**Commencement**

1. The Enterprise Agreement 2024 will have a commencement date of 21 October 2024. All pay rises will be backed dated to this date as the vote is likely to happen in November.

**Wages**

1. The AVEA2024 will deliver a 3% wage increase per annum to the aggregate base rate of pay for the four years of the agreement.
2. Additionally, a Pillar 1 allowance of 0.5% added to the aggregate base rate of pay annually for the four years of the agreement.
3. Finally, a further 0.5% Productivity and Retention Allowance added to the aggregate base rate of pay annually for the four years of the agreement.

**End of Shift**

* **From the Commencement of Term 1** of the agreement current EOS policy and procedure will be adopted into the agreement and there will be no dispatch of code 3’s to Emergency crews in the last hour of a rostered shift.
* **From 10 November 2025**, Crews will only be dispatched to Code 1 and Code Zero cases in the last hour of a rostered shift.
* **From 10 November 2025**, when a case has taken a crew into overtime, that crew will be taken out of service. The crew will only be required to attend to Communications Clinician verified Code Zeros.
* **Increase in FTE** to help implement the End of Shift requirements.

**Salary Increases and New Increments**

1. From the commencement of Term 2 a Yr 12 increment will be introduced for all operational classifications that currently have a Yr 3, 6, and 9 increment. The increment between Yr 9 and Yr 12 will be a 3% relativity above the Yr 9 aggregated base rate of pay.

This new 3% relativity will be delivered as 1.5% in Term 2 and a further 1.5% in Term 3.

1. **Patient Transport Classifications (NCTO, NPT, NAA, and CTCO)** **on commencement of the agreement** will see the introduction of additional year levels 2, 4, 5, 7, 8. Relativities will be the same as those relativities between increment years that currently exist for ALS and MICA.
2. **From the start of Term 2**, the enterprise agreement will introduce additional year levels 10, 11 & 12 to the existing **Patient Transport Classifications (NCTO, NPTO, NAA, and CTCO), ALS and MICA Paramedic Career Structure**
	1. The increment between Yr 9 and Yr 12 will be a 3% relativity above the Yr 9 aggregated base rate of pay.
	2. The percentage increase between each year level (9-10, 10-11, 11-12) will be phased in over 2 terms of the agreement commencing in Term 2 (0.5% in Term 2 and 0.5% in Term 3, between each increment for each increment).
3. **MICA Paramedics** will receive an increase to their aggregated base rates by $12,500 over the life of the agreement phased in as follows:
	1. **From the Commencement of the Agreement** – an increase to annual salary of $6500,
	2. **From the Commencement of Term 2** – an increase to annual salary of $6000.
4. **Rosters' Senior Resourcing Officer** will receive a pay increase to restore relativities. The Year 9 rate will become the Year 1 rate, and then year 3, 6 and 9 rates to increase proportionally to maintain existing relativities (existing differentials between year increments will remain and apply to new rates)

The new Year 3, 6, 9 increments would be calculated using the relativities between the, as follows:

* Year 3 is a 2.49% increase on Year 1
* Year 6 is a 2.0% increase on Year 3
* Year 9 is a 3.3% increase on Year 6
1. **Referral Service Team Leader** – Year 9 rate becomes Year 1 rate, and then years 3, 6 and 9 rates to increase proportionally to maintain existing relativities.

The new Year 3, 6, 9 increments would be calculated using the relativities between the current Team Leader increments, as follows:

