



AmbulanceVictoria

Ambulance Victoria

Enterprise Agreement 2024

▶ PART 1 - APPLICATION AND OPERATION OF AGREEMENT	7
1. AGREEMENT TITLE.....	7
2. DEFINITIONS	7
3. COMMENCEMENT AND DURATION.....	13
4. APPLICATION.....	13
5. INTERPRETATION AND OTHER MATTERS.....	13
6. RELATIONSHIP WITH OTHER AWARDS AND AGREEMENTS	13
7. ENTERPRISE AGREEMENT IMPLEMENTATION WORKING GROUP.....	14
8. NO EXTRA CLAIMS	15
9. RENEGOTIATION	15
10. ANTI-DISCRIMINATION	16
11. BULLYING AND HARASSMENT	17
12. GENDER EQUALITY	18
▶ PART 2 - DISPUTE, CONSULTATIVE AND FLEXIBILITY PROVISIONS	20
13. REPRESENTATION FOR DISPUTES RESOLUTION AND CONSULTATION.....	20
14. RESOLUTION OF DISPUTES AND GRIEVANCES	20
15. IMPLEMENTATION OF CHANGE	21
16. CONSULTATIVE COMMITTEE	22
17. MEETING PROVISIONS.....	23
18. OCCUPATIONAL HEALTH AND SAFETY.....	24
19. EMPLOYEE ENGAGEMENT FORUMS.....	30
20. INDIVIDUAL FLEXIBILITY ARRANGEMENT.....	30
▶ PART 3 - EMPLOYMENT RELATIONSHIP AND DUTIES.....	32
21. TYPES OF EMPLOYMENT.....	32
22. CASUAL EMPLOYMENT	32
23. PART TIME EMPLOYMENT	32
24. JOB-SHARE ARRANGEMENTS.....	33
25. SECURE EMPLOYMENT	35
26. FIXED-TERM EMPLOYMENT	35



27.	RIGHT TO REQUEST CASUAL CONVERSION.....	36
28.	RIGHT TO REQUEST A FLEXIBLE WORKING ARRANGEMENT	39
29.	TRANSITION TO RETIREMENT.....	42
30.	TERMINATION OF EMPLOYMENT AND REDUNDANCY	42
	► PART 4 - CLASSIFICATION STRUCTURE, WAGES AND RELATED MATTERS	45
31.	WAGE RATES AND WAGE RATE INCREASES	45
32.	INCREMENTAL PROGRESSION	47
33.	RECOGNITION OF TIME IN ROLE FOR INCREMENTAL PROGRESSION	52
34.	MICA PARAMEDIC INTERN PROGRAM SALARY MAINTENANCE	54
35.	CLASSIFICATIONS - DEFINITIONS	55
36.	ALLOWANCES.....	61
37.	PENALTIES	70
38.	ATTRACTION TO DESIGNATED REMOTE LOCATIONS	71
39.	UNIFORM AND PROTECTIVE CLOTHING.....	75
40.	TERTIARY INSTITUTION SECONDMENT	76
41.	PAYMENT OF WAGES AND PAYSLEIPS	76
42.	REMUNERATION RECORDS	77
43.	RESOURCE ALLOCATION.....	77
44.	FLEXIBLE SHIFTS, SHIFT ALLOCATION AND RELIEVING PARAMEDICS.....	78
45.	COMMUNITY EDUCATION	92
46.	AMBULANCE COMMUNITY OFFICERS.....	92
47.	ACCIDENT MAKE-UP PAY	94
	► PART 5 - HOURS OF WORK, SHIFT WORK, OVERTIME AND MEAL BREAKS	97
48.	ORDINARY HOURS OF WORK	97
49.	ARRANGING HOURS OF WORK	97
50.	MAXIMUM CONSECUTIVE SHIFTS.....	98
51.	OVERTIME	98
52.	TIMEBANK	102
53.	ON CALL	105
54.	NON ROSTERED ON CALL.....	110
55.	PROTECTED HOUR FOR ON-CALL PERIODS.....	111
56.	RECALL.....	112



57.	STANDBY.....	113
58.	RIGHT TO DISCONNECT.....	114
59.	WORKLOAD.....	115
60.	MEAL BREAKS, CRIB TIME AND REST BREAKS	117
61.	RELIEF FROM INTENSIVE SCREEN DUTIES.....	120
62.	SEASONAL AMBULANCE STATION	121
63.	DAYLIGHT SAVING	122
64.	UNUSUAL HOURS.....	122
▶	PART 6 - TYPES OF LEAVE AND PUBLIC HOLIDAYS	123
65.	ANNUAL LEAVE	123
66.	PERSONAL LEAVE.....	126
67.	COMPASSIONATE LEAVE.....	128
68.	FAMILY AND DOMESTIC VIOLENCE LEAVE.....	129
69.	PARENTAL LEAVE.....	132
70.	PAID LACTATION BREAKS.....	144
71.	REIMBURSEMENT OF CHILDCARE EXPENSES	144
72.	LONG SERVICE LEAVE	145
73.	CAREER BREAK	150
74.	PUBLIC HOLIDAYS.....	150
75.	PUBLIC HOLIDAYS AND LEAVE IN LIEU OF PAYMENTS AND PENALTIES..	151
76.	SINGLE DAY OFF	152
77.	ACCIDENT COMPENSATION LEAVE	154
78.	JURY SERVICE LEAVE	154
79.	ANZAC LEAVE.....	154
80.	AUSTRALIAN DEFENCE FORCE RESERVE LEAVE	154
81.	CULTURAL AND CEREMONIAL LEAVE.....	155
82.	ATTENDANCE AT COURT OR BOARD OF INQUIRY.....	156
83.	GENDER AFFIRMATION LEAVE.....	156
84.	ASSISTED REPRODUCTIVE TREATMENT LEAVE.....	158
85.	BONE MARROW AND ORGAN DONOR LEAVE	158
86.	FOUR FOR FIVE PURCHASED LEAVE SCHEME	159
87.	SPECIAL LEAVE.....	161



▶ PART 7 - SUPERANNUATION	162
88. SUPERANNUATION.....	162
▶ PART 8 – PERFORMANCE, DISCIPLINE AND PROCEDURAL FAIRNESS.....	163
89. PERFORMANCE AND IMPROVEMENT PROCESS	163
90. DISCIPLINARY PROCESS.....	165
91. PROCEDURAL FAIRNESS	169
▶ PART 9 - OTHER TERMS AND CONDITIONS.....	171
92. LOST, STOLEN AND DAMAGED PROPERTY	171
93. TRAINING AND DEVELOPMENT	171
94. CHANGING TIME	172
95. CLEANING OF VEHICLES	172
96. AMBULANCE SUBSCRIPTION SERVICE	172
97. ADVERTISING VACANCIES	172
98. RECRUITMENT	173
▶ PART 10 - EMPLOYEE REPRESENTATIVES	174
99. ASSISTANCE AND REPRESENTATION.....	174
100. LEAVE: SECONDMENTS	176
101. LEAVE: STATE COUNCIL MEETINGS.....	177
102. LEAVE: WORKPLACE RELATIONS TRAINING	177
▶ APPENDIX 1 – AGGREGATED BASE RATES OF PAY.....	179
▶ APPENDIX 2 – ROLLED-IN RATES OF PAY.....	197
▶ APPENDIX 3 – TRANSITIONAL IMPLEMENTATION ARRANGEMENTS.....	214
▶ APPENDIX 4 - CLASSIFICATION SPECIFIC UPLIFTS AND CALCULATION OF NEW INCREMENTS APPLICABLE TO AGGREGATED BASE RATES	216
▶ APPENDIX 5 - SALARY PACKAGING ARRANGEMENTS.....	221
1. BASIS FOR SALARY PACKAGING.....	221
2. DECISION TO SALARY PACKAGE.....	221
3. GENERAL TERMS AND CONDITIONS.....	221
4. CALCULATION OF ENTITLEMENTS	224
▶ APPENDIX 6 - GRADUATE AMBULANCE PARAMEDIC PROVISIONS.....	225
1. APPLICATION.....	225
2. WAGE RATES.....	225



3.	PROBATIONARY PERIOD.....	226
4.	ALLOWANCES.....	226
5.	ON CALL	227
▶	APPENDIX 7 - CLINICAL SUPPORT OFFICERS PROVISIONS.....	228
1.	USE OF VEHICLES	228
2.	SECONDMENTS TO A TERTIARY INSTITUTION	228
3.	COMMENCEMENT AND FINISHING PROVISIONS	228
4.	ALLOWANCES.....	228
▶	APPENDIX 8 - DUTY MANAGERS PROVISIONS.....	229
1.	APPLICATION	229
2.	EXIT PROVISIONS	229
▶	APPENDIX 9 - AMBULANCE VICTORIA ROLLED-IN RATE OF PAY	230
▶	APPENDIX 10 - ALLOWANCE AND PENALTY RATES OVER THE LIFE OF THE AGREEMENT	234
▶	APPENDIX 11 - TRANSITIONAL PROVISIONS – RIGHT TO REQUEST CASUAL CONVERSION	236
▶	APPENDIX 12 - CONSULTATION OVER NEW PARAMEDIC CLASSIFICATIONS.....	239
▶	EXECUTED AS AN AGREEMENT	240



▶ Part 1 - Application and Operation of Agreement

1. AGREEMENT TITLE

This Agreement is called the Ambulance Victoria Enterprise Agreement 2024.

2. DEFINITIONS

2.1 **AAV** means Air Ambulance Victoria.

2.2 **Act** means the *Fair Work Act 2009* (Cth) as amended from time to time.

2.3 **Adoption leave** means parental leave associated with the placement of a child for adoption.

2.4 **ADO** means accrued day off.

2.5 **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 a classification covered by this Agreement. 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 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; and
- (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; and
 - (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; and
 - (v) Communications Centre Allowance.



- (d) For a Clinic Transport Officer and Patient Transport Officer:
 - (i) Allowance for use of the Semi-Automatic External Defibrillator; and
 - (ii) Crib Meal Allowance.
 - (e) For an Ambulance Transport Attendant:
 - (i) Continuing Education Program 1-4;
 - (ii) Continuing Education Program 5-6; and
 - (iii) Continuing Education Program 7.
 - (f) For a Flight Coordinator, Communication Support Paramedic, Clinic Transport Communications Officer, Triage Practitioner, Team Leader Clinical Triage, Communications Centre Clinician MICA, Communications Centre Clinician ALS and Patient Management Coordinator:
 - (i) Communication Centre Allowance.
- 2.6 **Agreement** means the Ambulance Victoria Enterprise Agreement 2024.
- 2.7 **AHPRA** means the Australian Health Practitioner Regulation Agency.
- 2.8 **AV** or **Employer** means Ambulance Victoria.
- 2.9 **Birth-related leave** means parental leave associated with the birth of a child of the employee or the employee's partner, or unpaid special parental leave.
- 2.10 **Casual employee** has the meaning given by section 15A of the Act as amended from time to time.
- 2.11 **Child** means, for the purposes of adoption leave, a child of the employee under 16 years of age who is placed with the employee, other than:
- (a) a child or step-child of the employee
 - (b) a child or step-child of the partner of the employee or
 - (c) a child who has previously lived continuously with the employee for a period of six months or more.
- 2.12 **Close Relative** of an employee is a person who:
- (a) is a member of the employee's Immediate Family; or
 - (b) is related to the employee according to Aboriginal or Torres Strait Islander kinship rules.
- 2.13 **Collective workload matter** means workload matters that affect an identifiable group of employees (for example, employees in a particular branch, region, craft group or department).
- 2.14 **Continuous service** has the meaning given by section 22 of the Act.



2.15 **De Facto Partner** of an employee means:

- (a) 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); and
- (b) includes a former De Facto Partner of the employee.

2.16 **Eligible casual employee** means a casual employee who:

- (a) has been employed by AV on a regular and systematic basis for at least 12 months and but for the birth (or expected birth) or the placement (or expected placement) of a child, had a reasonable expectation of continuing employment on a regular and systematic basis; or
- (b) will have, immediately before:
 - (i) in the case of birth-related leave starting before the birth of the child – the expected date of birth of the child; or
 - (ii) in any other case – the date on which the employee’s period of leave is to start,

been employed by AV on a regular and systematic basis for at least 12 months and but for the birth (or expected birth) or the placement (or expected placement) of a child, had a reasonable expectation of continuing employment on a regular and systematic basis.

2.17 **Eligible employee**, for the purposes of clause 69 only, means:

- (a) a full time or part-time employee who:
 - (i) has completed at least 12 months’ continuous service with AV; or
 - (ii) will have completed at least 12 months’ continuous service with AV immediately before:
 - (A) in the case of birth-related leave starting before the birth of the child – the expected date of birth of the child; or
 - (B) in any other case – the date on which the employee’s period of leave is to start; or
- (b) an eligible casual employee.

2.18 **Employee organisation** has the meaning given in section 12 of the Act.

2.19 **Employee Representative** means:

- (a) VAU;
- (b) UWU;



- (c) for the purpose of clauses 14 and 15 and Part 8 of this Agreement, includes an industrial association or person appointed as an employee's representative in accordance with the relevant sub-clause; and
 - (d) for the purpose of Part 10 this Agreement, means a duly appointed or elected delegate or representative of the VAU, UWU or other employee organisation, as the context requires.
- 2.20 **Family and Domestic Violence** means violent, threatening or other abusive behaviour by a Close Relative of an employee, a member of an employee's household, or a current or former intimate partner of an employee, that:
- (a) seeks to coerce or control the employee; and
 - (b) causes the employee harm or to be fearful.
- 2.21 **Full Rate of Pay** has the meaning given in section 18 of the Act. For clarity, the Full Rate of Pay includes the rolled-in rate of pay (if applicable) and all incentive-based payments and bonuses, loadings, monetary allowances, overtime and penalties
- 2.22 **FWA** means a change in working arrangements requested under clause 28.
- 2.23 **FWC** means Fair Work Commission.
- 2.24 **HSR** means a Health and Safety Representative elected in accordance with the OHS Act.
- 2.25 **Immediate Family** of an employee means:
- (a) a spouse, former spouse, De Facto Partner, child, parent, grandparent, grandchild or sibling of the employee; or
 - (b) a child, parent, grandparent, grandchild or sibling of a spouse, former spouse or De Facto Partner of the employee.
- 2.26 **Metropolitan Region** means the area within the geographical boundaries of the former Metropolitan Ambulance Service as at 30 June 2008.
- 2.27 **MICA Paramedic Intern Program** means AV's internal training program for MICA Paramedic Interns.
- 2.28 **NES** means the National Employment Standards in the Act.
- 2.29 **OH&S** means Occupational Health and Safety.
- 2.30 **OHS Act** means the Occupational Health and Safety Act 2004 (Vic) or any successor legislation.
- 2.31 **OHS Regulations** means the Occupational Health and Safety Act Regulations 2017 (Vic) or any successor regulations.
- 2.32 **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 employee performing sessional community education activities in accordance with clause 45, this means $\frac{1}{38}$ th 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 $\frac{1}{38}$ th of the applicable aggregated base rate of pay contained in Appendix 1.
 - (c) For an employee performing sessional community education activities in accordance with clause 45, this means the rate specified in clause 45.2.
- 2.33 **Parties** means AV, the employees, the VAU, and/or the UWU, as the context requires.
- 2.34 **Partner** includes a spouse, 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).
- 2.35 **Primary caregiver** means the person who takes primary responsibility for the care of a newborn or newly adopted child. The primary caregiver is the person who meets the child's physical needs more than anyone else. Only one person can be a child's primary caregiver.
- 2.36 **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.
- 2.37 **Rolled-in rate of pay** means the aggregated base rate of pay plus the rolled-in rate component calculated in accordance with Appendix 9 of this Agreement.
- 2.38 **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.
- 2.39 **Roster Line** means the defined starting point within a Roster Pattern. A Roster Line will always commence on a Monday.
- 2.40 **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.
- 2.41 **Rural Region** means the area within the geographical boundaries of the former Rural Ambulance Victoria as at 30 June 2008.
- 2.42 **Secondary caregiver** means a person who has parental responsibility for the child but is not the primary caregiver.
- 2.43 **Serious misconduct** means wilful or deliberate behaviour by an employee that is inconsistent with the continuation of the employee's contract of employment, including but not limited to conduct that causes a serious and imminent risk to the health and safety of a person or to AV's reputation.



