilling service in the ADF Reserve or attending training camp. Paid ADF Reserve leave will not accrue from year to year and will not be paid out on termination of the employment of the employee. A part-time employee will receive a pro rata entitlement.

68.2 Unpaid leave

- (a) An employee required to fulfil service in the ADF Reserve service may be granted leave up to a maximum period of 78 weeks' continuous service.
- (b) The employee will consult with the Employer regarding the proposed timing of the service and will give the Employer as much notice as is possible of the time when the service will take place. The employee will:
 - (i) provide the Employer with a call up notice issued by the Commanding Officer (or delegate) of their defence force unit before the leave is approved;
 - (ii) must supply a statement of earnings or other evidence of attendance at the completion of the leave.
- (c) Where the remuneration (excluding allowances) received by the employee from the Australian Defence Force or Defence Reserve service during his or her ordinary hours of work is less than the remuneration employee would have received in respect of the ordinary hours the employee would have worked for the Employer has the employee not taken the period of leave, the Employer will, unless exceptional circumstances arise, pay to the employee make up pay for the period of Defence Reserve service.

69. CULTURAL AND CEREMONIAL LEAVE

69.1 NAIDOC Week Leave



- (a) An employee of Aboriginal or Torres Strait Islander descent is entitled to one day of paid leave per year to participate in National Aboriginal and Islander Day Observance Committee (NAIDOC) week activities and events.
- (b) NAIDOC week leave will not accrue from year to year and will not be paid out on termination of the employment of the employee.

69.2 Leave to attend Aboriginal community meetings

The Employer may approve attendance during working hours by an employee of Aboriginal or Torres Strait Islander descent at any Aboriginal community meetings, except the Annual General Meetings of Aboriginal community organisations at which the election of office bearers will occur.

69.3 Leave to attend Annual General Meetings of Aboriginal community organisations

The Employer may grant an employee of Aboriginal or Torres Strait Islander descent accrued annual or other leave to attend Annual General Meetings of Aboriginal community organisations at which the election of office bearers will occur.

69.4 Ceremonial leave

- (a) Ceremonial leave may be granted to an employee of Aboriginal or Torres Strait Islander descent for ceremonial purposes:
 - connected with the death of a member of the immediate family or extended family (provided that no employee will have an existing entitlement reduced as a result of this clause); or
 - (ii) for other ceremonial obligations under Aboriginal and Torres Strait Islander lore.
- (b) Where ceremonial leave is taken for the purposes outlined in clause 69.4(a), up to three days in each year of employment will be with pay. Paid ceremonial leave will not accrue from year to year and will not be paid out on termination of the employment of the employee.

70. ATTENDANCE AT COURT OR BOARD OF INQUIRY

- 70.1 An employee required to appear before any Court or Board of Inquiry or AHPRA (including the Victorian Civil and Administrative Tribunal as part of an application for review of decision by AHPRA or a referral under the Health Practitioner Regulation National Law) at any time, including outside normal rostered working hours, in respect of any matter arising out of the course of employment, will be paid at the ordinary time rate of pay for all such time the employee is required to spend at such Court, Boards of Inquiry or AHPRA, plus reasonable travelling expenses.
- The Employer will release an employee to attend the Fair Work Commission during the employee's rostered hours of work subject to:
 - (a) the provision of reasonable notice and evidence of the requirement to attend the Fair Work Commission:
 - (b) the Employer's operational requirements.



70.3 The employee will be paid for the period of attendance at the Fair Work Commission as if the employee had been at work performing their rostered hours of work.

71. SPECIAL LEAVE

Leave with pay may be granted in special circumstances at the discretion of the Employer.



► Part 7 - Superannuation

72. SUPERANNUATION

- 72.1 The Emergency Services Superannuation Scheme (**ESSS**) is the superannuation scheme that applies to all employees covered by this Agreement.
- 72.2 The Employer will contribute to this fund an amount in accordance with the Commonwealth Superannuation Guarantee (Administration) Act 1992 (Cth), and the Emergency Services Act 1986 (Vic).
- 72.3 Superannuation contributions will be calculated on the pre-packaged salary received by the employee during the preceding month.
- 72.4 All employees entitled to worker's compensation payments under the *Workplace Injury, Rehabilitation and Compensation Act 2013* (Vic) that are permanently redeployed to lower paid duties will be given the option of maintaining their Employer and employee superannuation contributions and benefits at their pre-injury classification level. Should the employee exercise this option then on resignation or retirement, such employees will have their superannuation benefits calculated at the current pay rate applying to the pre-injury classification, in line with ESSS procedures.

72.5 Superannuation Salary Sacrifice

In the case of salary sacrifice to State Government defined benefits superannuation schemes, arrangements must comply with State legislation. Eligible employees will have access to salary sacrifice arrangements for contributors to the ESSS defined benefits fund in line with Government policy.



▶ Part 8 – Performance and Disciplinary Procedure

73. PERFORMANCE PROCESS

- 73.1 For the purpose of this clause, work performance means the manner in which the employee fulfils his or her job requirements. The level of performance is determined by an employee's knowledge, skills, qualifications, abilities and the requirements of the role.
- 73.2 Where the Employer has concerns with an employee's work performance including that their work performance is unsatisfactory, informal discussion should occur unless it would be inappropriate in view of the nature of the concerns. An employee's request for a support person to assist with informal discussions will not be unreasonably refused. Where the Employer has concerns that an employee's work performance is unsatisfactory and informal discussion or further informal discussion is inappropriate it may institute formal counselling in accordance with this clause.
- 73.3 The formal counselling process will include the following steps:
 - (a) First warning;
 - (b) Second warning;
 - (c) Third warning.
- 73.4 If the employee's work performance does not improve to the required level following formal counselling, disciplinary action can be taken in accordance with clause 74.5 of the Disciplinary Process. The matter may proceed straight to termination if the employee's work performance has not improved to the required level after formal counselling.

74. DISCIPLINARY PROCESS

- 74.1 For the purpose of this clause:
 - (a) misconduct includes serious misconduct; and
 - (b) misconduct has the same meaning as provided in the Employer's Misconduct Policy (POL/PAC/047).
- 74.2 Where formal counselling under clause 73.3 for performance has occurred and this disciplinary process has then been triggered or where the issue is misconduct and the disciplinary process applies, the Employer will notify the employee of the allegations regarding the unsatisfactory performance or misconduct in writing, including specific reasons for the allegations and the evidential basis for the allegations. If it is determined by the Employer that an investigation into alleged misconduct is required, the investigator appointed by the Employer must comply with clause 75.
- 74.3 The employee will be provided with a reasonable timeframe to respond to any allegations. Where a meeting is convened the employee will be offered the opportunity to have a representative present.
- 74.4 Where an investigation is conducted by the Employer, the investigator will make findings in relation to each allegation of misconduct. Where allegations are substantiated, the Employer will provide an employee with reasonable time to respond to the findings or material and any proposed disciplinary outcome/action.



- 74.5 Where the Employer reasonably considers that disciplinary action is necessary in relation to either unsatisfactory performance or misconduct, the Employer will consider the allegations, reasons, evidence, findings and responses under this clause, and:
 - (a) whether there is a valid reason related to the conduct or performance of the employee justifying the proposed disciplinary action;
 - (b) any recommendations made by a manager or investigator as to the appropriate disciplinary outcome (if applicable) or the record and outcomes of the performance process under clause 73;
 - (c) any responses of the employee (including any admission of misconduct) including any mitigating circumstances.
- 74.6 The possible discipline outcomes are:
 - (a) No action;
 - (b) Performance management;
 - (c) Warning;
 - (d) Final warning;
 - (e) First and final warning;
 - (f) Restorative Practices (may include but not limited to):
 - (i) Performance management/Improvement plan;
 - (ii) Training/Education;
 - (iii) Mediation:
 - (iv) Transfer in the case of serious misconduct related to conduct that meets the definition of workplace bullying or harassment pursuant to the Act and Equal Opportunity Act 2010 (Vic);
 - (v) Apology;
 - (vi) Team activities;
 - (vii) Personal development;
 - (viii) Informal catch-up discussions;
 - (ix) Coaching or mentoring;
 - (x) Behaviour rectification requirements.
 - (g) Termination of Employment.
- 74.7 Where alleged misconduct that is the subject of a process in accordance with this clause is also the subject of a criminal investigation or criminal proceedings, the Employer is not



- required to delay or cease the management of misconduct process under this clause but the Employer may exercise its discretion to do so.
- 74.8 Any warnings applied pursuant to clause 74.6 will be removed from an employee's personnel file after 12 months.

75. PROCEDURAL FAIRNESS

- 75.1 The management of unsatisfactory performance under clause 73 and/or misconduct pursuant to clause 74, including any preliminary or formal investigation conducted by the Employer into alleged misconduct will be undertaken consistent with the principles of procedural fairness and natural justice.
- 75.2 Further to the obligations arising under clause 75.1, where the Employer is managing a work performance and/or disciplinary process under clause 73.3 or clause 74, the following will occur:
 - (a) The employee will be notified in writing about the purpose of any meetings and the nature of the unsatisfactory work performance and/ or conduct.
 - (b) The Employer will provide the employee a reasonable opportunity to seek advice from a representative of their choice at any stage of either the work performance or disciplinary process.
 - (c) The Employer will outline the standard of performance and / or conduct required.
 - (d) The employee will have the opportunity to respond to what the Employer has said.
 - (e) The Employer will allow the employee the opportunity to provide details of any mitigating circumstances.
 - (f) The employee will be told what changes the employee needs to make with respect to their performance and / or conduct.
 - (g) The employee will have opportunity within a reasonable time frame to improve their performance and / or conduct other than where serious misconduct warrants termination of employment.
 - (h) The employee will be told the consequences if they fail to improve their performance and/ or conduct to the required standard.
- 75.3 Any investigator appointed to investigate alleged misconduct pursuant to clause 74.4 must, in relation to an investigation:
 - (a) collect relevant materials;
 - (b) speak with the employee;
 - (c) speak with any relevant witnesses;
 - (d) provide the employee with specific particulars to allow the employee to properly respond to the alleged misconduct; and



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- (e) investigate any explanation made by the employee for the purposes of verifying the explanation as far as possible.
- 75.4 The processes undertaken pursuant to clause 74, including any investigations conducted pursuant to clause 74.4 must be completed by the Employer in a timely manner.



▶ Part 9 - Other Terms and Conditions

76. LOST, STOLEN AND DAMAGED PROPERTY

- An employee is entitled to be reimbursed for personal property lost, stolen or damaged during hours of work. The items for which an operational employee will be reimbursed are glasses, sunglasses, dentures, mobile phones, watches, contact lenses, stethoscopes, text books, and jewellery.
- The maximum amount that can be claimed for any one item is \$600.

77. TRAINING AND DEVELOPMENT

- 77.1 The Employer will provide training to employees to enable them to retain their current clinical practice credentials. Each employee will be required to maintain clinical currency and will undertake all required training provided in the use of new equipment, treatments or techniques, quality improvement initiatives and other training relevant to their employment. Such training will be conducted at the Employer's expense.
- 77.2 The Employer will facilitate up to 8 hours of training per year during rostered work hours for administrative and clerical employees. The training will be specific to the requirements of the employee's role and can be delivered in a number of ways including face to face or online.
- 77.3 the Employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence, qualifications and training consistent with the classification structure of this Agreement, provided that such duties are not designed to promote deskilling.
- 77.4 Training may be delivered in a number of ways including but not limited to:
 - (a) Compulsory attendance at a minimum equivalent of two rostered training and education days, unless deemed unnecessary in any individual case;
 - (b) Completion of Learning Management System (**LMS**) modules that employees will be required to access during both work time and in their own time.
- 77.5 The Employer will ensure all employees will be trained to use the LMS and are provided with the necessary resources within the workplace to undertake this form of training. No employee will be disadvantaged in his/her employment due to the introduction of LMS training.
- 77.6 Where practical, the Employer will endeavour to ensure training modules form components of an accredited qualification.
- 77.7 Specific Performance and Development Plans (PADPs) will be developed in conjunction with and apply to all employees covered by this Agreement with the intention they will be reviewed and updated annually.
- 77.8 Employees are required to participate in the In Field Clinical Audit (IFCA) process. The outcomes of an IFCA will not be used against any individual or for disciplinary or performance counselling purposes.



78. CHANGING TIME

Each employee who is not permitted to wear his/her uniform home will be allowed, a period of ten minutes immediately preceding the end of each period of duty, to wash, shower or to change clothing.

79. CLEANING OF VEHICLES

- 79.1 An employee will, as part of his/her normal duties attend to the cleaning of a vehicle and replenishment of medical equipment during normal rostered time but subject to the following conditions:
 - (a) The ambulance crew will be responsible for cleaning the interior of the vehicle and replenishing medical equipment outside of rostered hours where necessitated by operational requirements and payment of overtime will be made.
 - (b) The ambulance crew will not be required to clean the exterior of a vehicle outside rostered time.

80. AMBULANCE SUBSCRIPTION SERVICE

- 80.1 Ambulance Subscription Scheme Life Membership will be awarded to permanent fulltime, part-time and job-share employees retiring or resigning from the Employer in the following circumstances, whilst they normally reside in Victoria and whilst the Ambulance Life Membership Subscription Scheme continues:
 - (a) resignation after a minimum of 15 years' continuous service;
 - (b) retirement at or after the age of 55 years, with a minimum of 10 years' service;
 - (c) resignation, where an employee is unable to continue and ceases to be employed by the Employer as a result of a work-related injury; or
 - (d) resignation or retirement as a result of permanent incapacitation as a direct result of a work related injury.
- 80.2 Ambulance Life Membership Subscriptions are not transferable and will not be awarded to an employee who resigns in circumstances of serious misconduct or whose employment is terminated as a consequence of serious misconduct.



► Part 10 - Employee Representatives

81. ASSISTANCE AND REPRESENTATION

- 81.1 The Employer recognises authorised workplace representatives of VAU, APA (Vic) and UWU provide employees with assistance and representation in relation to workplace grievances and disputes and their resolution.
- 81.2 The Employer will advise the VAU, APA (Vic) and UWU at least seven days' in advance of the dates for induction of new employees and these organisations will be programmed into attend such inductions to address new employees regarding their organisations and their respective services.