* Year 3 is a 2.49% increase on Year 1
* Year 6 is a 2.0% increase on Year 3
* Year 9 is a 3.3% increase on Year 6
1. **Fleet Staff** new Classification Levels.
	1. FMOs will see the introduction of a new classification structure which provides for Years 1, 3, 6 and 9 increments from the **start of Term 1**.
		1. Relativities between levels will be
* Yr1 – Yr3 - 2.5%
* Yr3 – Yr6 – 2%
* Yr6 – Yr9 – 3.3%
	1. Year 12 to be **introduced from start of Term 2** with a relativity between Yr9 and Yr12 of 3%. The 3% will be delivered as 1.5% in Term 2 and 1.5% in Term 3.
	2. Addition, **FMOs** wages will no longer be pinned to that of LSOs. FMO wages initially to be uplifted to match LSOs after proposed AVMA translation. Then FMOs receive a further phased in uplift of $7000 to their annual salaries. Phasing in consists of
* An increase of $3750 to annual salary **in Term 1** to a FMO Yr1 annual salary of $90,341.00. An FMO Supervisor Yr 1annual salary of $100,122.00, and
* A further increase of $3750 to annual salary **in Term 2** for FMOs and FMO Supervisors (plus 4% indexation).
1. **Translation of AVEA admin employees to the AVMA**.
* This delivers indexation increases and increases due to translation,
* Preserved grandfather entitlements from AVEA2020 to AVMA (such as OT and shift penalties) for all affected employees, and
* A further 2% increase to annual salaries in October 2024 (as part of the AVMA.
* Classification and Job resize reviews will be available for translating staff for the first time.
* A one of lump sum payment of $7180 in lieu of the
1. **EMPCs** from **the Commencement of the Agreemen**t will translate to the AVMA
	1. EMPC translated annual salary is agreed and to commence on 21 October 2024,
	2. They will receive a further increase of 2% on 25 October 2024, and
	3. Will have a position review completed within 6 months of the agreement commencing.
2. **MICA** Salary Maintenance for MICA Interns – existing MICA trainees will be maintained at the pre-training rate of pay until such time as the MICA salary level exceeds their pre-training rate of pay.
3. **Higher Duties & Secondment** included in Salary Progression for those in periods of higher duties and secondment and upon appointment.
4. **Paramedic Practitioner** definitions will be inserted into the agreement with a rate of pay to be determined by the Department of Health prior to the conclusion of the current study programme.

**New allowances and increases**

1. All current Appendix 9 Allowances will be increased by 3% annually (except the unsociable shift allowance of $185 which will not be indexed).
2. A new **Shift Allocation Model** will provide a 2-Tier Flexible Shift Model delivering increased incentives:
	1. $65 planned roster-cycle allocation to location other than home branch (metro and rural), and
	2. $100 working daily flexible shifts (metro and rural)
	3. Rural flexible shifts by agreement only.
3. **On-Call employees** will see an increase to the Unsociable Shift Rostered to $13.45 per hour (up from current rate of to $11.21) and will be indexed by 3%/year.
4. **Unsociable Shift Incentive Payment Allowance** will increase from the existing $162 to $185 from the **Commencement of the Agreement** on the existing scope of unsociable hours. This payment will not be indexed over the life of the agreement.
5. **Clinical Instructor** allowance will increase from the existing to $6.25 per hour and will be rename as the Programmed Required Support Allowance (PRSA) with broadened eligibility. This allowance will be indexed by 3%/year.
6. **ACO** allocation to non-ACO shifts and process for replacement with planned clinical skill set – minimum 4 hours payment or reallocated to other duties for the remainder of the rostered shift.
7. In **stand-alone ACO only teams**, the ACO Team Leader will be able to claim up to 4 hours per week for approved admin duties at the applicable rate of pay.
8. **ACOs** will be able to claim an Availability allowance passed in phased in over the Agreement.
	1. **From the Commencement of Term 1** of the Agreement, all **ACOs** will receive a lump sum payment of $2000 in lieu of the Availability Allowance.
	2. From the Commencement of Term 2, ACOs will be able to claim $5.00/hr when they are the rostered available duty ACO. The availability allowance will only be payable to those ACOs that are rostered to be available at their home branch.
	3. The $5.00/hr Availability Allowance will not be index over the course of the agreement.
9. Introduction of a singular reimbursement rate for **vehicle kilometre travel claims** (regardless of engine size and inclusive of electric vehicles) in line with the ATO / kilometre rate (indexed annually)
10. The **4 for 5 scheme will be replaced with a Career Break Purchased Leave** scheme. Existing 4 for 5 arrangements will be honoured for existing participants.