- 2.44 **Stillborn** has the meaning given by section 77A(2) of the Act.
- 2.45 **Unions** means the VAU and the UWU.
- 2.46 **UWU** means United Workers' Union (Ambulance Employees Australia - Victoria) or its successor.
- 2.47 **VAU** means the Victorian Ambulance Union Incorporated or its successor.
- 2.48 **WOO** means window of opportunity.
- 2.49 **Work Performance** means the manner in which the employee fulfills his or her job requirements.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement operates seven days from the date of approval by the FWC and will have a nominal expiry date of 20 October 2028.
- 3.2 Increases in salary and allowance rates under the following clauses will take effect from 21 October 2024:
- (a) clause 31; and
 - (b) clause 36.1.

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.

Note: For clarity, this Agreement does not cover non-operational / administrative employees and Emergency Management Planning Coordinators (EMPCs).

5. INTERPRETATION AND OTHER MATTERS

- 5.1 In this Agreement:
- (a) a 'summary box' at the beginning of a clause is taken to be a part of the Agreement. However, to the extent of any inconsistency between the terms of a summary box and the terms of a clause, the terms of the clause will prevail; and
 - (b) any policy, procedure or other document referenced in this Agreement is not incorporated into this Agreement unless expressly provided otherwise.

6. RELATIONSHIP WITH OTHER AWARDS AND AGREEMENTS

- 6.1 This Agreement replaces and supersedes the *Ambulance Victoria Enterprise Agreement 2020* (to the extent that the *Ambulance Victoria Enterprise Agreement 2020*



covers operational employees), and all prior agreements unless a provision of a past agreement is specifically preserved in this Agreement.

6.2 This Agreement does not override any agreements made for the purpose of the OHS Act.

6.3 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.

7. ENTERPRISE AGREEMENT IMPLEMENTATION WORKING GROUP

7.1 The Parties have agreed to establish an Enterprise Agreement Implementation Working Group (EA Implementation Working Group). The membership of the EA Implementation Working Group will be at least one member from each of the UWU and VAU and three members from AV, including subject matter experts (as applicable to the provisions of this Agreement for implementation).

7.2 The EA Implementation Working Group will meet at least once quarterly and supplementary meetings will be arranged by agreement of the EA Implementation Working Group and will be used to discuss:

- (a) the implementation of this Agreement and its provisions; and
- (b) implementation of identified policy changes, practice changes and maintenance of current AV practice as were agreed during bargaining discussions.

7.3 Unless otherwise agreed, as this Agreement represents the resolution of all claims and it includes a no extra claims provision, the outcomes from the EA Implementation Working 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 AV.

7.4 The EA Implementation Working Group matters for discussion are as follows:

- (a) in line with clause 51.3 (Development, implementation and review of end of shift management practices and overtime), the Parties will work co-operatively on the development and implementation of:
 - (i) end of shift management practices in clause 51.1; and
 - (ii) procedures in accordance with 51.2 for holding discussions with the relevant manager about end of shift management and about assessing the reasonableness of a requirement to work overtime.
- (b) the Parties will discuss the challenges employees experience in accessing short, medium and long term accommodation in some rural communities and



the impact this has on AV's ability to resource these communities. The Parties will seek to identify opportunities for improvement and develop proposals for consideration by the relevant AV Executive.

7.5 Where a dispute in relation to clause 7.1, 7.2, 7.3 or 7.4 is notified under clause 14, completion of step 14.3 (which requires the dispute to be discussed) will require the party that notifies the dispute to:

- (a) notify the EA Implementation Working Group parties in writing of the nature of the dispute, the matter in clause 7.1, 7.2, 7.3 or 7.4 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.

7.6 The power of the FWC to deal with a dispute about a matter in clause 7.1, 7.2, 7.3 or 7.4 by arbitration in accordance with clause 14.5, is subject to the limitations set out in clause 7.3 above.

7.7 As an alternative to steps in clauses 14.3(b) and 14.5(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 FWC member or a person of equal qualification/experience. The third party will have the power to make a recommendation to the parties.

8. NO EXTRA CLAIMS

8.1 This Agreement represents full settlement of all claims relating to the conditions of employment of the employees covered by this Agreement.

8.2 The employees, Employee Representatives and AV 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 clause 7.2 to discuss the matters specified in clause 7.4 are not extra claims as they are specific commitments in the Agreement.

9. RENEGOTIATION

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

If agreement is not reached three (3) months prior to the nominal expiry of this Agreement, the Parties will discuss whether they should seek the assistance of a mutually agreed conciliator or the FWC. This does not prevent the Parties seeking assistance, by agreement, on any individual issues which is creating an impasse.

During the life of this Agreement, AV will consult the VAU and UWU about the introduction of new Paramedic Practitioner classifications in the replacement agreement, as set out in Appendix 12.



10. ANTI-DISCRIMINATION

Summary

This clause affirms the commitment of the parties to the Agreement to diversity and non-discrimination at Ambulance Victoria.

Nothing in this clause affects any existing right or obligation under existing State or Commonwealth anti-discrimination legislation.

- 10.1 The parties to this Agreement are committed to promoting and upholding the diversity of the work force, protections against unfair treatment, and the prevention and elimination of discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political belief or activity, lawful industrial activity and national extraction or social origin.
- 10.2 Accordingly, in fulfilling their obligations under the dispute resolution procedure in clause 14, the parties must make every endeavour to ensure that neither the Agreement provisions nor their operation are directly or indirectly unlawfully discriminatory in their effects.
- 10.3 Nothing in this clause is taken to affect:
- (a) any different treatment (or treatment having different effects) which is specifically exempted under Commonwealth or State anti-discrimination legislation;
 - (b) the exemptions in section 351(2) of the Act; and
 - (c) an employee, AV or a registered organisation pursuing matters of discrimination in any State or federal jurisdiction, including any application to the Australian Human Rights Commission or the Victorian Equal Opportunity and Human Rights Commission.



11. BULLYING AND HARASSMENT

Summary

This clause confirms AV's commitment to providing a workplace that is free from bullying and harassment. Subject to this Agreement, internal complaints of bullying or harassment will be dealt with by AV as it considers appropriate, which may include the commencement of a workplace investigation or other processes necessary to address the complaint.

Where AV determines that it is appropriate to deal with a complaint under clause 90 (Disciplinary Process):

- AV will ensure such process is conducted in accordance with the principles of procedural fairness and natural justice.
- AV may take disciplinary action against an employee for findings of bullying and/or harassment.

- 11.1 Bullying and harassment in the workplace are unlawful behaviours. AV is committed to providing a workplace that is free from bullying and harassment, and recognises that it has a positive obligation to provide a safe and respectful workplace.
- 11.2 AV will continue to develop and put in place measures designed to prevent workplace bullying and harassment.
- 11.3 AV's Codes of Conduct, Policies and Procedures describe particular behaviour which is not acceptable, including bullying and harassment. An Employee must not engage in behaviour which constitutes bullying or harassment. It is expected that, in accordance with AV's Code of Conduct, Policies and Procedures, all employees will
- Personally demonstrate appropriate behaviour; and
 - Take reasonable steps to ensure their safety and health; and
 - Avoid adversely affecting the safety and health of any other person through workplace bullying and harassment or by omission to deal with acts of bullying.
- 11.4 Where an internal complaint of bullying and/or harassment is raised, AV will determine the next steps it considers appropriate, which may include dealing with the complaint as a disciplinary matter in accordance with clause 90 and/or commencing an investigation in accordance with clause 90 or any other process which is deemed appropriate to resolve the matter.
- 11.5 In the first instance, where an allegation of bullying and/or harassment arises, the parties involved should attempt to address the matter between themselves where it is safe and appropriate to do so. If it is not possible or safe or appropriate to resolve the matter directly between the parties, either of the parties may seek intervention in the first instance from their local management team. If AV determines that it is more appropriate to deal with a complaint in accordance with clause 90, the management of



a complaint, including any investigation where applicable, shall be undertaken in accordance with the principles of procedural fairness and natural justice as outlined in clause 91.

- 11.6 Disciplinary or restorative actions may be taken in accordance with clause 90 (Disciplinary Process).
- 11.7 The parties acknowledge that bullying and harassment is an OH&S matter, and acknowledge their obligations under clause 18 (Occupational Health and Safety).

12. GENDER EQUALITY

Summary

This clause confirms AV's commitment to compliance with the *Gender Equality Act 2020* (Vic), including the preparation of a Gender Equality Action Plan which outlines AV's strategies and measures for promoting gender equality in the workplace.

At its core, the intent of this clause is to create a respectful, safe and inclusive culture of belonging for all.

- 12.1 The Parties to this Agreement respect and value promoting, encouraging, and facilitating the achievement of gender equality in the workplace. As set out in s.3 of the *Gender Equality Act 2020* (Vic) (**Gender Equality Act**), gender equality is defined as equality of rights, opportunities, responsibilities and outcomes between persons of different genders.
- 12.2 In fulfilling its obligations under the Gender Equality Act, AV will:
- (a) develop and implement a Gender Equality Action Plan (**GEAP**), which includes:
 - (i) results of the workplace gender audit; and
 - (ii) strategies and actions for promoting workplace gender equality;
 - (b) prepare and publish a report on progress against the measures and strategies in its Gender Equality Action Plan and other matters set out in s.19 of the Gender Equality Act, to be made available to Employees and Employee Representative/s;
 - (c) consider and promote gender equality in policies, programs and services that are provided to the public or have a direct and significant impact on the public; and
 - (d) assess the gender impact when developing or reviewing any AV policies, programs or services that have a direct and significant impact on the public.

12.3 Gender Equity Audit



- (a) AV will undertake a workplace gender audit to assess the state and nature of gender inequality in the workplace as required by s.11 of the Gender Equality Act;
 - (b) The data set generated in clause 12.3(a) will be used to inform the AV Gender Equality Action Plan (**AVGEAP**) provided for in 12.2; and
 - (c) Based on the insights from the audit in 12.3(a), AV will take all reasonable steps towards achieving gender equality in the workplace.
- 12.4 When developing strategies and measures to promote gender equality, AV will consider other forms of disadvantage or discrimination that a person may experience due to other characteristics that may compound gender equality. These include race, Aboriginality, religion, ethnicity, disability, age, sexual orientation and gender identity.
- 12.5 AV will work collaboratively with employees and Employee Representatives to, as far as is reasonably practicable, identify, support and implement strategies designed to promote gender equality across the industry.



▶ Part 2 - Dispute, Consultative and Flexibility Provisions

13. REPRESENTATION FOR DISPUTES RESOLUTION AND CONSULTATION

AV 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 14 (Resolution of disputes and grievances), clause 15 (Implementation of change) and clause 16 (Consultative committee) are in recognition and for the purpose of minimising and resolving workplace grievances or disputes between AV and employees.

14. RESOLUTION OF DISPUTES AND GRIEVANCES

14.1 A dispute between AV 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 AV had reasonable business grounds to refuse a request for a FWA under clause 28. 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.

14.2 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 AV of this concern. AV 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.

14.3 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 89 - 91, an employee can proceed straight to step 14.4 of this procedure, subject to the employee providing notice to AV 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.

14.4 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.



14.5 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 89 and 90 may only be dealt with in accordance with this clause 14.5 when any of the following disciplinary outcomes have been imposed (such a dispute or grievance may include whether clause 91 has been complied with by AV in coming to a decision):
 - (i) Formal counselling in clause 89.6(a);
 - (ii) Formal written warning in clause 89.6(b);
 - (iii) Final warning in clause 89.6(c);
 - (iv) Restorative practice where issued in conjunction with any action listed in clause 14.5(b)(i) - (iii).
- (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 14.5(b)(i) - (iv), in order to make a finding that the disciplinary outcome issued by AV should not apply, the FWC will:
 - (i) review AV's observance of the requirements of clause 91; and / or
 - (ii) determine whether AV has acted unreasonably or unjustly in the circumstances in imposing the disciplinary outcome in clause 14.5(b); and
 - (iii) decide whether it should exercise its discretion or not to substitute its view for the outcome imposed by AV.
- (d) Subject to sub-clause 14.5(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.

14.6 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.

15. IMPLEMENTATION OF CHANGE

- 15.1 Where AV is intending to:



- (a) restructure the workplace, introduce new technology, change existing work practices, or otherwise introduce a major workplace change that is likely to have a significant effect on the employees; or
- (b) introduce a change to the regular roster or ordinary hours of work of the employees,

AV 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.

- 15.2 AV 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.
- 15.3 AV 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, AV 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.
- 15.4 Where AV deems it to be appropriate, employees will be provided with training to assist them to integrate successfully into the new structure or working arrangements.
- 15.5 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 AV's 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, AV will give due consideration to the alternative proposal(s) and respond in a timely manner.
- 15.6 Any dispute concerning the obligations arising under this clause will be dealt with in accordance with the procedure in clause 14 of this Agreement. A dispute over this clause can be initiated by an employee or Employee Representative.
- 15.7 For clarity, employees are entitled to representation throughout the consultation process under this clause 15.