82. LEAVE: SECONDMENTS

- 82.1 Subject to operational requirements, a paramedic is entitled to take paid leave to undertake a secondment with the VAU, UWU or APA (Vic). Paid leave is to be applied as follows:
 - (a) A secondment period of up to 20 weeks in total per calendar year for an employee (or employees) undertaking a secondment with the VAU;
 - (b) A secondment period of up to 13 weeks in total per calendar year for an employee (or employees) undertaking secondment with the UWU;
 - (c) A secondment period of up to 2 weeks in total per calendar year for an employee (or employees) undertaking secondment with the APA (Vic).
- 82.2 The seconded employee will be paid their ordinary time rolled-in rate of pay.
- 82.3 Within four (4) weeks of the commencement of the calendar year, if there is to be a secondment, VAU, UWU or APA (Vic) will nominate the employee who will apply for paid leave to undertake the secondment. Secondment periods are able to be accrued for each of VAU, UWU or APA (Vic) across more than one calendar year.

83. LEAVE: STATE COUNCIL MEETINGS

- 83.1 Subject to 83.2 and 83.3, the Employer will release from rostered duty elected State Councillors for VAU and UWU State Council meetings in paid time.
- 83.2 Each calendar year no more than:
 - (a) eighteen (18) State Councillors in total from VAU;
 - (b) fifteen (15) State Councillors in total from UWU,

will be released by the Employer for a State Council meeting. The maximum number of State Council meetings a State Councillor will be released for is six (6) meetings per annum.

- 83.3 The release of elected State Councillors to attend State Council meetings is subject to:
 - (a) VAU and UWU providing the schedule of meetings each calendar year 14 days before the first meeting.



- (b) VAU and UWU providing the names of State Councillors who will need to be released from duty 14 days prior to the scheduled meeting. This will be sent to the Employer's Workplace Relations Manager.
- (c) All travel, meals, accommodation and other costs associated with attendance at State Council meetings are the responsibility of State Councillors.
- (d) Where an elected State Councillor not rostered for duty attends the State Council meeting they will not be entitled to any payment from the Employer.
- (e) Where an elected regional State Councillor is released from rostered duty, he/she will be released without loss of ordinary pay for one rostered shift.
- (f) Should it be necessary for the elected regional State Councillor to swap an additional shift with another employee in order to travel to attend the meeting, the Employer will subject to operational requirements facilitate a shift swap.

84. LEAVE: EMPLOYEE REPRESENTATION

- 84.1 VAU, UWU and APA (Vic) will nominate a list of their representatives to the Employer's Workplace Relations team at the commencement of each calendar year and may be updated from time to time. Only nominated and authorised representatives can act as employee representatives.
- 84.2 Subject to 84.3 and 84.5, an employee who has been authorised by VAU, UWU or APA (Vic) to act on behalf of their organisation and notified to the Employer may be released from duty for such periods of paid time as may be reasonably necessary to:
 - (a) provide advice, assistance, support and representation to employees on local industrial and employment issues including grievances;
 - (b) consult with the Employer's management on such issues;
 - (c) endeavour to resolve any dispute arising out of such issues.
- 84.3 The release of authorised representatives is subject to the following conditions:
 - (a) the Employer's operational requirements;
 - (b) the authorised representative notifying the relevant manager of the nature of the business they wish to undertake with either the VAU, UWU or APA (Vic), the location of any meeting(s) and an estimate of the time needed away from normal duties;
 - (c) the authorised representative giving as much notice as is reasonably practicable of the need to be released from duty;
 - (d) the authorised representative not leaving their place of work without first advising their the relevant manager.
- 84.4 This clause does not release the representative of any obligations imposed on them as an employee of the Employer.
- 84.5 The relevant manager will facilitate the authorised representative being released from duty after due consideration of the operational circumstances. Immediate release will



- depend on the urgency of the matter and operational requirements. The release from duty will not be unreasonably withheld or delayed.
- 84.6 Travel, meals, accommodation and other expenses will be the responsibility of the authorised representative.

85. LEAVE: WORKPLACE RELATIONS TRAINING

- 85.1 To assist employees in participating in dispute prevention and resolution, authorised representatives of the VAU and UWU may attend Workplace Relations Training conducted by an accredited provider. The Employer will facilitate a total of no more than:
 - (a) 80 days each calendar year for authorised representatives of VAU:
 - (b) 55 days each calendar year for authorised representatives of UWU,

to undertake workplace relations training.

- 85.2 The release of an employee by the Employer at any given time is subject to four (4) weeks' notice of the training being provided and subject to the operational requirements of the Employer.
- An employee on approved workplace relations training will be released from duty with no loss of ordinary time earnings. All expenses associated with attendance at the training course, such as travel, accommodation and meal costs are the responsibility of the employee.
- VAU and UWU must notify the Employer of the preferred training provider and the Employer will not unreasonably withhold agreement to the representatives' attendance.



► Appendix 1 – Operational Classifications Wage Rates

Table 1(a): Effective from first full pay period on or after 1 February 2020

CLASSIFICATION DESCRIPTION	Weekly Aggregated Base
PATIENT TRANSPORT	
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 1	\$ 1,202.95
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 3	\$ 1,223.75
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 6	\$ 1,248.25
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 9	
CLINIC TRANSPORT OFFICER - YEAR 1	\$ 1,004.35
CLINIC TRANSPORT OFFICER - YEAR 3	\$ 1,024.35
CLINIC TRANSPORT OFFICER - YEAR 6	\$ 1,044.85
CLINIC TRANSPORT OFFICER - YEAR 9	
PATIENT TRANSPORT OFFICER - YEAR 1	\$ 1,082.15
PATIENT TRANSPORT OFFICER - YEAR 3	\$ 1,102.50
PATIENT TRANSPORT OFFICER - YEAR 6	\$ 1,124.55
PATIENT TRANSPORT OFFICER - YEAR 9	
AMBULANCE ATTENDANT - YEAR 1	\$ 1,153.10
AMBULANCE ATTENDANT - YEAR 3	\$ 1,189.20
AMBULANCE ATTENDANT - YEAR 6	\$ 1,213.00
AMBULANCE ATTENDANT - YEAR 9	
EMERGENCY ROAD RESPONSE	
AMBULANCE COMMUNITY OFFICER - LEVEL 1	\$ 1,028.65
AMBULANCE COMMUNITY OFFICER - LEVEL 3	\$ 1,047.45
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$ 1,218.20
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,257.60
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,365.80
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,419.35
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,447.75
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 1	\$ 1,492.55
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 2	
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,523.05
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 4	
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 5	
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,593.05
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 7	



ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 8	
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,625.25
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 6	\$ 1,760.05
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 9	\$ 1,795.25
MOTORCYCLE RESPONDER PARAMEDIC - ALS YEAR 6	\$ 1,760.05
MOTORCYCLE RESPONDER PARAMEDIC - ALS YEAR 9	\$ 1,795.25
RELIEVING PARAMEDIC BLS - YEAR 6	\$ 1,520.85
RELIEVING PARAMEDIC BLS - YEAR 9	\$ 1,551.25
RELIEVING PARAMEDIC ALS - YEAR 1	\$ 1,599.20
RELIEVING PARAMEDIC ALS - YEAR 2	
RELIEVING PARAMEDIC ALS - YEAR 3	\$ 1,622.65
RELIEVING PARAMEDIC ALS - YEAR 4	
RELIEVING PARAMEDIC ALS - YEAR 5	
RELIEVING PARAMEDIC ALS - YEAR 6	\$ 1,679.00
RELIEVING PARAMEDIC ALS - YEAR 7	
RELIEVING PARAMEDIC ALS - YEAR 8	
RELIEVING PARAMEDIC ALS - YEAR 9	\$ 1,712.95
SENIOR RESERVE PARAMEDIC ALS - YEAR 1	\$ 1,791.65
SENIOR RESERVE PARAMEDIC ALS - YEAR 2	
SENIOR RESERVE PARAMEDIC ALS - YEAR 3	\$ 1,815.00
SENIOR RESERVE PARAMEDIC ALS - YEAR 4	
SENIOR RESERVE PARAMEDIC ALS - YEAR 5	
SENIOR RESERVE PARAMEDIC ALS - YEAR 6	\$ 1,871.55
SENIOR RESERVE PARAMEDIC ALS - YEAR 7	
SENIOR RESERVE PARAMEDIC ALS - YEAR 8	
SENIOR RESERVE PARAMEDIC ALS - YEAR 9	\$ 1,909.40
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 1	\$ 1,791.65
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 2	
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 3	\$ 1,815.00
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 4	
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 5	
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 6	\$ 1,871.55
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 7	
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 8	
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 9	\$ 1,909.40
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,226.10
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,275.05



PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,320.55
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,226.10
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,275.05
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,320.55
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	
MOBILE INTENSIVE CARE TRAINEE	\$ 1,625.95
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 1	\$ 1,688.60
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 2	
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 3	\$ 1,740.65
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 4	
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 5	
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 6	\$ 1,802.80
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 7	
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 8	
MOBILE INTENSIVE CARE PARAMEDIC - YEAR 9	\$ 1,839.30
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 3	\$ 1,917.85
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 6	\$ 1,980.00
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 9	\$ 2,019.60
RELIEVING PARAMEDIC MICA - YEAR 1	\$ 1,795.15
RELIEVING PARAMEDIC MICA - YEAR 2	
RELIEVING PARAMEDIC MICA - YEAR 3	\$ 1,818.65
RELIEVING PARAMEDIC MICA - YEAR 4	
RELIEVING PARAMEDIC MICA - YEAR 5	
RELIEVING PARAMEDIC MICA - YEAR 6	\$ 1,875.00
RELIEVING PARAMEDIC MICA - YEAR 7	
RELIEVING PARAMEDIC MICA - YEAR 8	
RELIEVING PARAMEDIC MICA - YEAR 9	\$ 1,912.95
SENIOR RESERVE PARAMEDIC MICA - YEAR 1	\$ 1,987.85
SENIOR RESERVE PARAMEDIC MICA - YEAR 2	
SENIOR RESERVE PARAMEDIC MICA - YEAR 3	\$ 2,011.25
SENIOR RESERVE PARAMEDIC MICA - YEAR 4	
SENIOR RESERVE PARAMEDIC MICA - YEAR 5	
SENIOR RESERVE PARAMEDIC MICA - YEAR 6	\$ 2,067.55
SENIOR RESERVE PARAMEDIC MICA - YEAR 7	
SENIOR RESERVE PARAMEDIC MICA - YEAR 8	
SENIOR RESERVE PARAMEDIC MICA - YEAR 9	\$ 2,109.40
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 1	\$ 1,987.85



RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 2	
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 3	\$ 2,011.25
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 4	
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 5	
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 6	\$ 2,067.55
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 7	
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 8	
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 9	\$ 2,109.40
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,188.35
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,244.80
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,290.25
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,188.35
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,244.80
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,290.25
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,449.20
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,498.45
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,548.40
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,449.20
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,498.45
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,548.40
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	
AEROMEDICAL	
FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 1,698.60
FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 1,730.25
FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 1,802.75
FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 1,838.80
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1	\$ 2,183.95
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3	\$ 2,234.40
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6	\$ 2,279.10
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9	
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1	\$ 1,930.95
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3	\$ 1,962.85
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6	\$ 2,035.95
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$ 2,076.65
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1	\$ 2,406.35
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 2,456.85
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 6	\$ 2,506.00



MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 9		
FLIGHT COORDINATOR - ALS - YEAR 1	\$	1,954.60
FLIGHT COORDINATOR - ALS - YEAR 3	\$	2,003.85
FLIGHT COORDINATOR - ALS - YEAR 6	\$	2,043.95
FLIGHT COORDINATOR - ALS - YEAR 9		2,010.00
FLIGHT COORDINATOR - ALS - 1 LAK 9	\$	2,237.25
FLIGHT COORDINATOR - MICA - YEAR 3	\$	2,288.30
FLIGHT COORDINATOR - MICA - YEAR 6	\$	2,334.05
FLIGHT COORDINATOR - MICA - YEAR 9	Ť	
MANAGEMENT		
TEAM MANAGER ALS - YEAR 1	\$	1,950.25
TEAM MANAGER ALS - YEAR 3	\$	1,999.80
TEAM MANAGER ALS - YEAR 6	\$	2,039.80
TEAM MANAGER ALS - YEAR 9		
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 1	\$	2,117.25
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 3	\$	2,166.75
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 6	\$	2,210.10
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 9		
TEAM MANAGER MICA - YEAR 1	\$	2,156.00
TEAM MANAGER MICA - YEAR 3	\$	2,204.65
TEAM MANAGER MICA - YEAR 6	\$	2,248.75
TEAM MANAGER MICA - YEAR 9		
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 1	\$	2,341.25
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 3	\$	2,390.05
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 6	\$	2,437.85
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 9		
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 1	\$	2,031.55
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 3	\$	2,080.25
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 6	\$	2,121.85
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 9		
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 1	\$	2,584.85
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 3	\$	2,636.60
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 6	\$	2,689.35
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 9		
SENIOR TEAM MANAGER BLS - YEAR 3	\$	2,022.75
SENIOR TEAM MANAGER BLS - YEAR 6	\$	2,063.20
SENIOR TEAM MANAGER BLS - YEAR 9		
SENIOR TEAM MANAGER ALS - YEAR 1	\$	2,100.35
SENIOR TEAM MANAGER ALS - YEAR 3	\$	2,149.30
SENIOR TEAM MANAGER ALS - YEAR 6	\$	2,192.30
SENIOR TEAM MANAGER ALS - YEAR 9		



ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9 SENIOR TEAM MANAGER MICA - YEAR 1 SENIOR TEAM MANAGER MICA - YEAR 3 SENIOR TEAM MANAGER MICA - YEAR 6	2,267.30 2,316.25 2,362.60
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9 SENIOR TEAM MANAGER MICA - YEAR 1 \$ SENIOR TEAM MANAGER MICA - YEAR 3 \$	•
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9 SENIOR TEAM MANAGER MICA - YEAR 1 \$ SENIOR TEAM MANAGER MICA - YEAR 3 \$	2,362.60
SENIOR TEAM MANAGER MICA - YEAR 1 \$ SENIOR TEAM MANAGER MICA - YEAR 3 \$	
SENIOR TEAM MANAGER MICA - YEAR 3 \$	
	2,490.45
SENIOR TEAM MANAGER MICA - YEAR 6	2,539.65
OLIVION TEAM MANAGEN MICA - TEAM 0	2,590.45
SENIOR TEAM MANAGER MICA - YEAR 9	
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 1 \$	2,181.10
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 3 \$	2,229.70
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 6 \$	2,274.30
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 9	
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 1 \$	2,737.50
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 3 \$	2,789.20
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 6 \$	2,845.00
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 9	
SENIOR TEAM MANAGER ALS - YEAR 3 (Grandfathered)	\$2,108.10
SENIOR TEAM MANAGER ALS - YEAR 6 (Grandfathered)	\$2,150.25
SENIOR TEAM MANAGER ALS - YEAR 9 (Grandfathered)	, ,
SENIOR TEAM MANAGER MICA - YEAR 3 (Grandfathered)	\$2,498.45
SENIOR TEAM MANAGER MICA - YEAR 6 (Grandfathered)	\$2,548.40
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered)	*= ,= :=:=
EDUCATION	
EDUCATION	
PARAMEDIC EDUCATOR ALS -YEAR 1 \$	1,781.05
	1,781.05 1,839.75
PARAMEDIC EDUCATOR ALS -YEAR 1 \$	•
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$	1,839.75
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$	1,839.75
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9	1,839.75 1,876.55
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$	1,839.75 1,876.55 1,948.10
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	1,839.75 1,876.55 1,948.10 2,006.80
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$	1,839.75 1,876.55 1,948.10 2,006.80
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95
PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 \$	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95
PARAMEDIC EDUCATOR ALS -YEAR 1 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 \$ PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 \$	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95 1,950.25 1,999.80
PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 3 \$ PARAMEDIC EDUCATOR ALS -YEAR 6 \$ PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 \$ ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 \$ PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 \$ PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 \$	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95 1,950.25 1,999.80
PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95 1,950.25 1,999.80 2,039.80
PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC EDUCATOR MICA -YEAR 1	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95 1,950.25 1,999.80 2,039.80
PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 \$ PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 \$ PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 \$ PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC EDUCATOR MICA -YEAR 1 \$ \$ PARAMEDIC EDUCATOR MICA -YEAR 3	1,839.75 1,876.55 1,948.10 2,006.80 2,046.95 1,950.25 1,999.80 2,039.80 1,995.80 2,045.00



PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 3	\$ 2,230.25
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 6	\$ 2,274.85
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 9	
CLINICAL SUPPORT OFFICER - YEAR 1	\$ 2,389.05
CLINICAL SUPPORT OFFICER - YEAR 3	\$ 2,438.15
CLINICAL SUPPORT OFFICER - YEAR 6	\$ 2,486.90
CLINICAL SUPPORT OFFICER - YEAR 9	
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 1	\$ 2,460.80
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 3	\$ 2,509.90
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 6	\$ 2,560.10
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 9	
OPERATIONAL COMMUNICATIONS	
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 1	\$ 1,819.85
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 3	\$ 1,845.00
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 6	\$ 1,903.90
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 9	\$ 1,942.00
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 1	\$ 2,024.60
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 3	\$ 2,049.70
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 6	\$ 2,108.60
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 9	\$ 2,150.75
REFERRAL SERVICE TEAM LEADER ALS - YEAR 1	\$ 1,993.65
REFERRAL SERVICE TEAM LEADER ALS - YEAR 3	\$ 2,043.20
REFERRAL SERVICE TEAM LEADER ALS - YEAR 6	\$ 2,084.05
REFERRAL SERVICE TEAM LEADER ALS - YEAR 9	
REFERRAL SERVICE TEAM LEADER MICA - YEAR 1	\$ 2,199.45
REFERRAL SERVICE TEAM LEADER MICA - YEAR 3	\$ 2,248.05
REFERRAL SERVICE TEAM LEADER MICA - YEAR 6	\$ 2,293.00
REFERRAL SERVICE TEAM LEADER MICA - YEAR 9	
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 1	\$ 1,819.85
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 3	\$ 1,845.00
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 6	\$ 1,903.90
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 9	\$ 1,942.00
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 1	\$ 1,993.65
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 3	\$ 2,043.20
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 6	\$ 2,084.05
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 9	
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 1	\$ 2,198.50
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 3	\$ 2,248.05
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 6	\$ 2,293.00
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 9	



DUTY TEAM MANAGER ALS - YEAR 1	\$ 2,289.90
DUTY TEAM MANAGER ALS - YEAR 3	\$ 2,339.45
DUTY TEAM MANAGER ALS - YEAR 6	\$ 2,386.25
DUTY TEAM MANAGER ALS - YEAR 9	
DUTY TEAM MANAGER MICA - YEAR 1	\$ 2,515.85
DUTY TEAM MANAGER MICA - YEAR 3	\$ 2,564.95
DUTY TEAM MANAGER MICA - YEAR 6	\$ 2,616.25
DUTY TEAM MANAGER MICA - YEAR 9	
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 1	\$ 2,392.55
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 3	\$ 2,441.65
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 6	\$ 2,490.50
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 9	
ROSTERING	
RESOURCING OFFICER (OPERATIONAL) - TRAINEE	\$ 1,599.25
RESOURCING OFFICER (OPERATIONAL) - YEAR 1	\$ 1,932.10
RESOURCING OFFICER (OPERATIONAL) - YEAR 3	\$ 1,981.30
RESOURCING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,020.95
RESOURCING OFFICER (OPERATIONAL) - YEAR 9	
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,045.80
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,116.30
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,158.65
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 9	
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,040.00
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,088.40
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,130.15
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 9	
FLEET MAINTENANCE	
FLEET MAINTENANCE OFFICER	\$ 1,448.60
FLEET MAINTENANCE SUPERVISOR	\$ 1,557.25



Table 1(b): Effective from first full pay period on or after 1 February 2021

CLASSIFICATION DESCRIPTION	Weekly Aggregated Base
PATIENT TRANSPORT	
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 1	\$ 1,227.00
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 3	\$ 1,248.25
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 6	\$ 1,273.20
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 9	\$ 1,298.65
CLINIC TRANSPORT OFFICER - YEAR 1	\$ 1,024.45
CLINIC TRANSPORT OFFICER - YEAR 3	\$ 1,044.85
CLINIC TRANSPORT OFFICER - YEAR 6	\$ 1,065.75
CLINIC TRANSPORT OFFICER - YEAR 9	\$ 1,087.05
PATIENT TRANSPORT OFFICER - YEAR 1	\$ 1,103.80
PATIENT TRANSPORT OFFICER - YEAR 3	\$ 1,124.55
PATIENT TRANSPORT OFFICER - YEAR 6	\$ 1,147.05
PATIENT TRANSPORT OFFICER - YEAR 9	\$ 1,170.00
AMBULANCE ATTENDANT - YEAR 1	\$ 1,176.15
AMBULANCE ATTENDANT - YEAR 3	\$ 1,213.00
AMBULANCE ATTENDANT - YEAR 6	\$ 1,237.25
AMBULANCE ATTENDANT - YEAR 9	\$ 1,262.00
EMERGENCY ROAD RESPONSE	
AMBULANCE COMMUNITY OFFICER - LEVEL 1	\$ 1,049.20
AMBULANCE COMMUNITY OFFICER - LEVEL 3	\$ 1,068.40
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$ 1,242.55
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,282.75
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,393.10
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,447.75
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,476.70
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 1	\$ 1,522.40
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 2	\$ 1,537.95
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 3	\$ 1,553.50
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 4	\$ 1,589.20
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 5	\$ 1,607.05
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 6	\$ 1,624.90
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 7	\$ 1,635.80
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 8	\$ 1,646.75



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ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 9	\$	1,657.80
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 6	\$	1,795.25
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 9	\$	1,831.15
MOTORCYCLE RESPONDER PARAMEDIC - ALS YEAR 6	\$	1,795.25
MOTORCYCLE RESPONDER PARAMEDIC - ALS YEAR 9	\$	1,831.15
RELIEVING PARAMEDIC BLS - YEAR 6	\$	1,551.25
RELIEVING PARAMEDIC BLS - YEAR 9	\$	1,582.30
RELIEVING PARAMEDIC ALS - LEVEL 1	\$	1,631.20
RELIEVING PARAMEDIC ALS - LEVEL 2	\$	1,643.15
RELIEVING PARAMEDIC ALS - LEVEL 3	\$	1,655.10
RELIEVING PARAMEDIC ALS - LEVEL 4	\$	1,674.30
RELIEVING PARAMEDIC ALS - LEVEL 5	\$	1,693.40
RELIEVING PARAMEDIC ALS - LEVEL 6	\$	1,712.60
RELIEVING PARAMEDIC ALS - LEVEL 7	\$	1,724.05
RELIEVING PARAMEDIC ALS - LEVEL 8	\$	1,735.60
RELIEVING PARAMEDIC ALS - LEVEL 9	\$	1,747.25
SENIOR RESERVE PARAMEDIC ALS - LEVEL 1	\$	1,827.50
SENIOR RESERVE PARAMEDIC ALS - LEVEL 2	\$	1,839.35
SENIOR RESERVE PARAMEDIC ALS - LEVEL 3	\$	1,851.30
SENIOR RESERVE PARAMEDIC ALS - LEVEL 4	\$	1,870.55
SENIOR RESERVE PARAMEDIC ALS - LEVEL 5	\$	1,889.80
SENIOR RESERVE PARAMEDIC ALS - LEVEL 6	\$	1,909.00
SENIOR RESERVE PARAMEDIC ALS - LEVEL 7	\$	1,921.80
SENIOR RESERVE PARAMEDIC ALS - LEVEL 8	\$	1,934.70
SENIOR RESERVE PARAMEDIC ALS - LEVEL 9	\$	1,947.65
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 1	\$	1,827.50
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 2	\$	1,839.35
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 3	\$	1,851.30
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 4	\$	1,870.55
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 5	\$	1,889.80
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 6	\$	1,909.00
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 7	\$	1,921.80
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 8	\$	1,934.70
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 9	\$	1,947.65
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$	2,270.60
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$	2,320.55
	Ψ	2,020.00



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PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,366.95
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 2,414.30
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,270.60
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,320.55
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,366.95
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 2,414.30
MOBILE INTENSIVE CARE TRAINEE	\$ 1,658.45
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 1	\$ 1,722.35
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 2	\$ 1,748.90
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 3	\$ 1,775.45
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 4	\$ 1,796.60
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 5	\$ 1,817.75
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 6	\$ 1,838.85
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 7 MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 8	\$ 1,851.15
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 9	\$ 1,863.55
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 3	\$ 1,876.05
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 6	\$ 1,956.20
,	\$ 2,019.60
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 9	\$ 2,060.00
RELIEVING PARAMEDIC MICA - LEVEL 1	\$ 1,831.05
RELIEVING PARAMEDIC MICA - LEVEL 2	\$ 1,843.05
RELIEVING PARAMEDIC MICA - LEVEL 3	\$ 1,855.00
RELIEVING PARAMEDIC MICA - LEVEL 4	\$ 1,874.20
RELIEVING PARAMEDIC MICA - LEVEL 5	\$ 1,893.30
RELIEVING PARAMEDIC MICA - LEVEL 6	\$ 1,912.50
RELIEVING PARAMEDIC MICA - LEVEL 7	\$ 1,925.30
RELIEVING PARAMEDIC MICA - LEVEL 8	\$ 1,938.20
RELIEVING PARAMEDIC MICA - LEVEL 9	\$ 1,951.20
SENIOR RESERVE PARAMEDIC MICA - LEVEL 1	\$ 2,027.60
SENIOR RESERVE PARAMEDIC MICA - LEVEL 2	\$ 2,039.55
SENIOR RESERVE PARAMEDIC MICA - LEVEL 3	\$ 2,051.50
SENIOR RESERVE PARAMEDIC MICA - LEVEL 4	\$ 2,070.60
SENIOR RESERVE PARAMEDIC MICA - LEVEL 5	\$ 2,089.75
SENIOR RESERVE PARAMEDIC MICA - LEVEL 6	\$ 2,108.90
SENIOR RESERVE PARAMEDIC MICA - LEVEL 7	\$ 2,123.05
SENIOR RESERVE PARAMEDIC MICA - LEVEL 8	\$ 2,137.25
SENIOR RESERVE PARAMEDIC MICA - LEVEL 9	\$ 2,151.55



RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 1	\$	2,027.60
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 2	\$	2,039.55
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 3	\$	2,051.50
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 4	\$	2,070.60
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 5	\$	2,089.75
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 6	\$	2,108.90
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 7	\$	2,123.05
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 8	\$	2,137.25
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 9	\$	2,151.55
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$	2,232.10
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$	2,289.70
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$	2,336.05
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$	2,232.10
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$	2,289.70
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$	2,336.05
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$	2,498.20
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$	2,548.40
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$	2,599.35
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$	2,651.35
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$	2,498.20
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$	2,548.40
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$	2,599.35
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$	2,651.35
AEROMEDICAL	<u> </u>	2,001.00
FLIGHT PARAMEDIC - ALS - YEAR 1	\$	1,732.55
FLIGHT PARAMEDIC - ALS - YEAR 3	\$	1,764.85
FLIGHT PARAMEDIC - ALS - YEAR 6	\$	1,838.80
FLIGHT PARAMEDIC - ALS - YEAR 9	\$	1,875.60
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1	\$	2,227.65
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3	\$	2,279.10
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6	\$	2,324.70
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9	\$ \$	2,371.20
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3	\$	1,969.55 2,002.10
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6	\$	2,002.10
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$	2,118.20
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MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1	\$ 2,454.50
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 2,506.00
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 6	\$ 2,556.10
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 9	\$ 2,607.20
FLIGHT COORDINATOR - ALS - YEAR 1	\$ 1,993.70
FLIGHT COORDINATOR - ALS - YEAR 3	\$ 2,043.95
FLIGHT COORDINATOR - ALS - YEAR 6	\$ 2,084.85
FLIGHT COORDINATOR - ALS - YEAR 9	\$ 2,126.55
FLIGHT COORDINATOR - MICA - YEAR 1	\$ 2,282.00
FLIGHT COORDINATOR - MICA - YEAR 3	\$ 2,334.05
FLIGHT COORDINATOR - MICA - YEAR 6	\$ 2,380.75
FLIGHT COORDINATOR - MICA - YEAR 9	\$ 2,428.35
MANAGEMENT	
TEAM MANAGER ALS - YEAR 1	\$ 1,989.25
TEAM MANAGER ALS - YEAR 3	\$ 2,039.80
TEAM MANAGER ALS - YEAR 6	\$ 2,080.60
TEAM MANAGER ALS - YEAR 9	\$ 2,122.20
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 1	\$ 2,159.60
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 3	\$ 2,210.10
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 6	\$ 2,254.30
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 9	\$ 2,299.40
TEAM MANAGER MICA - YEAR 1	\$ 2,199.10
TEAM MANAGER MICA - YEAR 3	\$ 2,248.75
TEAM MANAGER MICA - YEAR 6	\$ 2,293.75
TEAM MANAGER MICA - YEAR 9	\$ 2,339.65
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 1	\$ 2,388.10
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,437.85
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,486.60
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,536.35
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 1	\$ 2,072.20
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 3	\$ 2,121.85
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 6	\$ 2,164.30
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 9	\$ 2,207.60
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 1	\$ 2,636.55
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 3	\$ 2,689.35
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 6	\$ 2,743.15
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 9	\$ 2,798.00
SENIOR TEAM MANAGER BLS - YEAR 3	\$ 2,063.20
SENIOR TEAM MANAGER BLS - YEAR 6	\$ 2,104.45
SENIOR TEAM MANAGER BLS - YEAR 9	\$ 2,146.55