**Updated entitlements – breaks, leave and other**

1. Introduction of a **Workload** clause to enable staff or groups to raise workload related issues.
2. Introduction of a **Right to Disconnect** clause.
3. Introduction of a **Gender Equity Clause**.
4. Allocation of final work location for GAPs as part of their offer of employment.
5. The introduction of quarterly **Employee Engagement Forums** at a local level to enable the resolution of Operational issues at the lowest possible managerial level.
6. The establishment of an **Occupational Health and Safety** clause in the agreement to strengthen the role of HSRs.
7. The ability to have an **Hour Count** done at the end of a roster pattern for those employees are owed hours.
8. Updated **Meal Break Entitlements** for operational roles:
* 30 mins meal breaks for all shifts 6 hours or more,
* The ACO Crib Break Allowance will increase to $14.76 (not indexed),
* On-call crews called out for more than 4 hours able to request Priority 0 dispatch warning to facilitate break unless able to complete call out in that period,
* updated ACO meal break entitlement from 20 to 30 minutes,
* **Meal Break WOOs** can be staggered with agreement from majority of branch members.
1. The first hour of call after rostered shift (including incidental overtime) to be a **Protected Hour for On Call periods**. The protected hour will carry a code 1 dispatch warning to enable a break to allow for downtime and to attend to a meal and clean up after shift.
2. The introduction **Gender Affirmation Leave** of 20 days paid and 48 weeks unpaid.
3. AV will appoint to all substantively vacant permanent positions in **Ambulance Response Units.**
4. An **all-weather jacket** soft-cell coat to all operational employees (including casuals) as part of uniform.
5. **SDOs** – increase access to ‘Single Days Off’ through a new clause in the agreement which includes an SDO bank for each employee with a maximum amount that can be accumulated. Beyond the bank limit SDOs will be paid out. Bank will be restarted each year.
6. Improved access to **Timebank** via a new clause in the agreement.
7. **Allocation of final work location** area for GAPs included in any letter of offer at the time of recruitment.
8. Revised **Priority to Fill annual retention** payment loading up the front-end years rather than spreading out over ten years to make it more attractive to potential applicants.
9. **Keeping in Touch Days** will be provided up to 10 days annually for Primary Carers on Parental Leave. Members using Keeping in Touch Days can be used for nominal duties, observer shifts, CPD attendance, abd generally assisting those on Parental Leave to stay in touch with the employer.
10. **Organ Donor/Bone Marrow leave** – 6 weeks for an organ donation and 1 week for a bone marrow donation.
11. **Assisted Reproductive Treatment leave** (leave to seek medical intervention that is for the purpose of facilitating conception) – 60 hours per annum available to an employee (primary carrier or partner) who provides medical certification that they are accessing assistance with conception where the balance of the employee’s personal leave has reduced to 170 hours or fewer.
12. Introduction of the **Counting of Time in a Secondment** for the purposes of years of service increments for subsequent secondments or permanent appointments.
13. Introduction of **Screen Breaks** for computer intensive roles such as Duty Managers, Communications Support Paramedics, Communication Centre Clinicians, Flight Coordinators. There will be a targeted uplift in staff to facilitate these breaks and End of Shift implementation.
14. Creation of working group to work towards non-cost ways of improving the readability of payslips.
15. Creation of standard Travel Entitlements across the state.

**Other Changes to Conditions and Current Practices:**

* Improvements to Bullying and Harassment protections and management
* New Agreement Interpretation Clause
* Improved Advertising and Recruitment to Vacancies arrangements
* Updated Training and Development Clause
* Improved Anti-discrimination arrangements
* Modernised Parental leave clause
* Updated FWA clause
* Updated LSL clause
* Introduction of a Delegates Rights clause and improved Employee Representation arrangements
* Updated Parental Leave Clause
* Updated Domestic and Family Violence Leave clause
* Updated Fix-Term Employment clause
* Updated Casual employment clause
* Updated Transition to Retirement Clause
* Improved Performance management, Disciplinary Procedure, and Procedural Fairness clauses
* Updated Renegotiation Clause