16. CONSULTATIVE COMMITTEE

- 16.1 The parties agree that, monthly Consultative Committee meetings will be held for AV 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 AV 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. AV will not unreasonably withhold agreement where request is made for additional representatives. AV 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 AV; and
- (e) Discussions will be focused on organisational issues and AV will ensure that the appropriate representative/s will be in attendance.

17. MEETING PROVISIONS

17.1 AV recognises that the consultative committee in clause 16 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 Representative 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 AV 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, AV 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 51 for attendance at the meeting, provided that for 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.

18. OCCUPATIONAL HEALTH AND SAFETY

Summary

This clause sets out the parties' commitments to the highest standard of occupational health and safety consistent with their obligations under the OHS Act including the facilitation of appropriate recognition and support for HSRs.

18.1 Definitions in this clause

- (a) **DWG** means a designated work group established in accordance with the OHS Act.
- (b) **WIRC Act** means the Workers Injury Rehabilitation and Compensation Act 2013 (Vic) or any successor legislation.
- (c) **WorkSafe Victoria** means the Victorian WorkCover Authority or successor statutory authority.

18.2 General Obligations

- (a) The parties covered by this Agreement (Parties) will support best practice to maintain the health and well-being of all employees in the workplace consistent with their obligations under the OHS Act.
- (b) AV must act in accordance with its obligations to:
 - (i) act proactively in the prevention and management of workplace injuries amongst employees;
 - (ii) reduce, so far as is reasonably practicable, workplace injuries through the implementation of risk management systems incorporating hazard identification, risk assessment and control, and safe work practices;
 - (iii) implement the hierarchy of systems to control hazards, and eliminate the hazard at the source wherever reasonably practicable; and
 - (iv) actively monitor the health and safety of employees.
- (c) the Parties acknowledge the importance of the functions of HSRs in promoting health and safety in the workplace and AV must:
 - (i) comply with Part 7 of the OHS Act – Representation of Employees in relation to the establishment of DWGs and the election of HSRs;



- (ii) recognise the key role of an HSR in assisting with the timely identification and resolution of health and safety issues, including via exercising their right to request assistance under section 58 of the OHS Act;
- (iii) ensure that health and safety issues are resolved in accordance with an agreed procedure in the workplace or if there is no agreed procedure, in accordance with that set out in Part 2.2 of the OHS Regulations, or equivalent regulations in any successor regulations;
- (iv) ensure that HSRs are released from ordinary duty without loss of pay (including applicable penalties or allowances) or provided with paid time (including time in lieu), as determined by the HSR, as is reasonably necessary for the employee to perform their role and functions as an HSR. To avoid confusion the role of a HSR includes but is not limited to:
 - (A) regularly inspecting workplaces (as defined by their DWG);
 - (B) enquiring into anything that poses or may pose a risk to health and safety of employees in their DWG; and
 - (C) consulting with employees in their DWG and other persons relevant to the health, safety and welfare of employees.
- (v) allow an HSR to take such time off work with pay as is necessary or prescribed by the OHS Regulations for the purpose of exercising their rights and powers under Part 7 of the OHS Act;
- (vi) ensure that an employee is not disadvantaged as a result of performing their functions as an HSR;
- (vii) wherever practicable, schedule meetings that require the attendance of an HSR at such times so as to minimise disruption to AV's operational requirements (including, for example, by scheduling meetings close to the beginning or the end of the HSR's shift); and
- (viii) consult with employees and their representatives in relation to the control and management of health and safety hazards in the workplace including, but not limited to hazards arising from:
 - (A) manual handling;
 - (B) blood borne and other infectious diseases;
 - (C) needle stick injuries;
 - (D) occupational violence and aggression;
 - (E) hazardous substances;
 - (F) security;
 - (G) fatigue and workload;



- (H) psychosocial hazards (e.g. work-related stress, poor support, high job demands, bullying and harassment);
- (I) ergonomic hazards associated with both operational and office or administrative duties;
- (J) working in extreme hot or cold temperatures; and
- (K) fleet vehicles and equipment.

18.3 OH&S consultation and Dispute Resolution

- (a) Agreed consultative mechanisms will be established to address OH&S issues. Such mechanisms will be:
 - (i) in accordance with the OHS Act; and
 - (ii) established in consultation with Employees and HSRs and as agreed to in accordance with the OHS Act; and
 - (iii) consistent with the parties' agreed issue resolution procedure (or WorkSafe Victoria's default procedure) and the rights and functions of HSRs under the OHS Act.
- (b) Where a health and safety committee is established, at least half the members shall comprise of elected HSRs and employee representatives.
- (c) The health and safety committee must operate within the requirements of the OHS Act.
- (d) Elected HSRs and/or employee representatives will be present and comprise at least 50% of the membership of all health and safety committees related to OH&S matters as required under the OHS Act (including, but not limited to, workload, overtime and manual handling). In addition:
 - (i) The HSRs or employee representatives will be nominated and elected by other HSRs or the health and safety committee.
 - (ii) The terms of reference for health and safety committees will be established in consultation with HSRs or Employee representatives and agreed to in accordance with the OHS Act. and agreed to in accordance with the OHS Act.
 - (iii) The Parties may also include elected HSRs and/or employee representatives in other OH&S working groups that may be established by AV in consultation with the Parties and the relevant committee.
- (e) A VAU or UWU Workplace representative may attend local health and safety committee meetings (by giving notice) from time to time.
- (f) AV must genuinely consult with HSRs and employees consistent with section 35 of the OHS Act. This includes, but is not limited to, the sharing of information, giving Employees the chance to express their views and



genuinely taking those views into account, prior to proposing changes as prescribed by section 35(1)(f) of the OHS Act.

- (g) Where a Provisional Improvement Notice is reviewed, the HSR will be released from duty with pay to participate in the review process and appear at a Court or Tribunal where required.

18.4 Interpretation

The provisions of this Agreement will be read and interpreted in conjunction with the OHS Act, OHS Regulations and the WIRC Act as varied from time to time, provided that where there is any inconsistency with a provision of this Agreement, the OHS Act, OHS Regulations and WIRC Act will prevail to the extent of any inconsistency.

18.5 HSR Training

- (a) When attending a WorkSafe approved course, HSRs will be paid their normal/expected earnings during course attendance, including pay entitlements relating to shift work, regular overtime, higher duties, allowances or penalty rates that would have applied had the HSR been at work.
- (b) Where an HSR attends a WorkSafe approved course outside their normal working hours, the HSR will be paid as if they had been at work for the relevant time, including the relevant overtime rates, higher rates, allowances or penalty rates. This might apply when an HSR:
 - (i) normally works two days a week and attends a block five-day course;
 - (ii) has a rostered day off during the course; and
 - (iii) has a shift that does not overlap, or overlaps only marginally, with the course's hours.
- (c) AV will alter rosters or shifts in consultation with the HSR where necessary to ensure that the HSR is not exposed to extra risk from fatigue due to working extended hours or shiftwork while attending a training course. AV will agree to alterations to rosters or shifts with the HSR wherever practicable.
- (d) AV will pay course fees and associated expenses for WorkSafe Approved courses in accordance with the OHS Act.
- (e) In consultation with AV, HSRs will have the right to choose which course to attend, provided it is an approved course.
- (f) HSRs are entitled to attend at least one refresher training for each 12 months of their term as an HSR.

18.6 Other matters relating to DWGs and HSRs

- (a) Subject to compliance with applicable privacy legislation and only to the extent necessary to allow an HSR to exercise their functions under the OHS Act, AV will provide HSRs with software/business applications as required to perform their role, enquire into risks, identify health and safety information, and monitor conditions of the workplace. Any business application which may document hazards (including psychosocial hazards such as work-related stress) will be



made available to HSRs. For clarity, HSRs may only use or disclose information provided in accordance with this subclause 18.6(a) for the purposes of exercising their functions under the OHS Act and in accordance with applicable privacy legislation.

- (b) Where AV establishes a working group or committee to consult on a health and safety issue, the composition of the working group or committee will be determined in consultation with the relevant HSRs and Employee Representatives.
- (c) An employee may request that AV create a new DWG or vary an existing DWG. AV will negotiate in relation to the request and provide written notice of agreements in accordance with the OHS Act. In those negotiations, an employee or a group of employees may be represented by any person authorised by the employee or group (as the case may be). For clarity, AV may also initiate negotiations with employees to create a new DWG or vary an existing DWG.
- (d) Employees may be members of multiple DWGs based on the type of work they perform, or the location at which they perform work (eg. MICA SRU).
- (e) AV will post and maintain current in each workplace the names and relevant contact details, including email addresses where available, of elected HSRs for identified DWGs. Such information shall be required to be posted on a notice board for the attention of all employees working in the workplace and will be provided quarterly in electronic format to the Unions covered by this Agreement. The information provided will be in accordance with the Privacy and Data Protection Act 2014 (Vic).
- (f) Where external health and safety expertise may be required by a HSR (eg. ergonomist, hygienist, specialist, consultant or other expert), AV will review the request to consider internal resources already available or will work with the HSR on sourcing an appropriate resource. Any expenses associated with the utilisation of an external resource must be reviewed and approved through the AV procurement pathway.
- (g) Where it is identified that a local safety issue extends beyond one DWG, AV will facilitate the involvement of other HSRs in accordance with the issue resolution process.

18.7 **Reporting incidents, incident and accident investigation and prevention**

- (a) AV must provide such information, equipment, instruction and training to all employees as is required to enable them to perform work in a manner which is safe and which minimises risks to health and safety. Information, education and training will be provided on a regular basis as is required to enable Employees to remain informed in relation to health and safety hazards, policies and procedures.
- (b) AV encourages reporting of all incidents and hazards by employees and must ensure that employees who report incidents are appropriately supported. An Employee will not be discouraged or treated adversely in any way for reporting a hazard or incident.



- (c) Where an incident or hazard is reported, the report will be provided to the relevant HSR within the respective DWG and to the relevant manager with appropriate seniority to address the issue.
- (d) Following an incident or injury affecting employees, AV will involve the HSR and take appropriate action to prevent further injury, including conducting a risk assessment where practicable and implementing appropriate workplace controls.
- (e) AV must provide information, education and training to employees and management staff regarding the importance of early reporting, procedures regarding incident reporting and how this feeds into accident investigation and prevention.

18.8 Workers compensation, rehabilitation and return to work

- (a) AV is committed to the principles of early intervention such as to facilitate the effective occupational rehabilitation of employees.
- (b) AV will appoint a return to work coordinator who will have sufficient knowledge of occupational rehabilitation legislation, regulations and guidelines to undertake the duties of the role.
- (c) Once a WorkCover Claim is accepted, the employee may elect for AV to include the injured worker's nominated representative for all WorkCover/RTW planning as the entitlement to representation is prescribed in the relevant legislation. AV will comply with this request.
- (d) AV will seek to return injured employees to their role when able and will comply with its obligation under relevant legislation to make reasonable adjustments.
- (e) Employees with work related injuries shall be supported in accordance with AV's obligations under the WIRC Act and internal policies relevant to injury and claim management. For clarity, these policies however are not incorporated into the Agreement.



19. EMPLOYEE ENGAGEMENT FORUMS

Summary

Employee engagement forums will be coordinated and facilitated on a quarterly basis by local managers to enable employees at those teams to engage in respectful, safe and open discussion of organisational matters, local issues and to connect with organisational programs and strategic direction.

The forums are an opportunity for AV managers to engage their employees and hold respectful discussions. The aim of these forums is to resolve issues at the local managerial level. Where issues are unable to be resolved locally, the manager will escalate up through their management teams. Managers will provide updates on status of issues.

The forums are about operational matters and organisational priorities, not individual grievances about other employees. In the first instance, any such grievances should be raised individually and confidentially with the relevant manager outside of these forums.

- 19.1 AV will facilitate quarterly employee engagement forums. The forums are about operational matters and organisational priorities, not individual grievances about other employees. These forums are a safe place for operational and organisational matters and issues to be discussed with local managers in a positive and respectful way. The main aim of these forums is to resolve issues at the local managerial level.
- 19.2 Employee engagement forums will be coordinated and facilitated by AV managers at the relevant level to connect one or more teams, as determined by AV in consultation with employees.
- 19.3 AV will take reasonable steps to ensure forums will be accessible to all employees from the relevant teams using a combination of in-person, remote access, and recorded options.
- 19.4 Employee participation in employee engagement forums is optional and employees will not be paid for attendance. Employees will not be released from operational duties to participate in employee engagement forums. Requests by Employee Representatives to attend will not be unreasonably refused.
- 19.5 AV will provide training and support for managers, where required, to coordinate and facilitate the employee engagement forums.
- 19.6 Any issue raised by employees should genuinely be attempted to be resolved at the local level. Where a matter is unable to be resolved at a local level, it will be escalated up to the relevant management level.
- 19.7 AV managers will capture agreed issues and outcomes from each forum and these will be made available to the relevant employee group.

20. INDIVIDUAL FLEXIBILITY ARRANGEMENT

- 20.1 An employee and AV may enter into an individual flexibility arrangement pursuant to this clause in order to meet the genuine needs of the employee and AV. An individual flexibility arrangement must be genuinely agreed to by the employee and AV.



- 20.2 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.
- 20.3 An employee may nominate a representative to assist in negotiations for an individual flexibility arrangement.
- 20.4 AV 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.
- 20.5 AV must ensure that an individual flexibility arrangement is in writing and signed by the employee and AV. If the employee is under 18, the arrangement must also be signed by a parent or guardian of the employee.
- 20.6 AV must give a copy of the individual flexibility arrangement to the employee within 14 days after it is agreed to.
- 20.7 AV 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.
- 20.8 AV 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 AV 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 AV.



▶ Part 3 - Employment Relationship and Duties

21. TYPES OF EMPLOYMENT

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

22. CASUAL EMPLOYMENT

22.1 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.

22.2 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 on which the casual employee is not rostered to work;
- (d) travel allowance (other than as provided in clause 36.18(a)(ii)); and
- (e) reimbursement of driver's licence (other than as provided in clause 36.11).

22.3 Subject to clauses 45.3 and 46.13, casual employment will be for not less than 4 consecutive hours in any one day, except with the agreement of the employee.

23. PART TIME EMPLOYMENT

23.1 An employee may make a request to work part time in accordance with this clause. AV will determine the request based on its operational needs but will not unreasonably refuse to accommodate a request for part time employment.

23.2 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.

23.3 The minimum daily engagement for a part-time employee is four hours. A lesser period of engagement can be agreed between AV and an Employee Representative. The Employee Representative will not unreasonably withhold its agreement.