SENIOR TEAM MANAGER ALS - YEAR 1	\$ 2,142.35
SENIOR TEAM MANAGER ALS - YEAR 3	\$ 2,192.30
SENIOR TEAM MANAGER ALS - YEAR 6	\$ 2,236.15
SENIOR TEAM MANAGER ALS - YEAR 9	\$ 2,280.85
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 1	\$ 2,312.65
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6	\$ 2,362.60 \$ 2,409.85
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9	\$ 2,458.05
SENIOR TEAM MANAGER MICA - YEAR 1	\$ 2,540.25
SENIOR TEAM MANAGER MICA - YEAR 3	\$ 2,590.45
SENIOR TEAM MANAGER MICA - YEAR 6	\$ 2,642.25
SENIOR TEAM MANAGER MICA - YEAR 9	\$ 2,695.10
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 2,224.70
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 2,274.30
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 2,319.80
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 2,366.20
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 1	\$ 2,792.25
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 3	\$ 2,845.00
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 6	\$ 2,901.90
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 9	\$ 2,959.95
SENIOR TEAM MANAGER ALS - YEAR 3 (Grandfathered)	\$2,150.25
SENIOR TEAM MANAGER ALS - YEAR 6 (Grandfathered)	\$2,193.25
SENIOR TEAM MANAGER ALS - YEAR 9 (Grandfathered)	\$2,237.10
SENIOR TEAM MANAGER MICA - YEAR 3 (Grandfathered)	\$2,548.40
SENIOR TEAM MANAGER MICA - YEAR 6 (Grandfathered)	\$2,599.35
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered)	\$2,651.35
EDUCATION	
PARAMEDIC EDUCATOR ALS -YEAR 1	\$ 1,816.65
PARAMEDIC EDUCATOR ALS -YEAR 3	\$ 1,876.55
PARAMEDIC EDUCATOR ALS -YEAR 6	\$ 1,914.10
PARAMEDIC EDUCATOR ALS -YEAR 9	\$ 1,952.40
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1	\$ 1,987.05
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3	\$ 2,046.95
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6	\$ 2,087.90
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	\$ 2,129.65
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1	\$ 1,989.25
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3	\$ 2,039.80
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6	\$ 2,080.60
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	\$ 2,122.20
PARAMEDIC EDUCATOR MICA -YEAR 1	\$ 2,035.70
PARAMEDIC EDUCATOR MICA -YEAR 3	\$ 2,085.90



PARAMEDIC EDUCATOR MICA -YEAR 6 PARAMEDIC EDUCATOR MICA -YEAR 9	\$	2,127.60
	\$ \$	2,170.15
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 1	э \$	2,224.65
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 3		2,274.85
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 6	\$	2,320.35
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 9 CLINICAL SUPPORT OFFICER - YEAR 1	\$ \$	2,366.75 2,436.85
CLINICAL SUPPORT OFFICER - YEAR 3	\$	2,486.90
CLINICAL SUPPORT OFFICER - YEAR 6 CLINICAL SUPPORT OFFICER - YEAR 9	\$ \$	2,536.65 2,587.40
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 1	<u>Ψ</u> \$	2,510.00
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 3	\$	2,560.10
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 6	Ψ \$	2,611.30
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 9	φ \$	2,663.55
OPERATIONAL COMMUNICATIONS	Ψ	2,000.00
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 1	\$	1,856.25
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 3	\$	1,881.90
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 6	\$	1,942.00
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 9	\$	1,980.85
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 1	\$	2,065.10
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 3	\$	2,090.70
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 6	\$	2,150.75
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 9	\$	2,193.75
REFERRAL SERVICE TEAM LEADER ALS - YEAR 1	\$	2,033.50
REFERRAL SERVICE TEAM LEADER ALS - YEAR 3	\$	2,084.05
REFERRAL SERVICE TEAM LEADER ALS - YEAR 6	\$	2,125.75
REFERRAL SERVICE TEAM LEADER ALS - YEAR 9	\$	2,168.25
REFERRAL SERVICE TEAM LEADER MICA - YEAR 1	\$	2,243.45
REFERRAL SERVICE TEAM LEADER MICA - YEAR 3	\$	2,293.00
REFERRAL SERVICE TEAM LEADER MICA - YEAR 6	\$	2,338.85
REFERRAL SERVICE TEAM LEADER MICA - YEAR 9	\$	2,385.65
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 1	\$	1,856.25
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 3	\$	1,881.90
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 6	\$	1,942.00
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 9	\$	1,980.85
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 1	\$	2,033.50
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 3	\$	2,084.05
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 6	\$	2,125.75



COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 1	\$ 2,242.45
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 3	\$ 2,293.00
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 6	\$ 2,338.85
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 9	\$ 2,385.65
DUTY TEAM MANAGER ALS - YEAR 1	\$ 2,335.70
DUTY TEAM MANAGER ALS - YEAR 3	\$ 2,386.25
DUTY TEAM MANAGER ALS - YEAR 6	\$ 2,434.00
DUTY TEAM MANAGER ALS - YEAR 9	\$ 2,482.70
DUTY TEAM MANAGER MICA - YEAR 1	\$ 2,566.15
DUTY TEAM MANAGER MICA - YEAR 3	\$ 2,616.25
DUTY TEAM MANAGER MICA - YEAR 6	\$ 2,668.60
DUTY TEAM MANAGER MICA - YEAR 9	\$ 2,721.95
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 1	\$ 2,440.40
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 3	\$ 2,490.50
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 6	\$ 2,540.30
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 9	\$ 2,591.10
ROSTERING	
RESOURCING OFFICER (OPERATIONAL) - TRAINEE	\$ 1,631.25
RESOURCING OFFICER (OPERATIONAL) - YEAR 1	\$ 1,970.75
RESOURCING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,020.95
RESOURCING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,061.35
RESOURCING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,102.60
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,086.70
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,158.65
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,201.80
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,245.85
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,080.80
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,130.15
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,172.75
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,216.20
FLEET MAINTENANCE	
FLEET MAINTENANCE OFFICER	\$ 1,477.55
FLEET MAINTENANCE SUPERVISOR	\$ 1,588.40



Table 1(c): Effective from first full pay period on or after 1 February 2022

CLASSIFICATION DESCRIPTION	Weekly Aggregated Base
PATIENT TRANSPORT	
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 1	\$ 1,251.55
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 3	\$ 1,273.20
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 6	\$ 1,298.65
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 9	\$ 1,334.35
CLINIC TRANSPORT OFFICER - YEAR 1	\$ 1,044.95
CLINIC TRANSPORT OFFICER - YEAR 3	\$ 1,065.75
CLINIC TRANSPORT OFFICER - YEAR 6	\$ 1,087.05
CLINIC TRANSPORT OFFICER - YEAR 9	\$ 1,116.95
PATIENT TRANSPORT OFFICER - YEAR 1	\$ 1,125.90
PATIENT TRANSPORT OFFICER - YEAR 3	\$ 1,147.05
PATIENT TRANSPORT OFFICER - YEAR 6	\$ 1,170.00
PATIENT TRANSPORT OFFICER - YEAR 9	\$ 1,202.20
AMBULANCE ATTENDANT - YEAR 1	\$ 1,199.65
AMBULANCE ATTENDANT - YEAR 3	\$ 1,237.25
AMBULANCE ATTENDANT - YEAR 6	\$ 1,262.00
AMBULANCE ATTENDANT - YEAR 9	\$ 1,296.70
EMERGENCY ROAD RESPONSE	
AMBULANCE COMMUNITY OFFICER - LEVEL 1	\$ 1,070.20
AMBULANCE COMMUNITY OFFICER - LEVEL 3	\$ 1,089.75
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$ 1,267.40
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,308.40
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,420.95
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,476.70
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,517.30
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 1	\$ 1,552.85
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 2	\$ 1,568.70
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 3	\$ 1,584.55
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 4	\$ 1,621.00
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 5	\$ 1,639.20
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 6	\$ 1,657.40
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 7	\$ 1,672.65
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 8	\$ 1,688.05
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 9	\$ 1,703.60



\$ 1,831.15
\$ 1,881.50
\$ 1,831.15
\$ 1,881.50
\$ 1,582.30
\$ 1,625.80
\$ 1,663.80
\$ 1,676.00
\$ 1,688.20
\$ 1,707.80
\$ 1,727.25
\$ 1,746.85
\$ 1,762.90
\$ 1,779.10
\$ 1,795.45
\$ 1,864.05
\$ 1,876.15
\$ 1,888.35
\$ 1,907.95
\$ 1,927.60
\$ 1,947.20
\$ 1,965.10
\$ 1,983.20
\$ 2,001.45
\$ 1,864.05
\$ 1,876.15
\$ 1,888.35
\$ 1,907.95
\$ 1,927.60
\$ 1,947.20
\$ 1,965.10
\$ 1,983.20
\$ 2,001.45
\$ 2,316.00
\$ 2,366.95
\$ 2,414.30
\$ 2,480.70



RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,316.00
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,366.95
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,414.30
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 2,480.70
MOBILE INTENSIVE CARE TRAINEE	\$ 1,691.60
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 1	\$ 1,756.80
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 2	\$ 1,783.90
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 3	\$ 1,810.95
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 4	\$ 1,832.55
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 5	\$ 1,854.10
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 6	\$ 1,875.65
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 7	\$ 1,892.90
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 8	\$ 1,910.30
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 9	\$ 1,927.85
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 3	\$ 1,995.30
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 6	\$ 2,060.00
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 9	\$ 2,116.65
RELIEVING PARAMEDIC MICA - LEVEL 1	\$ 1,867.65
RELIEVING PARAMEDIC MICA - LEVEL 2	\$ 1,879.90
RELIEVING PARAMEDIC MICA - LEVEL 3	\$ 1,892.10
RELIEVING PARAMEDIC MICA - LEVEL 4	\$ 1,911.70
RELIEVING PARAMEDIC MICA - LEVEL 5	\$ 1,931.15
RELIEVING PARAMEDIC MICA - LEVEL 6	\$ 1,950.75
RELIEVING PARAMEDIC MICA - LEVEL 7	\$ 1,968.70
RELIEVING PARAMEDIC MICA - LEVEL 8	\$ 1,986.80
RELIEVING PARAMEDIC MICA - LEVEL 9	\$ 2,005.10
SENIOR RESERVE PARAMEDIC MICA - LEVEL 1	\$ 2,068.15
SENIOR RESERVE PARAMEDIC MICA - LEVEL 2	\$ 2,080.35
SENIOR RESERVE PARAMEDIC MICA - LEVEL 3	\$ 2,092.55
SENIOR RESERVE PARAMEDIC MICA - LEVEL 4	\$ 2,112.00
SENIOR RESERVE PARAMEDIC MICA - LEVEL 5	\$ 2,131.55
SENIOR RESERVE PARAMEDIC MICA - LEVEL 6	\$ 2,151.10
SENIOR RESERVE PARAMEDIC MICA - LEVEL 7	\$ 2,170.90
SENIOR RESERVE PARAMEDIC MICA - LEVEL 8	\$ 2,190.85
SENIOR RESERVE PARAMEDIC MICA - LEVEL 9	\$ 2,211.00
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 1	\$ 2,068.15
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 2	\$ 2,080.35
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 3	\$ 2,092.55



RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 4	
	\$ 2,112.00
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 5	\$ 2,131.55
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 6	\$ 2,151.10
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 7	\$ 2,170.90
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 8	\$ 2,190.85
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 9	\$ 2,211.00
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,276.75
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,335.50
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,400.60
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,276.75
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,335.50
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,400.60
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,548.15
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,599.35
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,651.35
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$ 2,724.25
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,548.15
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,599.35
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,651.35
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$ 2,724.25
AEROMEDICAL	
FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 1,767.20
FLIGHT PARAMEDIC - ALS - YEAR 1 FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 1,767.20 \$ 1,800.15
	, ,
FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 1,800.15
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 1,800.15 \$ 1,875.60
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15 \$ 2,118.20
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15 \$ 2,118.20 \$ 2,176.45
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9 MICA FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15 \$ 2,118.20 \$ 2,176.45 \$ 2,503.60
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15 \$ 2,118.20 \$ 2,176.45
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15 \$ 2,118.20 \$ 2,176.45 \$ 2,503.60
FLIGHT PARAMEDIC - ALS - YEAR 3 FLIGHT PARAMEDIC - ALS - YEAR 6 FLIGHT PARAMEDIC - ALS - YEAR 9 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6 MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6 FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1 MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 1,800.15 \$ 1,875.60 \$ 1,927.20 \$ 2,272.20 \$ 2,324.70 \$ 2,371.20 \$ 2,436.40 \$ 2,008.95 \$ 2,042.15 \$ 2,118.20 \$ 2,176.45 \$ 2,503.60 \$ 2,556.10