- 23.4 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.
- 23.5 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.
- 23.6 All time worked in excess of the hours specified in accordance with subclause 23.4 above will be paid as overtime in accordance with clause 51 of this Agreement.
- 23.7 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.
- 23.8 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.
- 23.9 A part-time employee may be entitled to leave in lieu of public holiday penalty payments in accordance with the provisions of clause 75.

24. JOB-SHARE ARRANGEMENTS

- 24.1 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 AV to give effect to the proposal. AV will determine the request on the basis of the operational needs of AV but will not unreasonably refuse to accommodate such a proposal.

Note: Nothing in clauses 23 and 24 diminishes an employee's capacity to request an FWA or an individual flexibility arrangement in accordance with the NES and clauses 20 and 28 of this Agreement.

- 24.2 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 AV 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 AV.
- (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 AV operational needs, job-share employees and AV 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 in accordance with clause 51 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 AV 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, AV 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 48 but on a pro rata basis.



25. SECURE EMPLOYMENT

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

26. FIXED-TERM EMPLOYMENT

Summary

This clause sets out when an employee may be engaged on a fixed-term basis. The circumstances in which this can occur broadly align with the exceptions to the limitations on the use of fixed term contracts found in s 333F of the Act.

If one of those circumstances applies, the maximum period of the engagement will be 12 months, subject to the employee's agreement to a longer period of engagement (which must not be unreasonably withheld).

- 26.1 An employee may be engaged on a fixed term basis if:
- (a) the employee is engaged under the contract to perform only a distinct and identifiable task involving specialised skills;
 - (b) the employee is engaged under the contract in relation to a training arrangement;
 - (c) the employee is engaged under the contract to undertake essential work during a peak demand period;
 - (d) the employee is engaged under the contract to undertake work during emergency circumstances or during a temporary absence of another employee;
 - (e) the contract relates to a governance position that has a time limit under AV's governing rules; or
 - (f) the contract relates to a position for the performance of work that:
 - (i) is funded in whole or in part by government funding or funding of a kind prescribed by the *Fair Work Regulations 2009* (Cth) for the purposes of this subparagraph; and
 - (ii) the funding is payable for a period of more than 12 months; and
 - (iii) there are no reasonable prospects that the funding will be renewed after the end of that period.
- 26.2 The maximum period of engagement for a fixed term employee will be twelve months. This may be extended to longer than twelve months by mutual agreement between the Employee and/or Employee Representative and AV.



- 26.3 The Employee and/or Employee Representative will not unreasonably withhold their agreement to a longer period of engagement. Any dispute relating to the Employee and/or 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 (clause 14) in this Agreement.
- 26.4 Where AV 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 an ongoing 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.
- 26.5 Provided there is no break in service greater than five (5) weeks, plus time equivalent to any leave paid out upon separation, an employee who is employed on a 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.
- 26.6 In accordance with the Act, AV must provide a fixed-term contract information statement to an employee engaged on a fixed-term basis.

27. RIGHT TO REQUEST CASUAL CONVERSION

Summary

This clause sets out the process for a casual employee to change their employment status.

Any disputes about this process are to be dealt with under clause 14.

- 27.1 These provisions apply to all casual employees, unless Appendix 11 applies. Appendix 11 will apply until the end of 25 February 2025 in respect of employees who commenced employment with AV before 26 August 2024.

27.2 Employee notifications

- (a) A casual employee may give AV a written notification under this clause if:
- (i) the employee believes that they no longer meet the requirements of the definition of a casual employee as described in subsections 15A(1) to (4) of the Act;
 - (ii) the employee does not have a dispute with AV relating to another notification being dealt with under clause 14;
 - (iii) the employee has been employed by AV for a period of at least 6 months beginning the day the employment started (but not counting any period of employment before 26 August 2024); and
 - (iv) in the period of 6 months before the day the notification is given, the employee has not:



- (A) received a response from AV under subclause 27.2(b) not accepting a previous notification made under this subclause 27.2(a);
 - (B) made a casual conversion request, or received a response from AV refusing a casual conversion request, in accordance with Appendix 11 or the NES;
 - (C) received written notice from AV stating that it is not offering casual conversion in accordance with the NES; or
 - (D) had a dispute with AV resolved in accordance with clause 14 relating to a conversion request (in accordance with Appendix 11 or the NES) or a notification made under this subclause.
- (b) AV must give the employee a written response to a notification given under subclause 27.2(a) within 21 days after the notification is given to AV.
- (c) The response must be in writing and include the following:
- (i) a statement that:
 - (A) AV accepts the notification; or
 - (B) AV does not accept the notification on one or more grounds referred to in clause 27.2(e) below; and
 - (ii) if AV accepts the notification—the following information:
 - (A) whether the employee is changing to full time employment or part time employment;
 - (B) the employee’s hours of work after the change takes effect; and
 - (C) the day the employee’s change to full time employment or part time employment takes effect;
 - (iii) if AV does not accept the notification—reasons for AV’s decision.
- (d) Before giving a response under subclause 27.2(b), AV must consult with the employee about the notification and must, if AV is accepting the notification, discuss the matters AV intends to specify for the purposes of subclauses 27.2(c)(ii)(A)-(C).
- (e) For the purposes of subclause 27.2(c)(i)(B), AV may not accept the notification on any of the following grounds:
- (i) having regard to subsections 15A(1) to (4) of the Act and the employee’s current employment relationship with AV, the employee still meets the requirements of those subsections;



- (ii) there are fair and reasonable operational grounds for not accepting the notification;
 - (iii) accepting the notification would result in AV not complying with a recruitment or selection process required by or under a law of the Commonwealth or Victoria.
- (f) For the purposes of subclause 27.2(e)(ii), fair and reasonable operational grounds for not accepting the notification include the following:
 - (i) substantial changes would be required to the way in which work in AV's enterprise is organised;
 - (ii) there would be significant impacts on the operation of AV's enterprise; and
 - (iii) (substantial changes to the employee's terms and conditions would be reasonably necessary to ensure AV does not contravene a term of this Agreement that would apply to the employee as a full time employee or part time employee (as the case may be).
- (g) For clarity, where the employee has performed duty at multiple locations in the period of 6 months before the day the notification is given, there is no obligation on AV to place the employee in a position at a particular location. Where the employee worked a majority of their hours during that period at a particular location, AV will take this into consideration.
- (h) If AV accepts an employee's notification given under subclause 27.2(a), the employee is taken to be a full time employee or part time employee (as the case may be) beginning on the day specified in the response.
 - (i) The day specified in the response for the purposes of clause 27.2(h) must be the first day of the employee's first full pay period that starts after the day AV's response is given, unless the parties agree to another day.
 - (j) 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.
- (k) AV must provide a casual employee, whether a regular casual employee or not, with a copy of the provisions of this clause within the first 6 months of the employee's first engagement to perform work.



28. RIGHT TO REQUEST A FLEXIBLE WORKING ARRANGEMENT

Summary

This clause sets out an employee's entitlement to request a flexible work arrangement (**FWA**).

In summary, an employee who has completed at least 12 months of continuous service with AV (including some casual employees) may request a change to their working arrangements in certain circumstances.

Examples of changes in working arrangements include changes in hours of work and changes in patterns of work (such as a 'roster line share' arrangement).

AV must give a written response to the request within 21 days, after first discussing the request with the employee and genuinely trying to reach agreement with them, and considering the impact of any refusal on the employee.

AV may only refuse a request for a FWA on reasonable business grounds.

Disputes about requests for FWAs may be dealt with under the disputes procedure (Clause 14) and/or under section 65B of the Act.

28.1 An employee may request a change in their working arrangements (a **FWA**) if they:

- (a) have 12 months of continuous service with AV (including casual employees who have been employed by AV on a regular and systematic basis for at least 12 months and who have a reasonable expectation of ongoing employment with AV on a regular and systematic basis); and
- (b) would like to change their working arrangements because they:
 - (i) are pregnant;
 - (ii) are the parent, or have responsibility for the care, of a child who is school age or younger;
 - (iii) are a carer within the meaning of the Carer Recognition Act 2010 (Cth);
 - (iv) have a disability;
 - (v) are 55 years or older;
 - (vi) are experiencing Family and Domestic Violence;
 - (vii) provide 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 Family and Domestic Violence;
 - (viii) have a medical condition that requires a FWA;



- (ix) are transitioning to retirement in accordance with a documented and agreed retirement plan; or
- (x) are undergoing Assisted Reproductive Treatment.

28.2 The request must:

- (a) be made in writing;
- (b) set out the details of the change sought;
- (c) provide relevant evidence in support of the request; and
- (d) set out the reasons for the change.

28.3 Where an employee has made a request under clause 28.1 that complies with clause 28.2, AV will:

- (a) discuss the request with the employee;
- (b) genuinely try to reach an agreement with the employee about making changes to their working arrangements to accommodate the circumstances outlined in clause 28.1(a) of this Agreement that apply to them; and
- (c) have regard to the consequences for the employee if changes in working arrangements are not made.

28.4 AV will not unreasonably refuse a request by the employee to have a support person of their choosing (and/or a person who represents their industrial interests) present at any stage of the FWA application process, provided the person(s) does not have any potential conflict of interest relating to the matter(s) to be discussed.

28.5 AV may only refuse a request under clause 28.6 if:

- (a) It has first complied with its obligations under clause 28.3;
- (b) The parties have not reached an agreement; and
- (c) AV has had regard to the consequences of the refusal for the employee.

28.6 AV may only refuse a request for a FWA on reasonable business grounds. Without limiting what are reasonable business grounds for the purpose of a refusal by AV, reasonable business grounds for refusing a request include the following:

- (a) that the new working arrangements requested would be too costly;
- (b) that there is no capacity to change the working arrangements of other employees to accommodate the new working arrangements requested;
- (c) that it would be impractical to change the working arrangements of other employees, or recruit new employees, to accommodate the new working arrangements requested;
- (d) that the new working arrangements requested would be likely to result in a significant loss in efficiency or productivity;



- (e) that the new working arrangements requested would be likely to have a significant negative impact on customer service, service delivery, or AV's operational needs.
- 28.7 Following the process outlined in clause 28.3 and within 21 days of the request, AV must give the employee a written response which:
- (a) states that AV grants the request; or
 - (b) sets out any change to the employee's working arrangements agreed under clause 28.3(b) which differ from that set out in the request; or
 - (c) states that AV refuses the request under clause 28.6, in which case the written response must:
 - (i) include details of the reasons for refusal, including the particular business grounds for refusing the request and an explanation of how the business grounds apply to the employee's request;
 - (ii) either:
 - (A) set out the details of a FWA to which AV would be willing to agree, including the length of time it is to be in place; or
 - (B) state that there is no FWA to which AV is willing to agree; and
 - (iii) set out the effect of sections 65B and 65C of the Act, which concerns the processes related to disputing a refusal to grant a FWA at the FWC.
- 28.8 Disputes about requests for FWAs may be dealt with under the dispute resolution procedure (clause 14) and/or under section 65B of the Act.
- 28.9 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 during the term of the FWA, AV will take into account the personal and family circumstances of the employee when facilitating this requirement.



29. TRANSITION TO RETIREMENT

Summary

This clause sets out AV's commitment to supporting employees who wish to transition to retirement by outlining the types of arrangements it may agree to put in place to support an employee's transition to requirement.

- 29.1 An employee may advise AV in writing of their intention to retire within the next five years and may in those circumstances request to participate in a retirement transition arrangement.
- 29.2 Where agreed, transition to retirement arrangements may be implemented as:
- (a) a FWA (see clause 28 (Right to Request a Flexible Working Arrangement)); or
 - (b) a written agreement between the parties detailing the agreed arrangements for the employee to take leave and/or any agreed variations to the employee's contract of employment; or
 - (c) any combination of the above.
- 29.3 A transition to retirement arrangement may include but is not limited to:
- (a) a reduction in the employee's ordinary hours of work;
 - (b) a job share arrangement;
 - (c) working in a position at a lower classification or rate of pay.
- 29.4 AV will consider, and not unreasonably refuse, a request by an employee who wishes to transition to retirement to use the employee's accrued long service leave (LSL) or annual leave for the purpose of reducing the number of days worked per week while retaining their previous employment status.

30. TERMINATION OF EMPLOYMENT AND REDUNDANCY

30.1 Notice of termination by employer

- (a) In order to terminate the employment of a full-time, regular part-time or job share employee, AV 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 AV making payment for the remainder of the period of notice.
- (d) In calculating any payment in lieu of notice, the Full Rate of Pay is that amount that an employee would have received for the hours they would have worked during the period of notice.
- (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.

30.2 **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 AV 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 AV has agreed to a shorter period of notice than that required under clause 30.1, then no deduction can be made under clause 30.2(b).

30.3 **Time off during notice period**

Where AV 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 AV.

30.4 **Statement of employment**

AV 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.

30.5 **Redundancy**

- (a) Where a decision is made by AV 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, they 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.

30.6 **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) AV 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 AV; 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 AV pays the employee as set out in clause 30.6(c).
- (c) If AV acts as mentioned in clause 30.6(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.

30.7 **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 30.5 or under sections 119 to 123 of the Act had they remained in employment until the expiry of the notice.

30.8 **Job search entitlement**

- (a) Where AV 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 30.8(a), the employee must, at the request of AV, produce proof of attendance at an interview.
- (c) A statutory declaration is sufficient for the purpose of clause 30.8(b).
- (d) An employee who fails to produce proof when required under clause 30.8(b) is not entitled to be paid for the time off.
- (e) This entitlement applies instead of clause 30.3.



▶ Part 4 - Classification Structure, Wages and Related Matters

31. WAGE RATES AND WAGE RATE INCREASES

Summary

During the nominal life of the Agreement, increases to aggregated base rates of pay will be calculated in the following sequence:

- first, where applicable, classification-specific uplifts are applied to the employee's aggregated base rate of pay in accordance with Appendix 4; then
- second, where applicable, new pay increments are applied in accordance with Appendix 4; then
- third, the employee's aggregated base rate of pay is increased in accordance with clause 31.3.

(These increases are included in the weekly aggregated base rates of pay set out in Appendix 1 and consequently, the weekly rolled-in rates of pay set out in Appendix 2.)

Where applicable, the employee's rolled in rate of pay will then be calculated in accordance with Appendix 9 based on the employee's increased aggregated base rate of pay, to produce the applicable rolled in rate of pay.

All increases to wage rates as outlined in Appendix 1 (weekly aggregated base rate of pay) and Appendix 2 (weekly rolled-in rate of pay) apply from the first full pay period on or after (**FFPPOA**) the date of the increase.