FLIGHT COORDINATOR - ALS - YEAR 3	\$	2 004 05
	·	2,084.85
FLIGHT COORDINATOR - ALS - YEAR 6	\$	2,126.55
FLIGHT COORDINATOR - ALS - YEAR 9	\$	2,185.05
FLIGHT COORDINATOR - MICA - YEAR 1	\$	2,327.65
FLIGHT COORDINATOR - MICA - YEAR 3	\$	2,380.75
FLIGHT COORDINATOR - MICA - YEAR 6	\$	2,428.35
FLIGHT COORDINATOR - MICA - YEAR 9	\$	2,495.15
MANAGEMENT		
TEAM MANAGER ALS - YEAR 1	\$	2,029.05
TEAM MANAGER ALS - YEAR 3	\$	2,080.60
TEAM MANAGER ALS - YEAR 6	\$	2,122.20
TEAM MANAGER ALS - YEAR 9	\$	2,180.55
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 1	\$	2,202.80
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 3	\$	2,254.30
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 6	\$	2,299.40
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 9	\$	2,362.65
TEAM MANAGER MICA - YEAR 1	\$	2,243.10
TEAM MANAGER MICA - YEAR 3	\$	2,293.75
TEAM MANAGER MICA - YEAR 6	\$	2,339.65
TEAM MANAGER MICA - YEAR 9	\$	2,404.00
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 1	\$	2,435.85
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 3	\$	2,486.60
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 6	\$	2,536.35
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 9	\$	2,606.10
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 1	\$	2,113.65
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 3	\$	2,164.30
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 6	\$	2,207.60
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 9	\$	2,268.30
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 1	\$	2,689.30
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 3	\$	2,743.15
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 6	\$	2,798.00
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 9	\$	2,874.95
SENIOR TEAM MANAGER BLS - YEAR 3	\$	2,104.45
SENIOR TEAM MANAGER BLS - YEAR 6	\$	2,146.55
SENIOR TEAM MANAGER BLS - YEAR 9	\$	2,205.60
SENIOR TEAM MANAGER ALS - YEAR 1	\$	2,185.20
SENIOR TEAM MANAGER ALS - YEAR 3	\$	2,236.15
SENIOR TEAM MANAGER ALS - YEAR 6	\$	2,280.85
SENIOR TEAM MANAGER ALS - YEAR 9	\$	2,343.55
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 1	\$	2,358.90
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 3	\$	2,409.85



ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6	\$ 2,458.05
ALC AMPLILANCE DECONICE UNIT (ADII) CENTOD TEAM MANACED. VEAD O	φ 2,436.03
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9	\$ 2,525.65
SENIOR TEAM MANAGER MICA - YEAR 1	\$ 2,591.05
SENIOR TEAM MANAGER MICA - YEAR 3	\$ 2,642.25
SENIOR TEAM MANAGER MICA - YEAR 6	\$ 2,695.10
SENIOR TEAM MANAGER MICA - YEAR 9	\$ 2,769.20
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 2,269.20
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 2,319.80
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 2,366.20
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 2,431.25
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 1	\$ 2,848.10
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 3	\$ 2,901.90
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 6	\$ 2,959.95
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 9	\$ 3,041.35
SENIOR TEAM MANAGER ALS - YEAR 3 (Grandfathered)	\$2,193.25
SENIOR TEAM MANAGER ALS - YEAR 6 (Grandfathered)	\$2,237.10
SENIOR TEAM MANAGER ALS - YEAR 9 (Grandfathered)	\$2,298.60
SENIOR TEAM MANAGER MICA - YEAR 3 (Grandfathered)	\$2,599.35
SENIOR TEAM MANAGER MICA - YEAR 6 (Grandfathered)	\$2,651.35
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SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered)	\$2,724.25
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION	\$2,724.25
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered)	
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION	\$2,724.25
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1	\$2,724.25 \$ 1,853.00
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90 \$ 2,129.65
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90 \$ 2,129.65 \$ 2,188.20
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05 \$ 2,080.60
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05 \$ 2,080.60 \$ 2,122.20
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,026.80 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05 \$ 2,080.60 \$ 2,122.20 \$ 2,180.55
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,026.80 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05 \$ 2,080.60 \$ 2,122.20 \$ 2,180.55 \$ 2,076.40
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC EDUCATOR MICA -YEAR 1 PARAMEDIC EDUCATOR MICA -YEAR 3 PARAMEDIC EDUCATOR MICA -YEAR 6 PARAMEDIC EDUCATOR MICA -YEAR 6 PARAMEDIC EDUCATOR MICA -YEAR 6	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,026.80 \$ 2,026.80 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05 \$ 2,188.20 \$ 2,122.20 \$ 2,180.55 \$ 2,170.15 \$ 2,229.85
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered) EDUCATION PARAMEDIC EDUCATOR ALS -YEAR 1 PARAMEDIC EDUCATOR ALS -YEAR 3 PARAMEDIC EDUCATOR ALS -YEAR 6 PARAMEDIC EDUCATOR ALS -YEAR 9 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6 ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6 PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9 PARAMEDIC EDUCATOR MICA -YEAR 1 PARAMEDIC EDUCATOR MICA -YEAR 3 PARAMEDIC EDUCATOR MICA -YEAR 3	\$2,724.25 \$ 1,853.00 \$ 1,914.10 \$ 1,952.40 \$ 2,006.10 \$ 2,026.80 \$ 2,087.90 \$ 2,129.65 \$ 2,188.20 \$ 2,029.05 \$ 2,080.60 \$ 2,122.20 \$ 2,180.55 \$ 2,076.40 \$ 2,127.60 \$ 2,170.15



PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 6	\$ 2,366.75
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 9	\$ 2,431.85
CLINICAL SUPPORT OFFICER - YEAR 1	\$ 2,485.60
CLINICAL SUPPORT OFFICER - YEAR 3	\$ 2,536.65
CLINICAL SUPPORT OFFICER - YEAR 6	\$ 2,587.40
CLINICAL SUPPORT OFFICER - YEAR 9	\$ 2,658.55
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 1	\$ 2,560.20
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 3	\$ 2,611.30
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 6	\$ 2,663.55
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 9	\$ 2,736.80
OPERATIONAL COMMUNICATIONS	
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 1	\$ 1,893.40
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 3	\$ 1,919.55
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 6	\$ 1,980.85
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 9	\$ 2,035.30
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 1	\$ 2,106.40
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 3	\$ 2,132.50
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 6	\$ 2,193.75
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 9	\$ 2,254.10
REFERRAL SERVICE TEAM LEADER ALS - YEAR 1	\$ 2,074.15
REFERRAL SERVICE TEAM LEADER ALS - YEAR 3	\$ 2,125.75
REFERRAL SERVICE TEAM LEADER ALS - YEAR 6	\$ 2,168.25
REFERRAL SERVICE TEAM LEADER ALS - YEAR 9	\$ 2,227.90
REFERRAL SERVICE TEAM LEADER MICA - YEAR 1	\$ 2,288.30
REFERRAL SERVICE TEAM LEADER MICA - YEAR 3	\$ 2,338.85
REFERRAL SERVICE TEAM LEADER MICA - YEAR 6	\$ 2,385.65
REFERRAL SERVICE TEAM LEADER MICA - YEAR 9	\$ 2,451.25
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 1	\$ 1,893.40
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 3	\$ 1,919.55
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 6	\$ 1,980.85
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 9	\$ 2,035.30
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 1	\$ 2,074.15
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 3	\$ 2,125.75
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 6	\$ 2,168.25
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 9	\$ 2,227.90
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 1	\$ 2,287.30
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 3	\$ 2,338.85
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 6	\$ 2,385.65
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 9	\$ 2,451.25
DUTY TEAM MANAGER ALS - YEAR 1	\$ 2,382.40



DUTY TEAM MANAGER ALS - YEAR 3	\$ 2,434.00
DUTY TEAM MANAGER ALS - YEAR 6	\$ 2,482.70
DUTY TEAM MANAGER ALS - YEAR 9	\$ 2,550.95
DUTY TEAM MANAGER MICA - YEAR 1	\$ 2,617.45
DUTY TEAM MANAGER MICA - YEAR 3	\$ 2,668.60
DUTY TEAM MANAGER MICA - YEAR 6	\$ 2,721.95
DUTY TEAM MANAGER MICA - YEAR 9	\$ 2,796.80
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 1	\$ 2,489.20
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 3	\$ 2,540.30
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 6	\$ 2,591.10
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 9	\$ 2,662.35
ROSTERING	
RESOURCING OFFICER (OPERATIONAL) - TRAINEE	\$ 1,663.90
RESOURCING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,010.15
RESOURCING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,061.35
RESOURCING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,102.60
RESOURCING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,160.40
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,128.45
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,201.80
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,245.85
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,307.60
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,122.40
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,172.75
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,216.20
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,277.15
FLEET MAINTENANCE	
FLEET MAINTENANCE OFFICER	\$ 1,507.10
FLEET MAINTENANCE SUPERVISOR	\$ 1,620.15



Table 1(d): Effective from first full pay period on or after 1 February 2023

CLASSIFICATION DESCRIPTION	Weekly Aggregated Base
PATIENT TRANSPORT	
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 1	\$ 1,276.60
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 3	\$ 1,298.65
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 6	\$ 1,324.60
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 9	\$ 1,368.30
CLINIC TRANSPORT OFFICER - YEAR 1	\$ 1,065.85
CLINIC TRANSPORT OFFICER - YEAR 3	\$ 1,087.05
CLINIC TRANSPORT OFFICER - YEAR 6	\$ 1,108.80
CLINIC TRANSPORT OFFICER - YEAR 9	\$ 1,145.40
PATIENT TRANSPORT OFFICER - YEAR 1	\$ 1,148.40
PATIENT TRANSPORT OFFICER - YEAR 3	\$ 1,170.00
PATIENT TRANSPORT OFFICER - YEAR 6	\$ 1,193.40
PATIENT TRANSPORT OFFICER - YEAR 9	\$ 1,232.80
AMBULANCE ATTENDANT - YEAR 1	\$ 1,223.65
AMBULANCE ATTENDANT - YEAR 3	\$ 1,262.00
AMBULANCE ATTENDANT - YEAR 6	\$ 1,287.25
AMBULANCE ATTENDANT - YEAR 9	\$ 1,329.75
EMERGENCY ROAD RESPONSE	
AMBULANCE COMMUNITY OFFICER - LEVEL 1	\$ 1,091.60
AMBULANCE COMMUNITY OFFICER - LEVEL 3	\$ 1,111.55
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$ 1,292.75
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,334.55
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,449.35
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,506.25
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,555.95
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 1	\$ 1,583.90
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 2	\$ 1,600.05
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 3	\$ 1,616.25
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 4	\$ 1,653.40
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 5	\$ 1,672.00
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 6	\$ 1,690.55
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 7	\$ 1,709.15
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 8	\$ 1,727.95
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - LEVEL 9	\$ 1,746.95



ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 6	\$ 1,867.75
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 9	\$ 1,929.40
MOTORCYCLE RESPONDER PARAMEDIC - ALS YEAR 6	\$ 1,867.75
MOTORCYCLE RESPONDER PARAMEDIC - ALS YEAR 9	\$ 1,929.40
RELIEVING PARAMEDIC BLS - YEAR 6	\$ 1,613.95
RELIEVING PARAMEDIC BLS - YEAR 9	\$ 1,667.20
RELIEVING PARAMEDIC ALS - YEAR 1	\$ 1,697.10
RELIEVING PARAMEDIC ALS - LEVEL 2	\$ 1,709.50
RELIEVING PARAMEDIC ALS - LEVEL 3	\$ 1,721.95
RELIEVING PARAMEDIC ALS - LEVEL 4	\$ 1,741.95
RELIEVING PARAMEDIC ALS - LEVEL 5	\$ 1,761.80
RELIEVING PARAMEDIC ALS - LEVEL 6	\$ 1,781.80
RELIEVING PARAMEDIC ALS - LEVEL 7	\$ 1,801.40
RELIEVING PARAMEDIC ALS - LEVEL 8	\$ 1,821.20
RELIEVING PARAMEDIC ALS - LEVEL 9	\$ 1,841.25
SENIOR RESERVE PARAMEDIC ALS - LEVEL 1	\$ 1,901.35
SENIOR RESERVE PARAMEDIC ALS - LEVEL 2	\$ 1,913.65
SENIOR RESERVE PARAMEDIC ALS - LEVEL 3	\$ 1,926.10
SENIOR RESERVE PARAMEDIC ALS - LEVEL 4	\$ 1,946.10
SENIOR RESERVE PARAMEDIC ALS - LEVEL 5	\$ 1,966.15
SENIOR RESERVE PARAMEDIC ALS - LEVEL 6	\$ 1,986.15
SENIOR RESERVE PARAMEDIC ALS - LEVEL 7	\$ 2,008.00
SENIOR RESERVE PARAMEDIC ALS - LEVEL 8	\$ 2,030.10
SENIOR RESERVE PARAMEDIC ALS - LEVEL 9	\$ 2,052.45
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 1	\$ 1,901.35
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 2	\$ 1,913.65
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 3	\$ 1,926.10
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 4	\$ 1,946.10
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 5	\$ 1,966.15
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 6	\$ 1,986.15
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 7	\$ 2,008.00
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 8	\$ 2,030.10
RURAL SENIOR RELIEVING PARAMEDIC ALS - LEVEL 9	\$ 2,052.45
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,362.30
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,414.30
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,462.60
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 2,543.85



RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,362.30
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,414.30
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,462.60
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 2,543.85
MOBILE INTENSIVE CARE TRAINEE	\$ 1,725.45
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 1	\$ 1,791.95
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 2	\$ 1,819.60
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 3	\$ 1,847.15
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 4	\$ 1,869.20
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 5	\$ 1,891.20
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 6	\$ 1,913.15
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 7	\$ 1,934.20
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 8	\$ 1,955.50
MOBILE INTENSIVE CARE PARAMEDIC - LEVEL 9	\$ 1,977.00
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 3	\$ 2,035.20
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 6	\$ 2,101.20
MOBILE INTENSIVE CARE PARAMEDIC (SINGLE RESPONDER) - YEAR 9	\$ 2,170.55
RELIEVING PARAMEDIC MICA - LEVEL 1	\$ 1,905.00
RELIEVING PARAMEDIC MICA - LEVEL 2	\$ 1,917.50
RELIEVING PARAMEDIC MICA - LEVEL 3	\$ 1,929.95
RELIEVING PARAMEDIC MICA - LEVEL 4	\$ 1,949.95
RELIEVING PARAMEDIC MICA - LEVEL 5	\$ 1,969.75
RELIEVING PARAMEDIC MICA - LEVEL 6	\$ 1,989.75
RELIEVING PARAMEDIC MICA - LEVEL 7	\$ 2,011.65
RELIEVING PARAMEDIC MICA - LEVEL 8	\$ 2,033.80
RELIEVING PARAMEDIC MICA - LEVEL 9	\$ 2,056.15
SENIOR RESERVE PARAMEDIC MICA - LEVEL 1	\$ 2,109.50
SENIOR RESERVE PARAMEDIC MICA - LEVEL 2	\$ 2,121.95
SENIOR RESERVE PARAMEDIC MICA - LEVEL 3	\$ 2,134.40
SENIOR RESERVE PARAMEDIC MICA - LEVEL 4	\$ 2,154.25
SENIOR RESERVE PARAMEDIC MICA - LEVEL 5	\$ 2,174.20
SENIOR RESERVE PARAMEDIC MICA - LEVEL 6	\$ 2,194.10
SENIOR RESERVE PARAMEDIC MICA - LEVEL 7	\$ 2,218.25
SENIOR RESERVE PARAMEDIC MICA - LEVEL 8	\$ 2,242.65
SENIOR RESERVE PARAMEDIC MICA - LEVEL 9	\$ 2,267.30
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 1	\$ 2,109.50
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 2	\$ 2,121.95
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 3	\$ 2,134.40



RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 4	\$ 2,154.25
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 5	\$ 2,174.20
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 6	\$ 2,194.10
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 7	\$ 2,218.25
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 8	\$ 2,242.65
RURAL SENIOR RELIEVING PARAMEDIC MICA - LEVEL 9	\$ 2,267.30
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,322.30
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,382.20
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,461.70
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,322.30
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,382.20
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,461.70
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,599.10
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,651.35
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,704.40
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$ 2,793.65
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,599.10
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,651.35
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,704.40
RELIEVING PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$ 2,793.65
AEROMEDICAL	
FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 1,802.55
FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 1,836.15
FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 1,913.10
FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 1,976.25
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 1	\$ 2,317.65
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 3	\$ 2,371.20
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 6	\$ 2,418.60
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC - YEAR 9	\$ 2,498.40
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1	\$ 2,049.15
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3	\$ 2,083.00
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6	\$ 2,160.55
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$ 2,231.85
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1	\$ 2,553.65
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 2,607.20
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 6	\$ 2,659.35
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 9	\$ 2,747.10
FLIGHT COORDINATOR - ALS - YEAR 1	\$ 2,074.20



FLIGHT COORDINATOR - ALS - YEAR 3	\$	2,126.55
FLIGHT COORDINATOR - ALS - YEAR 6	\$	2,169.10
FLIGHT COORDINATOR - ALS - YEAR 9	\$	2,240.70
FLIGHT COORDINATOR - ALS - YEAR 9 FLIGHT COORDINATOR - MICA - YEAR 1	\$	2,374.20
FLIGHT COORDINATOR - MICA - YEAR 3	\$	2,428.35
FLIGHT COORDINATOR - MICA - YEAR 6	\$	2,476.90
FLIGHT COORDINATOR - MICA - YEAR 9	\$	•
MANAGEMENT	D	2,558.65
TEAM MANAGER ALS - YEAR 1	\$	2,069.65
TEAM MANAGER ALS - YEAR 3	\$	2,122.20
TEAM MANAGER ALS - YEAR 6	\$	2,164.65
TEAM MANAGER ALS - YEAR 9	\$	2,236.10
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 1	\$	2,246.85
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 3	\$	2,299.40
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 6	\$	2,345.40
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 9	\$	2,422.85
TEAM MANAGER MICA - YEAR 1	\$	2,287.95
TEAM MANAGER MICA - YEAR 3	\$	2,339.65
TEAM MANAGER MICA - YEAR 6	\$	2,386.45
TEAM MANAGER MICA - YEAR 9	\$	2,465.20
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 1	\$	2,484.55
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 3	\$	2,536.35
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 6	\$	2,587.10
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 9	\$	2,672.45
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 1	\$	2,155.90
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 3	\$	2,207.60
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 6	\$	2,251.75
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 9	\$	2,326.05
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 1	\$	2,743.10
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 3	\$	2,798.00
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 6	\$	2,853.95
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 9	\$	2,948.15
SENIOR TEAM MANAGER BLS - YEAR 3	\$	2,146.55
SENIOR TEAM MANAGER BLS - YEAR 6	\$	2,189.50
SENIOR TEAM MANAGER BLS - YEAR 9	\$	2,261.75
SENIOR TEAM MANAGER ALS - YEAR 1	\$	2,228.90
SENIOR TEAM MANAGER ALS - YEAR 3	\$	2,280.85
SENIOR TEAM MANAGER ALS - YEAR 6	\$	2,326.45
SENIOR TEAM MANAGER ALS - YEAR 9	\$	2,403.20
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 1	\$	2,406.10
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 3	\$	2,458.05
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ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6	\$ 2,507.20
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9	\$ 2,589.95
SENIOR TEAM MANAGER MICA - YEAR 1	\$ 2,642.85
SENIOR TEAM MANAGER MICA - YEAR 3	\$ 2,695.10
SENIOR TEAM MANAGER MICA - YEAR 6	\$ 2,749.00
SENIOR TEAM MANAGER MICA - YEAR 9	\$ 2,839.70
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 2,314.60
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 2,366.20
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 2,413.50
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 2,493.15
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 1	\$ 2,905.05
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 3	\$ 2,959.95
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 6	\$ 3,019.15
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 9	\$ 3,118.80
SENIOR TEAM MANAGER ALS - YEAR 3 (Grandfathered)	\$2,237.10
SENIOR TEAM MANAGER ALS - YEAR 6 (Grandfathered)	\$2,281.85
SENIOR TEAM MANAGER ALS - YEAR 9 (Grandfathered)	\$2,357.15
SENIOR TEAM MANAGER MICA - YEAR 3 (Grandfathered)	\$2,651.35
SENIOR TEAM MANAGER MICA - YEAR 6 (Grandfathered)	\$2,704.40
SENIOR TEAM MANAGER MICA - YEAR 9 (Grandfathered)	\$2,793.65
EDUCATION	
PARAMEDIC EDUCATOR ALS -YEAR 1	\$ 1,890.05
PARAMEDIC EDUCATOR ALS -YEAR 3	\$ 1,952.40
PARAMEDIC EDUCATOR ALS -YEAR 6	\$ 1,991.45
PARAMEDIC EDUCATOR ALS -YEAR 9	\$ 2,057.15
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1	\$ 2,067.35
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3	\$ 2,129.65
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6	\$ 2,172.25
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	\$ 2,243.95
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1	\$ 2,069.65
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3	\$ 2,122.20
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6	\$ 2,164.65
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	\$ 2,236.10
PARAMEDIC EDUCATOR MICA -YEAR 1	\$ 2,117.95
PARAMEDIC EDUCATOR MICA -YEAR 3	\$ 2,170.15
PARAMEDIC EDUCATOR MICA -YEAR 6	
TATO WILLIAM EDGO TOTO WILLIAM TEATO	\$ 2,213.55
PARAMEDIC EDUCATOR MICA -YEAR 9	\$ 2,213.55 \$ 2,286.60
PARAMEDIC EDUCATOR MICA -YEAR 9	\$ 2,286.60



PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 6	\$ 2,414.10
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) -YEAR 9	\$ 2,493.75
CLINICAL SUPPORT OFFICER - YEAR 1	\$ 2,535.30
CLINICAL SUPPORT OFFICER - YEAR 3	\$ 2,587.40
CLINICAL SUPPORT OFFICER - YEAR 6	\$ 2,639.15
CLINICAL SUPPORT OFFICER - YEAR 9	\$ 2,726.25
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 1	\$ 2,611.40
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 3	\$ 2,663.55
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 6	\$ 2,716.80
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 9	\$ 2,806.45
OPERATIONAL COMMUNICATIONS	
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 1	\$ 1,931.25
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 3	\$ 1,957.95
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 6	\$ 2,020.45
REFERRAL SERVICE TRIAGE PRACTIONER ALS - YEAR 9	\$ 2,087.10
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 1	\$ 2,148.55
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 3	\$ 2,175.15
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 6	\$ 2,237.65
REFERRAL SERVICE TRIAGE PRACTIONER MICA - YEAR 9	\$ 2,311.50
REFERRAL SERVICE TEAM LEADER ALS - YEAR 1	\$ 2,115.65
REFERRAL SERVICE TEAM LEADER ALS - YEAR 3	\$ 2,168.25
REFERRAL SERVICE TEAM LEADER ALS - YEAR 6	\$ 2,211.60
REFERRAL SERVICE TEAM LEADER ALS - YEAR 9	\$ 2,284.60
REFERRAL SERVICE TEAM LEADER MICA - YEAR 1	\$ 2,334.05
REFERRAL SERVICE TEAM LEADER MICA - YEAR 3	\$ 2,385.65
REFERRAL SERVICE TEAM LEADER MICA - YEAR 6	\$ 2,433.35
REFERRAL SERVICE TEAM LEADER MICA - YEAR 9	\$ 2,513.65
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 1	\$ 1,931.25
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 3	\$ 1,957.95
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 6	\$ 2,020.45
REFERRAL SERVICE CARE PLAN COORDINATOR ALS - YEAR 9	\$ 2,087.10
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 1	\$ 2,115.65
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 3	\$ 2,168.25
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 6	\$ 2,211.60
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 9	\$ 2,284.60
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 1	\$ 2,333.05
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 3	\$ 2,385.65
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 6	\$ 2,433.35
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 9 DUTY TEAM MANAGER ALS - YEAR 1	\$ 2,513.65 2,430.05
DUTT TEAM IMANAGEN ALS - TEAN I	\$ ۷,430.05



DUTY TEAM MANAGER ALS - YEAR 3	\$ 2,482.70
DUTY TEAM MANAGER ALS - YEAR 6	\$ 2,532.35
DUTY TEAM MANAGER ALS - YEAR 9	\$ 2,615.90
DUTY TEAM MANAGER MICA - YEAR 1	\$ 2,669.80
DUTY TEAM MANAGER MICA - YEAR 3	\$ 2,721.95
DUTY TEAM MANAGER MICA - YEAR 6	\$ 2,776.40
DUTY TEAM MANAGER MICA - YEAR 9	\$ 2,868.00
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 1	\$ 2,539.00
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 3	\$ 2,591.10
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 6	\$ 2,642.90
COMMUNICATIONS CENTRE CLINICIAN - MICA - YEAR 9	\$ 2,730.10
ROSTERING	
RESOURCING OFFICER (OPERATIONAL) - TRAINEE	\$ 1,697.20
RESOURCING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,050.35
RESOURCING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,102.60
RESOURCING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,144.65
RESOURCING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,215.40
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,171.00
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,245.85
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,290.75
SENIOR RESOURCIING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,366.35
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 1	\$ 2,164.85
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 3	\$ 2,216.20
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 6	\$ 2,260.50
RESOURCING PLANNING OFFICER (OPERATIONAL) - YEAR 9	\$ 2,335.10
FLEET MAINTENANCE	
FLEET MAINTENANCE OFFICER	\$ 1,537.25
FLEET MAINTENANCE SUPERVISOR	\$ 1,652.55



Appendix 2 – Transitional Arrangements for the Operational Classification Structure

- For those employees in the operational classifications pursuant to clause 27.4(g), the wage rates and increases in Appendix 1 include the following changes to the operational classification structure:
 - (a) a 'Year 9' classification increment that will apply to employees with the requisite experience within the meaning of clause 27.4(d) from the first full pay period on or after (**FFPOA**) 1 February 2020,

which means:

- (b) Employees who have previously commenced their ninth (9th) year of employment in the classification on or before the FFPOA 1 February 2020 will progress to the 'Year 9' increment on that date.
- (c) Employees that commence their ninth (9th) year of employment in the classification after the FFPOA 1 February 2020 will progress to the 'Year 9' increment in accordance with clause 27.4(d) (e.g. on the commencement of their ninth year of employment in the classification).
- For those employees in the operational classifications pursuant to clause 27.4(h), the wage rates and increases in Appendix 1 include the following changes to the operational classification structure:
 - (a) a 'Year 6' classification increment that will apply to employees with the requisite experience within the meaning of clause 27.4(c) from the FFPOA 1 February 2020;
 - (b) a 'Year 9' classification increment that will apply to employees with the requisite experience within the meaning of clause 27.4(d) from the FFPOA 1 February 2021,

which means:

- (c) Employees who have more than five years employment experience in the classification on or before the FFPOA 1 February 2020 will progress to the 'Year 6' increment in accordance with clause 27.4(d) on that date.
- (d) Employees that commence their sixth (6th) year of employment in the classification after the FFPOA 1 February 2020 will progress to the 'Year 6' increment in accordance with clause 27.4(c) on the commencement of their sixth year of employment in the classification.
- (e) Employees that commence their ninth (9th) year of employment in the classification before the FFPOA 1 February 2021 will progress to the 'Year 9' increment on that date. For avoidance of doubt, an Employee that commenced their ninth (9th) or greater year of employment in the classification on the FFPOA 1 February 2020 will progress to the 'Year 6' increment within the meaning of clause 27.4(d) on the FFPOA 1 February 2020 and then subsequently progress to the 'Year' 9 increment within the meaning of clause 27.4(d) on the FFPOA 1 February 2021.



- (f) Employees that commence their ninth (9th) year of employment in the classification after the FFPOA 1 February 2021 will progress to the 'Year 9' increment in accordance with clause 27.4(d) on the commencement of their ninth year of employment in the classification.
- 3. Employees who were appointed to the 'Year 1' increment of one of the following operational classifications as at the FFPOA 1 February 2020 will be regarded as progressing to the 'Year 3' increment for the classification on that date:
 - (a) Paramedic Educator ALS;
 - (b) ALS Ambulance Response Unit (ARU) Paramedic Educator;
 - (c) Paramedic Educator MICA;
 - (d) Paramedic Educator MICA (Single Responder);
 - (e) Flight Paramedic Educator ALS;
 - (f) MICA Flight Paramedic Educator.