- 31.1 Appendix 1 sets out the weekly aggregated base rate for each operational classification covered by this Agreement, inclusive of the wage increases and additional allowances in clause 31.3, and inclusive of the applicable classification-specific uplifts and new pay increments calculated in accordance with Appendix 4.
- 31.2 All employees covered by this Agreement are entitled to the rolled-in-rate of pay except Fleet classifications, ACOs and employees performing sessional community education activities in accordance with clause 45.2. Appendix 2 sets out the weekly rolled-in rate of pay calculated in accordance with Appendix 9 for eligible operational classifications based on the relevant aggregated base rate of pay and the agreed April 2018 roster shift cycle database. All rolled-in-rate calculations for salary increases during the nominal life of this Agreement will be based on the April 2018 Roster Shift Cycle quantum values set out in Appendix 9.
- 31.3 Following the application of any classification-specific uplifts and increases to pay increments calculated in accordance with Appendix 4, the following wage increases and additional allowances apply to the aggregated base rate for each operational classification covered by this Agreement (as set out in Appendix 1):



- (a) from the FFPPOA 21 October 2024:
 - (i) 3% wage increase; plus
 - (ii) 0.5% cost of living allowance; plus
 - (iii) 0.5% retention and productivity allowance;
- (b) from the FFPPOA 21 October 2025:
 - (i) 3% wage increase; plus
 - (ii) 0.5% cost of living allowance; plus
 - (iii) 0.5% retention and productivity allowance;
- (c) from the FFPPOA 21 October 2026:
 - (i) 3% wage increase; plus
 - (ii) 0.5% cost of living allowance; plus
 - (iii) 0.5% retention and productivity allowance; and
- (d) from the FFPPOA 21 October 2027:
 - (i) 3% wage increase; plus
 - (ii) 0.5% cost of living allowance; plus
 - (iii) 0.5% retention and productivity allowance.

31.4 Each wage increase of 3%, cost of living allowance of 0.5% and retention and productivity allowance of 0.5% apply separately to the aggregated base rate of pay on a non-compounding basis.

31.5 Each of the cost of living allowance of 0.5% and the retention and productivity allowance of 0.5% is not a separately claimable allowance.

31.6 During the life of the Agreement the Parties agree to ongoing discussions on ways to improve the remuneration structure and promote workforce participation to inform the next round of bargaining and make available to employees a record of components that make up the aggregated base rates of pay.



32. INCREMENTAL PROGRESSION

Summary

This clause sets out the pay increments applicable within each classification and how employees progress through pay increments.

Generally, incremental progression is time-based. This means that an employee will generally progress to the next increment on the relevant anniversary of their employment in the relevant classification.

However, in some classifications, incremental progression is subject to other conditions, including performance, training and qualification requirements.

32.1 The aggregated base rates of pay in Appendix 1, and corresponding rolled-in rates of pay in Appendix 2, provide for incremental progression within particular classifications as set out in this clause.

32.2 Subject to the specific incremental progression arrangements in clauses 32.6 to 32.9, incremental progression through a classification is based on the time an employee has been employed in that classification, as recognised in clause 33.

For example, a Patient Transport Officer will commence employment at the Year 1 increment. On the first anniversary of their employment in that classification, they will progress to the Year 2 increment, and on each subsequent anniversary progress to the next increment.

32.3 The following increments may, depending on the classification, be applicable to the aggregated base rates of pay provided by clause 31.1:

(a) from the FFPPOA 21 October 2024:

- (i) “Year 1” means upon commencement of the first year of employment in the classification;
- (ii) “Year 2” means upon commencement of the second year of employment in the classification;
- (iii) “Year 3” means upon commencement of the third year of employment in the classification;
- (iv) “Year 4” means upon commencement of the fourth year of employment in the classification;
- (v) “Year 5” means upon commencement of the fifth year of employment in the classification.
- (vi) “Year 6” means upon commencement of the sixth year of employment in the classification;
- (vii) “Year 7” means upon commencement of the seventh year of employment in the classification;



- (viii) “Year 8” means upon commencement of the eighth year of employment in the classification;
- (ix) “Year 9” means upon commencement of the ninth year of employment in the classification;
- (b) from the FFPPOA 21 October 2025, the following additional increments will apply, for certain classifications in accordance with the transitional implementation arrangements set out in Appendix 3:
 - (i) “Year 10” means upon commencement of the tenth year of employment in the classification;
 - (ii) “Year 11” means upon commencement of the eleventh year of employment in the classification;
 - (iii) “Year 12” means upon commencement of the twelfth year of employment in the classification.

32.4 The classifications in Appendices 1 and 2, other than the classifications specified in:

- (a) Classification-specific arrangements (clause 32.5);
- (b) Classifications without progression (clause 32.6);
- (c) Career Structure for Patient Transport Classifications (clause 32.7); or
- (d) Career Structure for ALS paramedic and MICA paramedics (clause 32.8),

provide for incremental progression through Year 1, 3, 6, 9, and 12 increments, subject to the transitional implementation arrangements set out in Appendix 3.

32.5 **Classification specific arrangements**

Employees who work in a classification that does not have a Year 1 increment, will, upon employment in that classification, start at the first year 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.

32.6 **Classifications without progression**

- (a) Employees employed in the following classifications are not entitled to time-based incremental progression.
 - (i) Ambulance Community Officer Level 1
 - (ii) Ambulance Community Officer Level 3
 - (iii) Graduate Ambulance Paramedic Level 1
 - (iv) Graduate Ambulance Paramedic Level 2
 - (v) MICA Paramedic Intern



- (vi) Resourcing Officer – Trainee
- (vii) Paramedic Practitioner Candidate

32.7 Career Structure for Patient Transport Classifications

- (a) Appendix 3 sets out the transitional implementation arrangements for the Career Structure for Patient Transport Classifications.
- (b) For those employees employed in the Clinic Transport Officer, Clinic Transport Communications Officer, Patient Transport Officer, and Ambulance Transport Attendant classifications, the wage rates and increases in Appendices 1 and 2 provide for incremental progression in accordance with clause 32.2 from Year 1 through to Year 12.

32.8 Career Structure for ALS Paramedics and MICA Paramedics

- (a) Appendix 3 sets out the transitional implementation arrangements for the revised ALS Paramedic Career Structure and the MICA Paramedic Career Structure.
- (b) The ALS Paramedic Career Structure and MICA Paramedic Career Structure provides for incremental progression in accordance with clause 32.2 from Year 1 through to Year 12.
- (c) This clause 32.8 applies 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**).
- (d) This clause 32.8 applies to employees in the following MICA classifications:
 - (i) Mobile Intensive Care Ambulance (MICA) Paramedic;
 - (ii) Relieving Paramedic MICA;
 - (iii) Senior Reserve Paramedic MICA;
 - (iv) Rural Senior Relieving Paramedic MICA;(the **MICA Paramedic Career Structure**).
- (e) Progression to the next increment in the ALS Paramedic Career Structure or MICA Paramedic Career Structure is subject to:
 - (i) employees demonstrating a commitment to provide clinical guidance and mentorship. A commitment to provide clinical guidance and mentorship requires the employee to:



- (A) agree to be a mentor; and
 - (B) demonstrate awareness of the expectations of a mentor; and
 - (C) demonstrate a willingness to provide mentorship, guidance and high-level oversight to employees with less clinical experience.
- (ii) Employees must maintain their authority to practice and complete any training and/or participate in the performance development process, as determined by AV in accordance with clause 93 of the Agreement. Such training and processes will be commensurate with the expectations and skills of a registered paramedic in a regulated profession.
- (f) AV should facilitate an individual employee's mentorship and training and/or development requirements. Where AV does not facilitate these mentorship, training or development opportunities, the employee should not be financially disadvantaged by this.
- (g) An employee who deliberately fails to comply with the terms of clause 32.8(e)(i) or 32.8(e)(ii) where required for the purposes of progression in clause 32.8(b) will, subject to clause 32.8(h), not progress to the next yearly 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.
- (h) Where an Employee has been on paid or unpaid leave for a period in excess of 12 months and AV 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 32.8(f).

32.9 **Fast track progression for ALS Paramedics and MICA Paramedics**

- (a) This clause 32.9 applies to an employee in a classification in the ALS Paramedic Career Structure or the MICA Paramedic Career Structure.
- (b) An employee that is a 'Year 4', 'Year 5' or 'Year 6' ALS Paramedic or MICA Paramedic that has either:
- (i) completed the AV Educator Program training course set out in clause 35.4(a); or
 - (ii) received confirmation from their relevant manager that the employee has met the following requirements (in no particular order):
 - (A) the employee has received endorsement from their relevant manager to complete the AV Educator Program training course set out in clause 35.4(a); and



- (B) no AV Educator Program training course is planned within the following three months; and
- (C) the employee is required by AV to perform the duties/functions of a Sessional Clinical Instructor on a regular and systematic basis; and
- (D) the employee 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 Year 7 classification increment from the FFPPOA the following date:

- (iii) for an employee eligible to progress in accordance with clause 32.9(b)(i) – on the date the employee becomes a Year 4 classification or the date the employee attains a certificate of completion of the AV Educator Program training course requirements, whichever date is the later;
- (iv) for an employee eligible to progress in accordance with clause 32.9(b)(ii) – on the date their relevant manager confirms that the employee has met the requirements of clause 32.9(b)(ii).

32.10 Incremental progression and wage increases

- (a) Where an employee progresses to a higher increment in accordance with the terms of Agreement in the same pay period as the wage rate increase set out in clause 31.3, the wage rate increase will be applied to the rate of pay for the increment to which the employee progresses.

For example, if the employee's incremental progression is to Year 3 in the FFPPOA 21 October 2024, the employee's aggregated base rate of pay in Appendix 1 will be the Year 3 rate and will be subject to the wage rate increase accordingly.

- (b) While the applicable increment progression will operate from the employee's anniversary date of employment in the relevant classification, any wage increase associated with the employee's incremental progression will take effect as follows:

- (i) From the date of commencement of the Agreement until the FFPPOA 21 October 2026, any wage increase associated with an incremental progression based on the employee's anniversary date will be backdated to the commencement of the pay period in which the anniversary falls.

For example, if an employee's anniversary date for incremental progression purposes is 1 March 2025 and the pay period commenced on 24 February 2025, the higher wage rate will be applied from 24 February 2025.

- (ii) From the FFPPOA 21 October 2026, any wage increase associated with an incremental progression based on the employee's



anniversary date will be payable from the FFPOA the anniversary date.

For example, if an employee's anniversary date for incremental progression purposes is 1 March 2027 and the FFPOA that date commences on 8 March 2027, the higher wage rate will be applied from 8 March 2027.

- (c) The payment arrangement as set out in clause 32.10(b) will not affect the employee's actual anniversary date.

33. RECOGNITION OF TIME IN ROLE FOR INCREMENTAL PROGRESSION

Summary

This clause sets out what time is recognised for the purpose of determining an employee's entitlement to progress increments within their classification.

33.1 Calculation of Years of Employment

For the purposes of this clause, for full time and part time employees a year of employment equates to 52 weeks appointed to a particular classification. The 52-week period is inclusive of all forms of paid leave.

33.2 Recognition of time worked and maintained ALS or MICA authority to practice

- (a) To determine an employee's incremental progression as an ALS Paramedic AV 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 AV will also recognise years of employment in operational classifications that require the employee to maintain a MICA Paramedic authority to practice.
- (b) Where AV progresses an employee to a higher classification increment the employee will meet the requirements in clause 32.8(b) for total time within that classification, and such time remains applicable for subsequent progression in ALS or MICA Career Structure.

33.3 Recognition of time worked in related classification

AV will recognise an employee's incremental progression as ALS Paramedic within any of the other related ALS classifications in the ALS Career Structure. AV will recognise an employee's incremental progression as MICA Paramedic within any other related MICA classification in the MICA Career Structure. For example, a MICA Paramedic paid at the Year 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.

33.4 Recognition of time worked in a role other than appointed role

- (a) AV may, at its discretion, recognise Additional Eligible Time worked. This will apply where an employee has worked in a similar or like position or positions to their substantive position. Additional Eligible Time means periods of no less



than two (2) consecutive weeks, provided that there has been no single break for six months or more between periods of Additional Eligible Time. Authorised leave will not constitute a break for the purposes of calculating Additional Eligible Time in accordance with this sub-clause 33.4(a).

- (b) From the operative date of this Agreement, AV will recognise the Additional Eligible Time previously worked in a similar or like role for the purposes of determining the employee's appropriate incremental classification and the anniversary date applicable to the new role.
- (c) An employee working in a role other than their appointed role, may request a review of the time worked in order for AV to recognise Additional Eligible Time.
 - (i) As part of the review, the employee may be required to provide evidence, as determined by AV.
 - (ii) AV will recognise the Additional Eligible Time for the purposes of calculating the employee's total time worked (for example, if the Additional Eligible Time worked was 110 weeks, that period of 110 weeks will be taken to meet the requirement to progress to the Year 3 or Year 3 increment of that classification) provided that the Additional Eligible Time was in relation to a position which required the employee to undertake similar or like duties to the role the employee is currently performing.
 - (iii) If as a result of the review, an employee's normal rate of pay is increased, any such increase will only be backdated to the FFPPOA the date the employee submitted the review documentation. This higher rate of pay will be applicable for all future periods in that classification, unless the employee submits a request for another review at a later date for more time to be recognised as Additional Eligible Time.
 - (iv) Where an employee has had Additional Eligible Time successfully recognised and submits a subsequent request for another review, AV will recognise the initial period of Additional Eligible Time in addition to the subsequent period of Additional Eligible Time.

33.5 Recognition of Prior Service with Australian (or other) Ambulance Services for classification purposes

- (a) Where an employee commences employment on or after the commencement of this Agreement, AV, in determining the classification of the employee within Appendices 1 and 2 of this Agreement, will take into account any eligible service the employee had with AV or an interstate Ambulance Service. For the purpose of this clause, eligible service is where prior service with AV or the interstate Ambulance Service:
 - (i) was in an equivalent role and/or classification;
 - (ii) is substantiated by the employee providing evidence of having worked in the equivalent role and also providing evidence of the qualifications and training required for the classification as set out in this Agreement; and



- (iii) was for a period or periods of no less than two (2) consecutive weeks and there had been no single break for six (6) months or more, unless otherwise agreed by AV. Authorised periods of leave will not constitute a break for the purposes of this sub-clause.
- (b) AV is not required to take into account prior service with an Ambulance Service other than an interstate Ambulance Service. An employee who commenced employment on or after the commencement of this Agreement may request AV recognise prior service for classification purposes with an Ambulance Service other than an interstate Ambulance Service by making an application for review to AV in accordance with clause 33.4(c). If the employee's application for prior service recognition is accepted and taken into account for the purposes of calculating the employee's years of employment in accordance with this clause, it will be confirmed by AV in writing.
- (c) AV is required to notify new employees of their entitlements under clause 33.5(a) or (b).
- (d) Where AV has complied with clause 33.5(c) and where an employee's rate of pay increases due to AV agreeing to recognise time, this will only be applied from the operative date of this Agreement and will only be retrospectively applied for a maximum period of up to six (6) months.

34. MICA PARAMEDIC INTERN PROGRAM SALARY MAINTENANCE

Summary

This clause allows an employee who undertakes the MICA Paramedic Intern Program to maintain their pre-training appointed salary during the Program (if it is higher than the otherwise applicable salary for MICA Paramedic Interns).

The employee's salary will be maintained at their rate of pay applicable immediately before they start the Program, and will not be affected by any temporary adjustments to their pay which applied immediately before the Program (for example, due to a part-time FWA or paramedic secondment such as SRP or RSRP).

- 34.1 An employee undertaking the MICA Paramedic Intern Program will, for the duration of their participation in the Program, remain entitled to the rolled-in rate of pay for their nominal classification that is payable immediately before they commenced the Program (the **Pre-Program Rate of Pay**).
- 34.2 However, if the weekly rolled-in rate of pay for the employee's MICA Paramedic Intern or subsequent MICA Paramedic classification applicable during the Program exceeds the weekly Pre-Program Rate of Pay at any time during the Program, the employee will be entitled to that higher rate instead.
- 34.3 For clarity, an employee who is already undertaking the MICA Paramedic Intern Program on commencement of this Agreement is entitled to the Pre-Program Rate of Pay in accordance with this clause, but such entitlement only applies on and from the commencement of this Agreement.



- 34.4 For the purpose of determining the Pre-Program Rate of Pay under clause 34.1, disregard any:
- (a) change in remuneration as a result of being on a FWA;
 - (b) Senior Reserve Paramedic or Rural Senior Relieving Paramedic secondment; or
 - (c) other temporary arrangement (such as higher duties or secondments),
- applicable immediately before the commencement of the MICA Paramedic Intern Program which changes the employee's pay.
- 34.5 The Pre-Program Rate of Pay will not be increased by any annual wage increases or incremental progression occurring under this Agreement (whether on commencement of the Agreement or subsequently).
- 34.6 For clarity, the employee's ordinary time rate of pay during the MICA Paramedic Intern Program will be 1/38th of the weekly rolled-in rate of pay applicable under this clause.

35. CLASSIFICATIONS - DEFINITIONS

35.1 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 2016*.
- (d) **Ambulance Transport Attendant (ATA)** 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 2016*.
- (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 study 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 AV-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 AV-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 Ambulance Response 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 AV in order to undertake single responding duties in a non-stretcher vehicle and is required by AV to undertake such duties.
- (j) **Mobile Intensive Care Ambulance (MICA) Paramedic Intern** is an ALS Paramedic that is undertaking a Graduate Diploma in Emergency Health (Intensive Care Paramedic) or equivalent qualification and/or undertaking an AV 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.

- (l) **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 AV in order to undertake single responding duties in a non-stretcher vehicle and is appointed by AV to undertake such duties.



- (m) **Paramedic Community Support Coordinator (PCSC)** is a qualified 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 a qualified 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 44.
- (q) **Senior Reserve Paramedic (SRP)** must have a minimum two years' experience as a qualified ALS, MICA or MICA Flight Paramedic and is seconded to this position working on the reserve roster in accordance with clause 44.
- (r) **Motorcycle Responder Paramedic (MRP)** is a qualified ALS 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.

35.2 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 an ALS 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).

35.3 Management

- (a) **Team Manager (TM)** is a BLS, ALS, ALS Flight, MICA or MICA Flight Paramedic who has demonstrated a high standard of clinical skill and



experience as a practicing 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 AV i.e. Certificate IV in Leadership and Management (BSB40520 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 AV to work as a single responder and has completed additional training required by AV in order to undertake single responding duties in a non-stretcher vehicle.
- (iii) "Team Manager Ambulance Response 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 AV 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 AV. The Senior Team Manager classification applies to the roles of the Regional Capability Development/Enhancement Coordinator and Community Engagement Coordinator.

35.4 Education

- (a) **Sessional Clinical Instructor (CI)** is an ALS or MICA Paramedic who has successfully completed the relevant AV Educator Program training course. This course is specific to the ambulance industry and provides pathways to the Certificate IV in Training and Assessment (TAE40122 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 AV'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 AV'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 AV.

- (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 AV to work as a single responder and has completed additional training required by AV 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**'.

35.5 Communications

- (a) **Triage Practitioner (TP)** 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 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 AV's approved pre-determined guidelines.



- (b) **Patient Management 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 AV, 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 Triage Services on potential efficiencies.
- (c) **Team Leader Clinical Triage** 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 Triage 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)** is an ALS or MICA Paramedic who has completed additional training, whose principal duties are to provide relevant clinical support and advice in line with the applicable qualification and skill set to the call taking and dispatch processes and to employees, patients and other internal and external providers, 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.

35.6 Rostering

- (a) **Resourcing Officer Trainee (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) **Resourcing Officer (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) **Resourcing Planning Officer (RPO)** is an employee with an operational background (Paramedic qualification) and that has extensive experience as a Resourcing Officer 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 (SRO)** 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.

35.7 Fleet Maintenance

- (a) **Fleet Maintenance Officer and Mechanic (FMO)** 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.

36. ALLOWANCES

Summary

This clause sets out the Allowances to which eligible employees are entitled under this Agreement.

Allowances are additional payments to eligible employees who perform certain duties, work in particular conditions, hold certain qualifications, possess certain skills, or incur a specified expense for the purpose of their employment.

The Allowances provided for in this clause are:

- Ambulance Paramedic Skills Allowance
- MICA Paramedic Advanced Skills Allowance
- Fleet Maintenance Officers & Mechanic Allowance
- Communications Centre Allowance
- Program Required Support Allowance (PRSA)
- Crib Meal Allowances
- Late Crib Meal Allowances
- Overnight Travel / Living Away From Home Allowance
- Accommodation Allowance
- Driving Licence Allowance
- Operational Crewing Allowance
- Single Officer Allowance
- MICA Single Responder Unit Allowance
- Flying Allowance
- Higher Duties Allowance
- Travelling Allowance
- Unsociable Hours On-Call Allowance



36.1 The amounts of the following allowances as adjusted over the life of the Agreement are set out in table 10(a) of Appendix 10:

- (a) Communications Centre Allowance;
- (b) Overnight Travel Allowance / Living Away from Home Allowance;
- (c) Operational Crewing Allowance in clause 36.12;
- (d) Single Officer Allowance in clause 36.13;
- (e) Incidental Expenses Allowance in clause 4.2(e) of Appendix 6 (Graduate Ambulance Paramedic Provisions);
- (f) On-call allowance;
- (g) Non-rostered on-call allowance;
- (h) Unsociable hours on-call allowance;
- (i) Late crib meal allowances; and
- (j) Program Required Support Allowance.

36.2 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.

36.3 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.

36.4 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 AV 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 AV 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.

36.5 **Communications Centre Allowance**

- (a) An employee performing communication centre duties will be paid the Communications Centre Allowance specified in Appendix 10. 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, Triage Practitioners, Team Leader Clinical Triage, and Patient Management Coordinators, as this allowance is included in the aggregated base rates of pay for these classifications in Appendix 1.

36.6 **Program Required Support Allowance (PRSA)**



Summary

The Program Required Support Allowance (**PRSA**) is paid to employees specifically required by AV to provide formal training or education program support to participants.

The allowance is only available where AV expressly requires (and approves in advance) the provision of:

- training by a Sessional Clinical Instructor; or
- support, supervision and/or assessment by another employee.

It is not available where an employee is informally providing on-the-job support to another employee or where they are already compensated for providing training and/or education program support.

- (a) AV will pay an employee the PRSA specified in Appendix 10 where:
- (i) in the case of a Sessional Clinical Instructor – AV approves and rosters (or otherwise directs) them to provide training for a student or intern undertaking the supervision stage of the Graduate Ambulance Paramedic Program or MICA Paramedic Intern Program; or
- (ii) subject to clause 36.6(c), in the case of any other employee – AV approves and rosters (or otherwise directs) them to provide support, supervision and/or assessment of an employee undertaking an AV training or education program.
- (b) The Operational Crewing Allowance is not paid in addition to this allowance.
- (c) This allowance is not paid where the employee is compensated to provide training and/or education program support, including but not limited to employees remunerated as a Paramedic Educator, Clinical Support Officer, Driving Standards Coordinator, Team Manager, Senior Team Manager, Paramedic Community Support Coordinator and Team Leader Clinical Triage.

36.7 Crib meal allowances

(a) Crib meal allowance

An 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 AV.

Note: The meal allowance is included in the aggregated rates of pay in Appendix 1, meaning that there is no entitlement for employees to claim it separately.

(b) Interrupted meal allowance

An employee called back to duty before having completed a meal break, is entitled to one interrupted meal allowance of \$7.25 in any shift. An additional interrupted meal allowance is payable if the shift has two crib meal breaks and



an employee is called back to duty before having completed the second meal break.

(c) **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.

36.8 Late crib meal allowances

(a) Where a crib meal break is not provided in accordance with clause 60.2 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 \$4.94 in respect of the first hour or part thereof;
- (ii) A payment of \$4.94 in respect of the second hour or part thereof; and
- (iii) A payment of \$9.89 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 36.8(a), and the payments extend past the end of the second crib meal break WOO in clause 60.2(b)(iii) (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 36.8(a) until the second crib meal break is completed.

36.9 Overnight Travel / Living Away From Home

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

- (a) an overnight travel allowance specified in Appendix 10 (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 AV provides such accommodation including laundry facilities;
- (c) where pre-approved by AV, payment for agreed travel time and distance which will be paid in accordance with the rates set out in clause 36.18;
- (d) an allowance to cover meal expenses as follows:



01/07/2024

Breakfast	19.57
Lunch	39.17
Dinner	58.76
Total	117.50

- (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 36.9(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 1 July each year.
- (g) An employee who is provided with a meal will not receive a meal allowance.

36.10 Accommodation

- (a) An employee at a branch station of 1-3 officers, who is required to reside in quarters provided by AV, will have 10% deducted for rent, from the employee's weekly rate of pay in clause 31, subject to authorisation by the employee.
- (b) This clause will not apply to relieving staff whilst living away from home.

36.11 Driving Licence

An employee who is required by AV 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 22.2(e)). However, Ambulance Community Officers will be entitled to receive this allowance in accordance with clause 46.15.

36.12 Operational Crewing Allowance

- (a) An employee 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 10 per hour or part thereof, for the period that the employee is required to provide such training.
- (b) This allowance is not paid where the employee is compensated to provide training and/or education program support, including but not limited to employees remunerated as a:
 - (i) Paramedic Educator;
 - (ii) Clinical Support Officer;
 - (iii) Driving Standards Coordinator;



- (iv) Team Manager;
 - (v) Senior Team Manager;
 - (vi) Paramedic Community Support Coordinator; or
 - (vii) Team Leader Clinical Triage.
- (c) An employee in receipt of the Program Required Support Allowance in clause 36.6 is not also entitled to the allowance in clause 36.12(a).

36.13 Single Officer Allowance

- (a) An employee rostered to undertake and perform operational stretcher duties as a single officer crew (including where the employee is rostered to perform such duties with an ACO) is entitled to the single officer allowance specified in Appendix 10 per hour (or part thereof) in which they perform such duties (including any period of overtime performing such duties).
- (b) For clarity, an employee rostered or required to undertake and perform operational stretcher duties as a single officer crew for part of a shift is entitled to the single officer allowance for that portion of the shift.

For example, if an employee in a dual crew is required to undertake and perform operational stretcher duties for half of their shift after the other crew member's shift finishes early (e.g. due to personal leave), the employee will be entitled to the single officer allowance during the remaining half of the shift.

- (c) The single officer allowance is only payable in respect of periods in which the employee actually undertakes and performs operational stretcher duties as a single officer crew, and is not payable in respect of periods not worked (such as periods of leave) except for any paid crib meal break (or part thereof) taken under clause 60.2 during which the employee would have otherwise been performing operational stretcher duties as a single officer crew.
- (d) The single officer allowance is not payable to an employee:
- (i) in receipt of the MICA Single Responder Unit Allowance in clause 36.14;
 - (ii) already remunerated for being required to work as a single responder, including an employee engaged in any of the following classifications (including variants of any of the following classifications):
 - (A) ALS Ambulance Response Unit (ARU) Ambulance Paramedic;
 - (B) MICA Paramedic Single Responder;
 - (C) MICA Flight Paramedic;
 - (D) Motorcycle Responder Paramedic;
 - (E) Paramedic Community Support Coordinator; or



(F) Clinical Support Officer (CSO).

36.14 MICA Single Responder Unit Allowance

- (a) This allowance is incorporated into the aggregated base rates of pay provided by clause 31 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 AV 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 AV to facilitate the implementation of the MICA Operations Plan and the expansion of single responder and peak period MICA units.

36.15 Flying Allowance

- (a) Any 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) 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 36.15(a) and 36.15(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.

36.16 Higher duties

Subject to clause 36.17, 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.

36.17 Overtime when performing relieving or higher duties

- (a) An employee:
 - (i) who performs an overtime shift or shifts during a period when they are 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 53 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 they agree to relieve.

36.18 Travelling Allowance

- (a) An employee, other than an employee required by AV 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 AV’s time and fares and incidental expenses will be paid by AV;
 - (ii) if required to use their own motor vehicle (whether powered by an internal combustion engine or electric motor) in connection with AV’s business, the employee is entitled to be reimbursed at the rate of 88 cents per km.
- (b) The Travelling Allowance in clause 36.18(a) will be adjusted annually according to the rates per business kilometre determined by the Australian Taxation Office.
- (c) Provided that clause 36.18(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 Flexible Shift Paramedic, Senior Reserve Paramedic, Roster Cycle Allocation Paramedic, Relieving Paramedic or Rural Senior Relieving Paramedic, except for periods of additional travel in accordance with clauses 44.10(b) or 44.15.

36.19 Unsociable hours on-call allowance

- (a) 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 10. The allowance is paid each hour that the employee is rostered to an on-call period:
- (i) commencing after 1800 hours on a Friday, Saturday or Sunday; and
 - (ii) finishing between 0100 and 0800 hours (inclusive) the following day.
- (b) Employees working rostered on call are entitled to the unsociable hours on-call allowance set out in Appendix 10 in lieu of the unsociable shift incentive payment in clause 37.3.

37. PENALTIES

Summary

This clause sets out the penalties to which eligible employees are entitled under this Agreement.