This date will be considered to be the employee's commencement date in the 'Year 3' increment for the purposes of progression. For the avoidance of doubt, an employee who is appointed to one of the above classifications will be progressed to the 'Year 3' increment even where they have not completed more than two years of employment in the 'Year 1' classification.

- 4. Employees who were seconded to the 'Year 1' increment of one of the operational classifications listed in clause 3(a) to 3(f) above as at the FFPOA 1 February 2020 who have completed more than two years' secondment in the 'Year 1'increment of that classification will be regarded as being seconded to the 'Year 3' increment of that classification from the FFPOA 1 February 2020.
- 5. The ALS Career Structure and MICA Career Structure will be implemented and take effect from the FFPOA 1 February 2021 and employees within those applicable operational classifications in clauses 27.5(b) and 27.5(c) will transition as follows:
 - (a) Employees that have commenced their ninth (9th) year or more of employment in the classification will progress to the 'Year 9' increment on the FFPOA 1 February 2020;
 - (b) Employees that commence their ninth (9th) year of employment in the classification after the FFPOA 1 February 2020 but before the FFPOA 31 January 2021 will progress to the Year 9 classification in accordance with clause 27.4(d) on the commencement of their ninth year of employment in the classification;
 - (c) Progression for employees that have eight years' experience or less on the FFPOA 1 February 2021 will be in accordance with the definitions and requirements in subclauses clauses 27.5(d)(i) (viii)27.5(d)(ix).
 - (d) The provisions in clause 27.6 regarding 'Fast Track' progression will apply from the FFPOA 1 February 2022 and progression will be in accordance with the definitions and requirements in sub-clauses 27.6(a) (c).



► Appendix 3 – Administrative Classifications Wage Rates

Table 3(a): Effective from first full pay period on or after 1 February 2020

Administrative Band 1	(61 - 100 points)	Weekly base rate
Point A (minimum)		\$ 936.25
Point B		\$ 985.00
Point C		\$ 1,033.65
Point D (maximum)		\$ 1,082.35
Administrative Band 2	(101 - 131 points)	
Point A (minimum)		\$ 1,099.10
Point B		\$ 1,161.95
Point C		\$ 1,224.85
Point D (maximum)		\$ 1,287.75
Administrative Band 3	(132 - 169 points)	
Point A (minimum)		\$ 1,290.10
Point B		\$ 1,325.95
Point C		\$ 1,361.85
Point D (maximum)		\$ 1,397.60
Administrative Band 4	(170 - 230 points)	
Point A (minimum)		\$ 1,409.65
Point B		\$ 1,462.90
Point C		\$ 1,516.40
Point D (maximum)		\$ 1,569.75

Table 3(b): Effective from first full pay period on or after 1 February 2021

Administrative Band 1	(61 - 100 points)	Weekly base rate
Point A (minimum)		\$ 955.00
Point B		\$ 1,004.70
Point C		\$ 1,054.30
Point D (maximum)		\$ 1,104.00
Administrative Band 2	(101 - 131 points)	
Point A (minimum)		\$ 1,121.10
Point B		\$ 1,185.20
Point C		\$ 1,249.35
Point D (maximum)		\$ 1,313.50
Administrative Band 3	(132 - 169 points)	
Point A (minimum)		\$ 1,315.90
Point B		\$ 1,352.45
Point C		\$ 1,389.10
Point D (maximum)		\$ 1,425.55
Administrative Band 4	(170 - 230 points)	
Point A (minimum)		\$ 1,437.85
Point B		\$ 1,492.15
Point C		\$ 1,546.75
Point D (maximum)		\$ 1,601.15



Table 3(c): Effective from first full pay period on or after 1 February 2022

Administrative Band 1	(61 - 100 points)	Weekly base rate
Point A (minimum)		\$ 974.10
Point B		\$ 1,024.80
Point C		\$ 1,075.40
Point D (maximum)		\$ 1,126.10
Administrative Band 2	(101 - 131 points)	
Point A (minimum)		\$ 1,143.50
Point B		\$ 1,208.90
Point C		\$ 1,274.35
Point D (maximum)		\$ 1,339.75
Administrative Band 3	(132 - 169 points)	
Point A (minimum)		\$ 1,342.20
Point B		\$ 1,379.50
Point C		\$ 1,416.90
Point D (maximum)		\$ 1,454.05
Administrative Band 4	(170 - 230 points)	
Point A (minimum)		\$ 1,466.60
Point B		\$ 1,522.00
Point C		\$ 1,577.70
Point D (maximum)		\$ 1,633.15

Table 3(d): Effective from first full pay period on or after 1 February 2023

Administrative Band 1 (61 - 100 points)	Weekly base rate
Point A (minimum)	\$ 993.60
Point B	\$ 1,045.30
Point C	\$ 1,096.90
Point D (maximum)	\$ 1,148.60
Administrative Band 2 (101 - 131 points)	
Point A (minimum)	\$ 1,166.35
Point B	\$ 1,233.10
Point C	\$ 1,299.85
Point D (maximum)	\$ 1,366.55
Administrative Band 3 (132 - 169 points)	
Point A (minimum)	\$ 1,369.05
Point B	\$ 1,407.10
Point C	\$ 1,445.25
Point D (maximum)	\$ 1,483.15
Administrative Band 4 (170 - 230 points)	
Point A (minimum)	\$ 1,495.95
Point B	\$ 1,552.45
Point C	\$ 1,609.25
Point D (maximum)	\$ 1,665.80



► Appendix 4 - Salary Packaging Arrangements

1. BASIS FOR SALARY PACKAGING

- 1.1 Employees engaged under this Agreement may make application to the Employer to have their wages packaged in accordance with the provisions contained in this Appendix and to sign a "Salary Packaging Agreement" prior to that arrangement commencing.
- 1.2 If the legislation relevant to salary packaging changes then the salary packaging arrangements will be altered to reflect the change, effective from the date the legislative or regulatory change takes effect.
- 1.3 It is understood and agreed that in the event that benefits to employees under these provisions are reduced or removed by changes in legislation or by the Australian Tax Office, the affected employees and the Employee Representatives will not make any claim on the Employer or the Victorian Government for compensation for any loss of benefits and the Employer and the Victorian Government will not be liable to provide any compensation for any salary sacrifice benefits lost by the employee as a consequence of such change. Where any changes have the effect of increasing the cost to the Employer of providing salary sacrifice/packaging to employees, these costs will be paid by the participating employee or he/she may choose to cancel such arrangements by giving notice in writing.

2. DECISION TO SALARY PACKAGE

- 2.1 Each employee is responsible for making the decision on whether they wish to take up the salary packaging. There are a range of personal and financial circumstances amongst individual employees that may impact on the benefits to be derived under these provisions.
- 2.2 It is the responsibility of the employee to obtain independent financial advice in relation to the impact of salary packaging on their income and/or taxation obligations.

3. GENERAL TERMS AND CONDITIONS

3.1 The general terms and conditions that apply to salary packaging are set out below:

(a) **Administration**

Salary Packaging will be administered by an organisation(s) as agreed between the Employer and the Employee Representatives following a tender process and in accordance with these guidelines. Any charges incurred as a result of the administration, variation or amendment for any reason to an individual employee's salary packaging arrangements will be the responsibility of the employee.

(b) Fringe Benefits Tax

The salary packaging provisions constitute an "open package" from which the employee, together with the agreed salary packaging provider, determines the amount of the packaging within the Fringe Benefit Tax (**FBT**) exemptions that apply to Ambulance Services as well as the benefits that may be packaged. The "grossed up value" of the packaging arrangement, along with other fringe



benefits currently provided to employees cannot exceed the organisation's "capping limit" for each employee as defined by the FBT Assessment Act.

Prior to the acceptance of an application for salary packaging from an employee, the Employer will provide a written statement regarding the reporting of Fringe Benefits on employees' group certificates.

(c) Set Up Costs

Set up costs associated with the internal administration of salary packaging will be the responsibility of the Employer. These set up costs are limited to creation of Employer policies and procedures documentation and the provision of information to employees on the salary packaging arrangements. They do not include additional or new computer hardware, software or licences or other capital costs.

(d) Administration Costs

Administration costs charged by the salary packaging provider will be paid by the Employer and will be fully reimbursed to the Employer by the employee through payroll deductions. Costs associated with financial advice, individual package modelling or other services sought by the employee will be the responsibility of the employee.

The quantum of these costs will be considered by the Employer and the Employee Representatives when they jointly choose a salary packaging provider to administer the scheme. However, the parties will not be held responsible for the performance or actions of the agreed salary packaging provider responsible for the administration of the salary packaging arrangements.

(e) Reconciliation of Expenses

Salary packaging will be administered in line with the FBT reporting year -1 April to 31 March. Prior to the final pay period of the salary package year, an annual reconciliation will be carried out for each employee.

All monies not fully expended during the packaging year will be converted and added to the employee's fortnightly wages for that pay period and PAYG tax will be deducted from any net amount paid. Any benefits which exceed the capping amount that give 'rise to an FBT liability to the Employer will be passed on directly to the employee and deducted from the employee's next fortnightly pay.

The salary -packaging year ends annually on 31 March and will result in the reconciliation varying from year to year to coincide with the Employer's pay periods and cycle.

(f) Resignation or Termination

Upon the employee's resignation or termination for any reason, a reconciliation will be carried out to the date of termination.

Any residual cash held by the packaging provider will be paid to the employee as PAYG wages and the relevant PAYG tax will be deducted. Should there be



any over expenditure in respect to the reimbursement of a salary-packaged amount, this amount will be deducted from any final monies payable to employees on termination. Should there be insufficient monies to meet the over expenditure, the employee will reimburse the Employer the amount prior to termination.

(g) Variations to Packaging

The composition of any salary packaging arrangements will be determined by the employee with the salary packaging provider on an annual basis to coincide with the salary packaging year.

However, where the employee's personal situation changes, the employee may vary their packaging arrangement after giving fourteen (14) days' notice to the salary packaging provider and in accordance with the requirements of the external salary packaging provider. Any costs associated with such variations will be the responsibility of the employee.

Where the employee revokes their authority for a deduction from their pay, any salary packaging benefit will be immediately withdrawn and the employee's wages will revert to a "cash" salary arrangement.

(h) Cancellation of Packaging

An employee may cancel their salary packaging arrangement at any time by giving fourteen (14) days written notification to the Employer and the salary packaging provider. The conditions contained above under "Resignation or Termination" will apply upon cancellation of the salary packaging arrangement.

(i) Benefits

- (i) Subject to the sub clause below, the benefits that may be packaged by employees may include all items offered by the salary packaging provider. The actual menu of items that will be offered for salary packaging will be structured to minimise any administration costs.
- (ii) The Employer will not be responsible for any salary packaging arrangements entered into by an employee that results in adverse financial consequences to that employee. The Employer will not directly enter into any lease arrangements under this Agreement.



4. CALCULATION OF ENTITLEMENTS

4.1 Leave

- (a) Long Service Leave provisions will be calculated on the value of the "pre-salary packaged" value and not just the wages alone component.
- (b) Wages and benefits will be paid in the same way as if the employee was at work during any periods of leave such as annual leave, sick leave or other paid absence from work. Resignation entitlements will be calculated on the prepackaged wages amount applicable at the date of termination.
- (c) Employees on approved Leave Without Pay will not be entitled to the benefits of salary packaging while on such leave.

4.2 Workers Compensation Payments

In the event of a workers' compensation claim being made by an employee, the Employer will advise their workers' compensation insurer of the pre-packaged wages of the employee and any benefits due to the employee will be calculated on their pre-packaged wage rate, (or what the employee's wage rate would have been if they had not been packaged).

4.3 **Superannuation**

- (a) The Employer will continue to contribute to the relevant superannuation scheme at the applicable "pre-salary packaged" wage rate and, in the event of a superannuation claim, will advise the superannuation scheme that the employees "earnings" were the pre-salary packaged wages rate applicable to the claim.
- (b) The parties agree that employees may salary sacrifice additional amounts above the statutory capping amount from their wages in order to make voluntary contributions into an approved superannuation fund. Employees need to take into consideration the taxation provisions that apply to such contributions.
- (c) It is understood that, for those employees who contribute to the Emergency Services Superannuation Scheme (**ESSS**), these further contributions will be made into the ESS Plan Scheme.



Appendix 5 - Graduate Ambulance Paramedic Provisions

1. APPLICATION

- 1.1 This appendix applies to employees who are engaged in the Graduate Ambulance Paramedic (GAP) program.
- 1.2 Save where it is expressly provided otherwise in this Appendix, employees will be referred to as "Graduate Paramedic".

2. WAGE RATES

- 2.1 For the purposes of this clause 2, the following definitions will apply:
 - (a) **Direct Supervision** means the period during which a Graduate Paramedic is rostered to work with a Paramedic Educator or Sessional Clinical Instructor. The period of Direct Supervision will usually be the first 20 26 weeks of employment as a Graduate Paramedic.
 - (b) Indirect Supervision means the period where the Graduate Paramedic has successfully completed the Direct Supervision period of the relevant Graduate Paramedic program and is authorised by the Employer to practice in accordance with approved clinical practice guidelines without being rostered to work under Direct Supervision.
- 2.2 The timelines for the programs covered by this Appendix are indicative and may be extended when a Graduate Paramedic does not meet the clinical or operational requirements for progression to the next stage.
- 2.3 During the life of this Agreement, the Employer may pilot a variation of the Graduate Paramedic program for the purpose of facilitating a transition to retirement program for paramedics. The pilot may include the employment of Graduate Paramedics on a part time basis.
- 2.4 Where a Graduate Paramedic is required to attend or perform work during ordinary hours at a hospital or other approved institution as part of the program requirements, they will be paid the applicable rate of pay as if at work at the Employer. Where the work performed would be overtime as defined in this Agreement and has been approved by the appropriate manager, it will be paid in accordance with clause 45.
- 2.5 Overtime will not apply to work for training purposes where such time forms part of the usual course timetable.