Penalties are higher rates of pay that eligible employees may be entitled receive if they work at particular times of the day, on certain days of the week, or in certain patterns of work.

The penalties provided for in this clause are:

- Shift Penalties
- Special Penalty Rates for Saturday and Sunday
- Unsociable Shift Penalty

37.1 Shift Penalties

- (a) Subject to clauses 37.1(d), 37.1(e), 45.2, 51.5 and 56, 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 37.1(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 penalties in 37.1(a) and 37.1(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 37.1(a) above and the second penalty will increase from 4.5% to 5%. The allowance will be calculated to the nearest five cents, portions of a cent being disregarded.
- (e) Shift penalties under this clause 37.1 form part of the rolled-in rate of pay and are not separately paid to an employee who receives the rolled-in rate of pay.

37.2 Special Penalty Rates for Saturday and Sunday

- (a) 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.
- (b) Special Rates under this clause 37.2 are not paid to an employee receiving the rolled-in rate of pay.

37.3 Unsociable Shift Incentive

- (a) Employees will be paid the unsociable shift incentive of \$185 for each shift worked in the circumstances in clause 37.3(b), in accordance with Appendix 10.
- (b) The incentive payment is a fixed sum paid to employees that work and complete an ordinary rostered period of duty that is six hours or more in length, which:
 - (i) commences on a Friday, Saturday or Sunday; and
 - (ii) finishes between 0100 and 0800 hours (inclusive) the following day.
- (c) The incentive payment in clause 37.3(a) does not apply to:
 - (i) Casual employees;
 - (ii) Employees that are working a full shift on overtime and being paid the rates of pay in accordance with clause 51.5;
 - (iii) Employees working rostered on-call in accordance with clause 53; or
 - (iv) Employees that do not work or complete the ordinary rostered period of duty.

38. ATTRACTION TO DESIGNATED REMOTE LOCATIONS

38.1 Definitions

- (a) For the purposes of this clause 38, “52 weeks in position” means that an employee is rostered to work at the specified location, or other location agreed by AV, for a consecutive 52 week period inclusive of approved leave other than long service leave, career break and other approved forms of leave without pay.

38.2 Specified locations



- (a) AV will have sixteen (16) locations designated as a Category 1 location and twelve (12) locations designated as a Category 2 location. For the purposes of this clause 38.2, a location is a single team list. The designated Category 1 and Category 2 locations are subject to change after consultation with Employee Representatives.
- (b) AV will publish the designated Category 1 locations and Category 2 locations in a place accessible to employees covered by the Agreement.

38.3 Attraction Payment

- (a) An employee who accepts a transfer or allocation to a Category 1 location or Category 2 location will receive an Attraction Payment, subject to the eligibility requirements and conditions set out in this clause.
- (b) The annual Attraction Payment consists of the following:
 - (i) on production of receipts or other similar documentation, a reimbursement of pre-approved expenses incurred up to a maximum of \$5,000 in relocating to the designated Category 1 or Category 2 location (e.g. removal and transport expenses) and/or the employee can elect, where they have an outstanding HECS-HELP loan, to receive a payment directly to the HECS-HELP loan subject to providing evidence of the outstanding HECS-HELP loan. The employee may request for the \$5000 payment to be divided into relocation expenses and HECS-HELP and may request the proportion of these allocations; and
 - (ii) an annual Attraction Payment will be payable in accordance with the following table:

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Category 1	\$5,000	\$5,000	\$7,500	\$7,500	\$10,000	nil	nil
Category 2	\$2,500	\$2,500	\$2,500	\$5,000	\$5,000	\$7,500	nil

- (c) The year specified in the above table will be calculated to commence from the date that the employee commences work at the Category 1 or Category 2 location and will end 52 weeks after that commencement date.
- (d) The annual Attraction Payment will be paid on a pro-rata basis for number of weeks the employee is rostered to work at the specified location, or other location as agreed by AV. For the avoidance of doubt, employees will not be disadvantaged for working reduced average weekly hours.
- (e) The annual Attraction Payment, as set out in the table above, is a gross amount which will be subject to applicable taxation and payable upon the employee submitting a relevant claim form in accordance with AV procedures and as set out at clause 38.4(e) below.

38.4 Eligibility for an Attraction Payment



- (a) Employees will become eligible for an Attraction Payment if they accept a transfer or allocation to a Category 1 or Category 2 location on or after the day on which the location is published as a Category 1 or Category 2 location by AV.
- (b) If, after an employee receives written confirmation from AV of their allocation or transfer to a location, that location is then designated as a Category 1 or Category 2 location, the employee will not be eligible for an Attraction Payment, nor will they be eligible for a priority transfer to a branch location in accordance with clause 38.6.
- (c) If an employee, in accordance with the terms of this clause, becomes eligible for an Attraction Payment, and the location is subsequently removed from the Category 1 or Category 2 list of locations, the employee will continue to receive the Attraction Payment until the Attraction Payments cease in accordance with the payment schedule set out clause 38.3(b)(ii). The employee will also remain eligible for a priority transfer to a branch location in accordance with clause 38.6.
- (d) An employee who, as at the date of operation of this Agreement, was in receipt of an Attraction Payment in accordance with the Ambulance Victoria Enterprise Agreement 2020 will (subject to their continued eligibility to receive the Attraction Payment) nominate to receive their future Attraction Payments at the amount as set out at clause 38.3(b)(ii) as either:
 - (i) commencing from the amount for Year 1, regardless of the number of years the employee was already in receipt of the Attraction Payment under the Ambulance Victoria Enterprise Agreement 2020; or
 - (ii) the amount, as set out at clause 38.3(b)(ii) of this agreement recognising all eligible time work worked to date.
- (e) The employee may make a claim for an Attraction Payment upon completion of 52 weeks in position at the Category 1 or Category 2 location. Where an employee completes less than 52 weeks in position within a 12 month period at the Category 1 or Category 2 location, the employee may make a claim for the Attraction Payment on a pro-rata basis in accordance with 38.3(d).

38.5 Early Termination of Arrangement

- (a) Where an employee leaves the Category 1 or Category 2 location at their own initiative within 12 months of relocating to the Category 1 or Category 2 location, AV 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 38.3(b)(ii), subject to authorisation by the employee.
- (b) Where an employee leaves the Category 1 or Category 2 location at their own initiative after 12 months but before 24 months of the employee's relocation, AV may deduct from any payment due to the employee, an amount equal to 50% of any payments made in accordance with 38.3(b)(ii), subject to authorisation by the employee.
- (c) AV will not deduct any monies in accordance with this clause where an employee leaves the Category 1 or Category 2 location due to exceptional, unforeseen personal or family circumstances. AV will not deduct any monies



or offset any amounts owed against the employee's accrued leave entitlements.

- (d) An employee may elect to have the deduction applied to payments in equal instalments over a period of time.

38.6 Priority transfer to branch location

- (a) An employee who transfers to a position at a Category 1 or Category 2 location in accordance with this clause is eligible to nominate a Priority Transfer. A Priority Transfer entitles the employee to have their transfer nomination prioritised ahead of existing employee requests for routine transfers and allocations, other than where exceptional circumstances apply. For the avoidance of doubt, employees who do not transfer but are allocated to a Category 1 or Category 2 location are not entitled to a Priority Transfer.
- (b) Where an employee requests a Priority Transfer, the employee must complete the following minimum number of years at the designated Category 1 or Category 2 location, or other location as determined by AV before they can accept a transfer:
 - (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.
- (c) For the purposes of this sub-clause, a year's time in position equates to a 52 week period, as defined at clause 38.1.
- (d) Where an employee has worked less than an aggregate of 52 weeks in position in a particular year, the time in position can be aggregated with time in position in a subsequent year, provided that the total required period in position is completed within a reasonable timeframe.
- (e) An employee who accepts a transfer to a Category 1 or Category 2 location can nominate to either:
 - (i) return to the team list they are on at that time as their Priority Transfer destination; or
 - (ii) transfer to a location within their nominated Local Government Area (**LGA**) (for Rural Regions) or nominated Ambulance Service Area (**ASA**) (for Metropolitan Regions).
- (f) An employee that nominates to return to their team list, as per clause 38.6(e)(i), will be offered a date of transfer to that location that is within six (6) months of the employee completing the minimum time in position.
- (g) Transfer to a location within the nominated LGA or nominated ASA, as per clause 38.6(e)(ii), will be subject to vacancies in teams within that ASA or LGA. AV will determine the location within the nominated ASA or LGA that the employee will be offered as a priority transfer. Fulfilling the requirements outlined at clause 38.6(b) of being at a Category 1 or Category 2 location does not guarantee an employee an automatic transfer to a location with their



nominated ASA or LGA upon completion of the relevant time in position. An offer for transfer to a location within the nominated ASA or LGA will only be made once an appropriate vacancy arises and will be prioritised over other transfers or allocations, unless exceptional circumstances apply.

- (h) Should an employee wish, at any stage, to change their nominated LGA or ASA, the employee will be required to complete the agreed remaining time in position, as set out in clause 38.6(b) or 12 additional months, whichever is greater.
- (i) Where AV offers an eligible employee a transfer to a location within their nominated ASA or LGA or return to their team list, the employee can decline the offer. An employee that declines a priority transfer offer, remains entitled to nominate a subsequent Priority Transfer and will be required to work 12 additional months at the specified location, or other location agreed by AV, prior to being eligible to accept the related transfer offer.
- (j) Only an employee who accepts a position at a Category 1 or Category 2 location in accordance with this clause can bring a dispute or grievance under clause 14 of the Agreement in relation to the application of this clause.

39. UNIFORM AND PROTECTIVE CLOTHING

39.1 Subject to clause 39.4 AV will provide all employees with the following items to undertake their duties, free of charge:

- 1 warm soft shell jacket
- 1 belt with insignia and buckle
- 1 tie
- 1 rain suit (comprising 1 rain jacket and 1 rain pants)
- 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 PPE bag
- 2 knitwear (pullover/vest)
- 1 protective helmet
- 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 but at least 1 long sleeve for formal occasions)

AND

- clothing provided as a replacement for items above.

39.2 In addition to the clothing in clause 39.1 above, employees will be provided with 2 pair of shorts on request.



39.3 Items of uniform are for use in the course of employment and will remain the property of AV who will clean, repair and replace them as and when reasonably necessary. The cleaning of uniform will extend only to the warm soft shell jacket, knitwear and long trousers.

39.4 Where AV requires an employee to wear a uniform or other protective clothing other than that prescribed in clause 39.1, AV will provide the uniform or clothing required for the specific duties of that role.

40. TERTIARY INSTITUTION SECONDMENT

40.1 Secondment of an employee to a recognised tertiary institution is subject to approval by AV.

40.2 An employee seconded from AV 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.

40.3 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 AV;
- (b) by the tertiary institution, without notice for serious and demonstrable inefficiency, neglect of duty, unsatisfactory performance of duty, malingering or misconduct.

40.4 This clause has no application to Clinical Support Officers.

41. PAYMENT OF WAGES AND PAYSLEIPS

41.1 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.

41.2 Employees will be provided with a payslip setting out relevant remuneration details in accordance with the Act, including overtime.



- 41.3 With the exception of overtime that forms part of an employee's normal rostered hours of work in accordance with clause 51.6, 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.

42. REMUNERATION RECORDS

- 42.1 AV 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.
- 42.2 Remuneration records will be available for inspection in accordance with the requirements of the Act or any Act that replaces it.

43. RESOURCE ALLOCATION

- 43.1 AV must follow the requirements of clause 44 before utilising the provisions in clause 43.2.
- 43.2 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 AV's operational and service delivery requirements.
- 43.3 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 14.



44. FLEXIBLE SHIFTS, SHIFT ALLOCATION AND RELIEVING PARAMEDICS

Summary

To meet its operational and service delivery requirements AV rosters and allocates employees to fill shifts. When rostering and allocating employees to shifts AV will engage with employees on their preferences and seek to minimise employee disruption and excessive travel.

This clause details the following obligations and duties:

- Metropolitan Temporary Reserve obligation
- Roster Cycle Allocation Paramedic duties, including specific arrangements for employees in rural regions
- Flexible Shift Paramedic duties, including confirmation that employees in rural regions undertake these duties on a voluntary basis only

and the following related details for each duty:

- operational requirements;
- compensation and allowances;
- shift allocation;
- contact requirements; and
- travel.

This clause also addresses specific arrangements for employees that decide to accept a secondment in the classifications of:

- Senior Reserve Paramedic;
- Rural Senior Relieving Paramedic; and
- Relieving Paramedic, including those appointed to Relieving Paramedic.

44.1 For the purposes of clause 44, the following definitions apply:

- 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.
- Allocated Shift** means a shift that an employee is directed to work by AV when rostered to work a Flexible Shift, in accordance with clause 44.7;
- Rostered Shift** is an employee's planned shift that forms part of their ordinary hours of work and/or regular roster;
- 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). 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;
- Flexible Shift Paramedic (FSP)** means an employee rostered to and undertakes Flexible Shifts in the metropolitan and/or rural regions in



accordance with clause 44. For the avoidance of doubt, employees seconded to Senior Reserve Paramedic and Rural Senior Relieving Paramedic undertake Flexible Shift Paramedic duties.