2.6 **Graduate Ambulance Paramedic**

Graduate Ambulance Paramedic (**GAP**) employees have completed an AHPRA approved paramedicine program of study and will be paid in accordance with the following classifications during the Graduate Paramedic program:



Course Stage	Classification
From commencement of employment under Direct Supervision	Graduate Ambulance Paramedic Level 1 (EGRAD 1)
From the first pay period following commencement of Indirect Supervision	Graduate Ambulance Paramedic Level 2 (EGRAD 2)

The historical classification of Graduate Ambulance Paramedic 2 (EGAP2) will be replaced by Graduate Ambulance Paramedic 1 (EGRAD1). The historical classification of Graduate Ambulance Paramedic 3 (EGAP3) will be replaced by Graduate Ambulance Paramedic 2 (EGRAD2). The EGRAD1 and EGRAD2 classifications will retain all entitlements, e.g. the aggregated base rate of pay and allowances, and meaning within the Graduate Paramedic program as the classification they are replacing.

3. PROBATIONARY PERIOD

Subject to clause 25 of this Agreement all Graduate Paramedics will serve a probationary period of six months from the date of commencing employment with the Employer as a Graduate Paramedic before their appointment is confirmed.

4. ALLOWANCES

- 4.1 This clause deals with allowances for Graduate Paramedics where the Employer requires a Graduate Paramedic to attend a compulsory training course or program as a part of the Graduate Paramedic program, at a venue that is not the employee's normal workplace. For the purposes of these provisions the Graduate Paramedic's "normal workplace" is:
 - (a) in the case of a Graduate Paramedic employed within the Metropolitan Region their appointed administrative location; and
 - (b) in the case of Graduate Paramedic employed within the Rural Region their rostered branch.
- 4.2 A Graduate Paramedic required to live away from home in order to undertake a compulsory Employer training course/induction as a part of the Graduate Paramedic program, will be entitled to payment of the following allowances for the period of the training course/induction:
 - (a) an allowance to cover the cost of reasonable accommodation; and
 - (b) meal allowances for breakfast and dinner in accordance with clause 31.13(d) of this Agreement.

Provided that such allowances will not be paid if:

- (c) the Employer provides accommodation and meals; or
- (d) the employee resides within 45 km of the teaching venue.
- 4.3 Graduate paramedics will be reimbursed for the use of a private vehicle in accordance with clause 31.21(a)(ii) of the Agreement for travel to or from the training venue. For the



purposes of calculating any reimbursement for the use of a private vehicle, the travel distance will be based on actual kilometres from the Graduate Paramedic's normal workplace or residence to the training venue, whichever is the closest. Where available and mutually agreed, the Graduate Paramedic may be provided with transport for travel to and from the training venue and the employee will not be entitled to the travel allowance.

- 4.4 Graduate Paramedics who reside within 45 km of the training venue will not be required to live away from home and will not be entitled to the payments in clause 4.1 of Appendix 5. Such employees may elect to live-in at the training venue, which will be subject to availability of accommodation and the employee meeting any associated costs.
- 4.5 Where a Graduate Paramedic is required to live away from home as provided for under clause 4.1 of Appendix 5, they are entitled to an Incidental Expenses Allowance of specified in Appendix 9 for each day of attendance at the training venue.

5. ON CALL

A Graduate Paramedic will not be placed "on call" in accordance with clause 46 of this Agreement to respond to cases alone without a qualified Ambulance Paramedic.



Appendix 6 - Clinical Support Officers Provisions

1. USE OF VEHICLES

A vehicle is provided to all CSO's for use in the following circumstances:

- (a) During periods of rostered on-call.
- (b) Travel to and from shifts and other requirements of the Employer.
- (c) Limited private use during which the CSO must notify the Communications Centre and be logged "on" and available for response. Private travel must occur only in the area normally responded to by the CSO. Private travel outside of this area may only occur with the express written permission of the General Manager Quality and Education Services.

2. SECONDMENTS TO A TERTIARY INSTITUTION

CSO's can be seconded to a recognised tertiary institution in a teaching or related capacity for an average period of up to five weeks per annum averaged over 5 years unless otherwise mutually agreed between the parties. The aggregated base rate of pay for CSO's takes into account these duties and the Secondment provisions in clause 34 do not apply to CSO's.

3. COMMENCEMENT AND FINISHING PROVISIONS

The CSO position requires roster flexibility for the benefit of both the Employer and the employee.

CSOs will provide relief coverage for the Duty Manager during the night shift crib meal break.

4. ALLOWANCES

The CSO aggregated base rate of pay is inclusive of the Communications Centre allowance, MICA Single Responder Unit allowance and the Late Crib Meal allowances for night shifts. CSOs will not be entitled to claim such allowances separately.



Appendix 7 - Duty Managers Provisions

1. APPLICATION

The provisions of this Appendix will only apply to all existing Appointed Duty Managers working in the position of Duty Manager as of the commencement of this Agreement.

2. EXIT PROVISIONS

Where an existing Appointed Duty Manager exits the appointed position the following will apply:

- (a) The Employer will continue to pay ESSS contributions at the DM rolled-in rate of pay as it is varied from time to time in accordance with award/enterprise agreements, provided that the employee also maintains contributions at this rate. On resignation or retirement the employee will have his/her superannuation benefits calculated at the current rolled-in rate of pay applying to the DM classification in line with ESSS procedures.
- (b) Such employees will revert to the rate of pay for a Team Manager where the appropriate classification increment will reflect the employee's years of service in the Duty Manager position.
- (c) If such employee seeks to revert to a Team Manager (TM) position they will be provided with the appropriate training to perform the TM role.
- (d) When a TM position becomes available and the employee and the Employer agree that the employee is suitable for the position the employee will be offered the appointment and will be paid at the applicable rate of pay.



Appendix 8 - Ambulance Victoria Rolled-In Rate of Pay

April 2018 Roster Shift Cycle quantum values

Positions	2552.48
4.50% Penalty Shifts	7438.38
0.50% Additional Night Shift Penalty	2766.49
50% Weekend Penalty Shifts	3418.19

Rolled-in rate of pay calculation

The AV rolled-in-rate is a calculation by which all operational shift penalties based on rosters in place across AV are expressed as a monetary value and an average payment is made to each eligible employee in accordance with the number of lines required to fill the rosters. The steps taken to calculate the rolled in rate of pay include the following:

- (a) Determine the number of Roster Lines required to run the roster in place at each respective Branch (e.g. 8 lines required for each 10/14 roster).
- (b) Categorise each shift into penalty incurring and non-penalty incurring shifts (based on 8 hour shifts).

	Day	Afternoon	Night
EG Monday - Friday	no	yes	yes
Saturday	yes	yes	yes
Sunday	yes	yes	yes

(i) 10 and 14 hour shifts are converted to 8 hour shifts for the purposes of penalty calculations for Branches working a strict 10/14 roster as follows:

10 hour shift = 1×8 hour shift 14 hour shift = 2×8 hour shifts

(ii) Shifts other than at stand-alone 10/14 branches are converted to 8 hour equivalent shifts on the following basis for weekend penalty calculations:

8.5 hour shift	1.0625 x 8 hour shift
9 hour shift	1.125 x 8 hour shift
9.5 hour shift	1.1875 x 8 hour shift
10 hour shift	1.25 x 8 hour shift
10.5 hour shift	1.3125 x 8 hour shift
11 hour shift	1.375 x 8 hour shift
11.5 hour shift	1.4375 x 8 hour shift
12 hour shift	1.5 x 8 hour shift
12.5 hour shift	1.5625 x 8 hour shift
13 hour shift	1.625 x 8 hour shift
13.5 hour shift	1.6875 x 8 hour shift
14 hour shift	1.75 x 8 hour shift

(iii) In circumstances where a shift is longer than 10 hours and finishes after midnight and before 8:00 am the first shift penalty will remain at 4.5% as



stated in clause 31.10 and the second shift penalty will increase from 4.5% to 5%.

- (c) Total the number of Roster Lines required and allocate the penalty shifts across AV into penalty categories.
- e.g. *the total number of afternoon and night shifts incurring a loading of 4.5% of the Ambulance Paramedic aggregated rate and the total number of additional night shift penalties incurring a loading of 5% of the Ambulance Paramedic aggregated rate.
- e.g. *the total number of additional night shift penalties incurring a loading of 0.5% of the Ambulance Paramedic aggregated rate.
- *the total number of Saturday and Sunday shifts, as these incur an additional penalty payment of 50%.
- (d) Upon verification of the above information, the rolled-in-rate penalty is calculated for each eligible operational classification.

(i) Aggregated Weekly Base Rate

Base Rate + CEP/MICA allow .+ SIPS + (\$36.25) meal allow.

Aggregated Weekly Base

Rate (A)

(ii) Shift Penalty

AP Base + CEP/MICA allow. + SIPS (\$36.25) meal allow. x 4.5% =

Shift Penalty per shift (B)

(iii) Total number of Roster Lines

Total number of Roster Lines

Roster Lines (C)

(iv) Afternoon/Night Penalty Calculation

Total afternoon and Night shift penalties x (B) Shift Penalty

Total Shift Penalty payments

(v) Night Shift penalty (additional 0.5%)

x number of night shifts

Total Additional Night Shift Penalties

(vi) Saturday Shift penalties

Total Saturday Shifts x (A)Aggregated Weekly Base Rate /5/38*40*50% = divided by 5 to calculate daily rate divided by 38 due to 38 hour week multiplied by 40 due to 40 hour roster multiplied by 50% weekend penalty

Total Saturday Penalty Payments

(vii) Sunday Shift Penalties

Total Sunday Shifts x (A) Aggregated

Total Sunday Penalty



Weekly Base Rate / 5 / 38 * 40 * 50% = divided by 5 to calculate daily rate divided by 38 due to 38 hour week multiplied by 40 due to 40 hour roster multiplied by 50% weekend penalty

Payments

(viii) Total Value of Penalty Payments

Sum of points (iv), (v), (vi) and (vii)

Total Shift Penalty Payments Total Saturday Penalty Payments Total Sunday Penalty Payments Total Additional Night Shift Penalties

Total Penalty Payments (P)

(ix) Weekly Rolled-In-Rate Penalty Component

(P) Total Penalty Payments / (C)Roster Lines(RIR penalty is rounded to the nearest 5c) =

Weekly RIR Penalty Payment

(x) Summary of Total Weekly Wage

Aggregated Weekly Base Rate (A) + Weekly RIR Penalty Payment

Total weekly wage



Appendix 9 - Allowance Rates Over the Life of the Agreement

Allowance	Effective	Effective	Effective	Effective
	first pay	first pay	first pay	first pay
	period	period	period	period
	commencing	commencing	commencing	commencing
	on or after 1			
	February	February	February	February
	2020	2021	2022	2023
Operational Crewing Allowance - Clause 31.16				
Eligible operational employees remunerated at or below Relieving Paramedic	\$0.73 per	\$0.74 per	\$0.75 per	\$0.77 per
	hour	hour	hour	hour
Eligible employees rostered to stretcher duties as a single officer crew	\$2.69 per	\$2.74 per	\$2.79 per	\$2.85 per
	hour	hour	hour	hour
Communications Centre Allowance - Clause 31.6				
Per shift of 8 hours	\$9.10 per	\$9.28 per	\$9.47 per	\$9.66 per
	shift	shift	shift	shift
Per rostered hour in excess of 8 hours	\$1.14 per	\$1.16 per	\$1.18 per	\$1.21 per
	hour	hour	hour	hour
Sessional Clinical Instructor Allowance -	\$5.45 per	\$5.56 per	\$5.67 per	\$5.78 per
Clause 31.7	hour	hour	hour	hour
Living Away from Home Allowance - Clause 31.13(a)	\$27.91 per	\$28.47 per	\$29.04 per	\$29.62 per
	night	night	night	night
On-Call Allowance - Clause 47	\$8.56 per	\$8.73 per	\$8.90 per	\$9.08 per
	hour	hour	hour	hour
Non-Rostered On-Call - Clause 48	\$17.10 per	\$17.44 per	\$17.79 per	\$18.15 per
	hour	hour	hour	hour



Allowance	Effective	Effective	Effective	Effective
	first pay	first pay	first pay	first pay
	period	period	period	period
	commencing	commencing	commencing	commencing
	on or after 1	on or after 1	on or after 1	on or after 1
	February	February	February	February
	2020	2021	2022	2023
Incidental Expenses - Clause 4.5 of Appendix 5	\$20.57 per	\$20.98 per	\$21.40 per	\$21.83 per
	day	day	day	day
Unsociable shift – Clause 46.1		\$78 per shift	\$138 per shift	\$162 per shift
Unsociable shift rostered on-call - Clause 46.3		\$9.77 per hour	\$10.47 per hour	\$11.21 per hour



▶ Executed as an Agreement

Signed on behalf and with the authority of Ambulance Victoria by:

Signature of Authorised Person: La Calle
Name in Full: TONY WALUER
Address: 375 Manninghom Road, Donastrvic 3108
Position: Chief Executive office
Date: 16 09 20
In the presence of this Witness:
Signature of Witness:
Name in Full: STEPHENGN
Address: 275 Maninghan Rd. Doncotter 3108 Position: Executive Director Clinical Operations
Position: Exectre Director Chiral Operations
Date:



Signed on behalf and with the authority of Victorian Ambulance Union Incorporated by:

Signed on behalf and with the authority of United Workers' Union by:

Signature of Authorised Person:
Name in Full:
Address: 117-131 CAPEL ST NORTH MELBOUNNE
Position: AEAV SECRETARY
Date: 15/9/2020.
In the presence of this Witness:
Signature of Witness:
Maria 250
Name in Full: MAX RESIC
Address: 17-131 CAPEL ST NORTH MELBOURNE 3051
Position:
Date: 15/9/2020

Signed on behalf and with the authority of Australian Paramedics Association (VIC) Inc. by:

Signature of Authorised Person:
Name in Full: SVEN HOLZHEIMER
Address: PO BOX 457, MORNINGTON VIC
Position: SECRETARY
Date: 14 SEPTEMBER 2020
In the presence of this Witness:
Signature of Witness: 900000
Name in Full: TERI JANE MORRIS
Address: PO BOX 457, MORNINGTON VIC
Position: PARAMEDIC LIAISON OFFICER
Date: 14 SEPTEMBER 2020

Ambulance Victoria Enterprise Agreement 2020

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In an emergency dial Triple Zero (000)