- (f) **Flexible Shift Paramedic Allowance (FSPA)** means an allowance of \$100 per shift paid pursuant to the terms of clause 44. Employees compensated with a Senior Reserve Paramedic or Rural Senior Relieving Paramedic classification are ineligible to receive the Flexible Shift Paramedic Allowance;
- (g) **Commuted Reserve Allowance (CRA)** means an allowance as defined in clause 44.6(a)(iii);
- (h) **Metropolitan Temporary Reserve (MTR)**, previously known a 'Temporary Reserve Paramedic', means the obligation on employees from metropolitan region to undertake Roster Cycle Allocation Paramedic and/or Flexible Shift Paramedic duties in accordance with the terms of clause 44.2;
- (i) **Roster Cycle Allocation Paramedic (RCAP)** means a paramedic that is required by AV to be allocated to and undertakes duties at a location other than their normal place of work for a roster cycle to meet operational requirements in accordance with the terms of clauses 44.2 and/or 44.3;
- (j) **Roster Cycle Allocation Paramedic Allowance (RCAPA)** means an allowance of \$65 per shift paid pursuant to the terms of clause 44.6. Employees compensated with a Senior Reserve Paramedic or Rural Senior Relieving Paramedic classification are ineligible to receive the Roster Cycle Allocation Paramedic Allowance;
- (k) **Primary Location** is the location from which an employee undertakes a rostered Flexible Shift if they are not allocated by AV as per clause 44.7. For Senior Reserve Paramedics and Rural Senior Reserve Paramedics, this is defined in their Secondment Agreement. For Flexible Shift Paramedics, this is their Home Branch as defined in 44.1(a) unless another location is mutually agreed upon, such as ALS Flight Paramedics. For the avoidance of doubt, an employee can still be allocated to fill shifts at their home branch and will not be entitled to claim time or travel to their home branch;
- (l) **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;
- (m) **Senior Reserve Paramedic (SRP)** means a paramedic seconded to undertake Flexible Shift Paramedic duties in the classification of Senior Reserve Paramedic in the Metropolitan Regions as defined in clause 35.1(q);
- (n) **Rural Senior Relieving Paramedic (RSRP)** means a paramedic seconded to undertake Flexible Shift Paramedic duties in the classification of Rural Senior Relieving Paramedic in the Rural Regions as defined in clause 35.1(p);
- (o) **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 35.1(o);



44.2 Operational requirements - Metropolitan Temporary Reserve Paramedic obligation (metro only)

- (a) All ALS, BLS and MICA Paramedics in the Metropolitan Region may be required to work 8 weeks per annum as either a Roster Cycle Allocation Paramedic and/or a Flexible Shift Paramedic. By mutual agreement Graduate Paramedics under Indirect Supervision, may be requested to undertake Flexible Shift Paramedic duties.
- (b) Additionally, all ALS, BLS and MICA Paramedics in the Metropolitan Region may be requested to work an additional period of 4 weeks as Roster Cycle Allocation Paramedic or Flexible Shift Paramedic to meet the operational requirements of AV. Such requests will not be unreasonably refused.
 - (i) All reasonable efforts will be exhausted to ensure all eligible employees complete the initial combined total 8 weeks of either Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duty before employees are requested to complete the additional 4-week period.
 - (ii) Prior to the additional 4 weeks of Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duty being sought AV will consult with the relevant Employee Representative.
- (c) Additional periods working as a Roster Cycle Allocation Paramedic or Flexible Shift Paramedic may be worked by agreement between the employee and Employer and dependent on operational need.
- (d) 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.

44.3 Operational requirements (rural only) – rural Roster Cycle Allocation Paramedic duties

- (a) In rural regions, AV may require an employee to be temporarily allocated to a location other than their home branch for a roster cycle to undertake Roster Cycle Allocation Paramedic duties. Prior to requiring an employee to be temporarily allocated to another location, AV will exhaust all voluntary options by:
 - (i) Appropriately allocating suitable Relieving Paramedics and Rural Senior Relieving Paramedics; and
 - (ii) Engaging with employees regarding their general preference to be temporarily allocated to another location and seeking suitable employee volunteers, inclusive of employees on FWAs; and
 - (iii) Equitably sharing opportunities amongst suitable employee volunteers.
- (b) Where AV has demonstrated it has complied with clause 44.3(a) and no suitable employees are available to fill vacancies at a location or suitable



volunteers from other locations, AV may require an employee to be temporarily allocated to a location other than their home branch for a roster cycle. Requests will be made equitably to suitable employees, including where there is a requirement to fill consecutive roster cycles. An employee may reasonably refuse a request, having regard to:

- (i) the employee's personal circumstances including any family responsibilities; and/or
 - (ii) excessive travel for the employee to attend the allocated location; and/or
 - (iii) the employee not being provided at least 28 days' notice.
- (c) Employees who are temporarily allocated in accordance with clause 44.3, rural Roster Cycle Allocation Paramedic duties, to another location will undertake the full shift at the allocated location, and commence at the Allocated Shift location at the Allocated Shift start time.
- (d) Unless otherwise agreed, an employee that is rostered to their Home Branch, including where the employee reasonably refuses a requirement to work Rural Roster Cycle Allocation will, as per clause 49.6, commence and complete their shift at the start and finish time for their shift at the location they are rostered.
- (i) Where an employee is then required to move to a secondary location, AV may request that the employee complete their shift at the secondary location, however the employee may elect to finish their shift at their Home Branch where:
 - (A) the secondary location is a greater distance from the employee's residence than the employee's Home Branch; or
 - (B) the employee's personal circumstances, including caring responsibilities reasonably require the employee to finish their shift at their Home Branch; or
 - (C) otherwise agreed by AV.
 - (ii) Where an employee completes their shift at the secondary location, the employee will be able to claim time and travel to residence, in accordance with clause 36.18.
 - (iii) Where the employee will complete their shift at their Home Branch, AV will take reasonable measures that allows the employee to complete their rostered shift at their at Rostered Shift end time.
 - (iv) When returning to Home Branch, in accordance with this clause, the employee will travel safely, without unnecessary delay and by the most suitable direct route.

44.4 Grievances - Roster Cycle Allocation Paramedic (rural only)

- (a) If an employee is aggrieved about the allocation of work and/or work placements as Rural Cycle Allocation, they may lodge a grievance in accordance with the provisions of clause 14 of the Agreement.



- (b) If an employee or group of employees are aggrieved about AV's use of clause 38.5, they may lodge a grievance under clause 14 of the Agreement.

44.5 **Operational Requirements - Flexible Shift Paramedic duties**

- (a) When undertaking Flexible Shift Paramedic duties when seconded to the role of Senior Reserve Paramedic, Rural Senior Relieving Paramedic, or working as a Flexible Shift Paramedic, employees must:
 - (i) be contactable outside of work hours to confirm shift allocation;
 - (ii) confirm shift allocation at earliest reasonable opportunity that is at least 60 minutes prior to Rostered Shift start time by accessing the communication tools by which AV advises employees of shift allocation; and
 - (iii) have access to a motor vehicle and be responsible for arranging timely transport between their residence and their allocated shift location.
- (b) For employees in the Metropolitan Region, when required to complete single Flexible Shifts subject to notification requirements in clause 44.9 will be paid the Flexible Shift Paramedic Allowance. Single Flexible Shifts worked will be counted for the purposes of calculating time worked as a part of the Metropolitan Temporary Reserve obligation in clause 44.2(a).
- (c) For employees in the Rural Regions, where AV determines an operational requirement for single shift flexibility, and local Rural Senior Relieving Paramedic seconded employees are not available, employees in Rural Regions may accept an offer from AV to work a shift as a Flexible Shift Paramedic at a specified primary location and corresponding nominated area. The Employee will be paid the Flexible Shift Paramedic Allowance in accordance with clause 44.6(a)(ii).

44.6 **Compensation and Allowances - Flexible Shift Paramedic and Roster Cycle Allocation Paramedic duties**

- (a) The following allowances set out in this clause compensate employees for all aspects of working as a Roster Cycle Allocation Paramedic or a Flexible Shift Paramedic including travel time and mileage, subject to clause 44.6(b):
 - (i) Roster Cycle Allocation Paramedic Allowance is \$65 per individual shift (in recognition of the change of location for roster cycle).
 - (ii) Flexible Shift Paramedic Allowance is \$100 per individual Flexible Shift (in recognition of the contactability and daily disruption associated with the allocation of work when rostered to Flexible Shifts).
 - (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. Senior Reserve Paramedics and Rural Senior Relieving Paramedics are not eligible to receive Cycle



Allocation Paramedic Allowance or the Flexible Shift Paramedic Allowance.

- (b) The Roster Cycle Allocation Paramedic Allowance and Flexible Shift 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 or a MICA Intern, unless the employee is required by AV to undertake Flexible Shift Paramedic duties for which the Graduate Paramedic or MICA Intern will receive the Flexible Shift Paramedic Allowance.
 - (iii) as an Ambulance Paramedic or MICA Paramedic rostered with a Paramedic Educator or Sessional Clinical Instructor for training purposes;
 - (iv) rostered to work at a location attached to their Home Branch;
 - (v) rostered to a combination roster that works across more than one location, including their Home Branch;
 - (vi) employee-initiated roster changes or shift swaps, except where also required by AV to undertake Flexible Shift Paramedic or Cycle Allocation Paramedic duties;
 - (vii) rostered training days, unless the employee has already been rostered to Cycle Allocation Paramedic or Flexible Shift Paramedic duties;
 - (viii) employed under higher duties arrangements, unless the employee is required by AV to undertake Flexible Shift Paramedic duties in conjunction with the higher duties;
 - (ix) secondment to alternative duties;
 - (x) 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);
 - (xi) an overtime shift; or
 - (xii) special or extraordinary circumstances where it is deemed necessary to move an employee to an alternate work location for behavioural, clinical, or personal reasons.
- (c) For the purposes of FWAs 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.



- (d) For the purposes of FWAs 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 Cycle Allocation Paramedic Allowance or Flexible Shift 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 36.18. The restrictions contained in clauses 36.18(c)(iii) and 36.18(c)(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.*

44.7 Shift Allocation – Roster Cycle Allocation Paramedic and Flexible Shift Paramedic

- (a) In allocating employees undertaking Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duties to locations of work under this clause, AV 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 44.10(b) (which is travel time in excess of 60 minutes in a Metropolitan Region and 50 minutes in Rural Regions), AV will make reasonable endeavours to minimise this additional travel with consideration given to the OH&S implications associated with excess travel.
- (b) When rostered to and undertaking Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duties will be required to commence and complete duty at the Allocated Shift location determined by AV 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 44.10.
- (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 Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duties employees will be required to work the roster specified by AV in accordance with operational requirements of the branch they are rostered to, subject to the notice provisions of clause 49 of the Agreement.
- (g) If an employee is aggrieved about the allocation of work and/or work placements when rostered to undertake Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duties, they may lodge a grievance in accordance with the provisions of clause 14 of the Agreement.

44.8 **Contact requirements - Roster Cycle Allocation Paramedic duties**

- (a) An employee who undertakes Roster Cycle Allocation Paramedic duties in the metropolitan or rural regions is not required to be contactable outside of normal working hours for the purposes of shift allocation.

44.9 **Contact requirements - Flexible Shift Paramedic duties**

- (a) The contact arrangements set out in this clause are designed to enable AV to allocate shifts in advance wherever possible.
- (b) AV will notify the employee of their Allocated Shift 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, AV 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 one



hour prior to Rostered Shift start time, and the employee has confirmed by accessing the Roster Kiosk (or other communication device by which AV reallocates the shift) that a shift has not been allocated, the employee must, prior to leaving their residence, call AV's Rosters department. If no shift is allocated, the employee will proceed to their Primary Location by their Rostered Shift start time 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. This clause does not apply to an employee who agrees to undertake Flexible Shift Paramedic duties on the day of shift.
- (h) No additional payment, as per subclause 44.9(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 this clause 44.9.

44.10 **Travel - Cycle Allocation Paramedic and Flexible Shift Paramedic duties**

- (a) Work-related travel: when rostered to undertake Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duties employees who are required to move to a secondary location after reporting for duty will be required to travel in their own motor vehicle. AV 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 36.18 of the Agreement, subject to the obligations in clause 44.7 being met.
- (b) Additional Time and Travel: when rostered to undertake Roster Cycle Allocation Paramedic or Flexible Shift Paramedic duties and the employee's Allocated Shift location is a greater distance from their residence than their normal location of work, any travel time and mileage can be claimed in accordance with clause 36.18. The restrictions contained in clause 36.18(c)(iv) will not apply in this instance. For the avoidance of doubt:
 - (i) Additional time in the metropolitan region is time in excess of 60 minutes.
 - (ii) Additional time in the rural regions is time in excess of 50 minutes.
- (c) Provided that clause 36.18 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 Flexible Shift Paramedic in a Rural Region in accordance with clauses 44.10(b) and (c).

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 not 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 not 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 FWAs 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 clause 36.18.

Example – calculation of additional travel when working fixed shifts as part of a Flexible Work Arrangement in accordance with clause 44.10(d).

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, unless the employee notifies Communications 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 a 10-hour break. The Communications Staff will record the commencement of the 10-hour break in accordance with the example given in clause 44.10(c) above.
- (f) Consideration will be given to the OH&S implications associated with excess travel.

44.11 **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.

44.12 **Paramedic Secondments – Senior Reserve Paramedic & Rural Senior Relieving Paramedic**

- (a) An employee who accepts a secondment as a Senior Reserve Paramedic will be seconded to the role for a minimum period of two years.
- (b) AV will give consideration to employee requests to undertake a Rural Senior Relieving Paramedic secondment at reduced weekly hours, such as a flexible working or permanent part time arrangement.
- (c) An employee who accepts a secondment as a Rural Senior Relieving Paramedic will be seconded to the role for a period of two years.



- (d) 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 who apply.
- (e) Senior Reserve Paramedic and Rural Senior Relieving Paramedic roles have a Primary Location defined in their secondment agreement. Rural Senior Relieving Paramedic roles also have a Nominated Area defined in their secondment agreement.
- (f) Senior Reserve Paramedics and Rural Senior Relieving Paramedics are to be released from working Flexible Shifts 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.
- (g) Whilst seconded to the role of Senior Reserve Paramedic, AV 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:

- (h) 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:

- (i) 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.

44.13 **Additional Arrangements applying to Rural Senior Relieving Paramedic**

- (a) There will be 100 two-year Rural Senior Relieving Paramedic secondments available at any time. The number of two-year secondments cited in this clause will be the minimum number of secondments available for the duration of the agreement. AV will take all reasonable steps to second to these positions.
- (b) The allocated number and location of Rural Senior Relieving Paramedic secondments may change at the discretion of AV.
- (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, rural employee uptake of Flexible Shift Paramedic duties and numbers of additional roster cycles of Flexible Shifts required by AV;
 - (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, AV may relocate the secondment to another Primary Location.

44.14 Relieving Paramedic

- (a) Relieving duties which require an 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 AV 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.

44.15 Relieving Paramedic - Compensation and Allowances

- (a) The aggregated base rate of pay for Relieving Paramedic is specified in Appendix 1.
- (b) Where pre-approved by AV, employees undertaking relieving duties will be entitled to claim allowances in clause 36.9 (living away from home allowance).
- (c) AV may pre-approve employees who are undertaking relieving duties and required by AV to live away from home to claim agreed travel time and



distance which will be paid in accordance with the rates set out in clause 36.18.

- (d) This clause does not affect the application of shift related entitlements, such as crib meal break windows of opportunity and Program Required Support allowance which would otherwise be payable to the employee.



45. COMMUNITY EDUCATION

- 45.1 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.
- 45.2 In lieu of the rates specified in clause 22, the casual hourly ordinary time rate of pay for sessional community education activities will be \$80.57 regardless of the day or time of engagement. This hourly rate will be adjusted in accordance with the wage increases prescribed in clause 31.3 and paid from the FFPPOA the dates specified in that clause. Employees performing sessional community education activities are not entitled to the rolled-in rate of pay.
- 45.3 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.
- 45.4 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 51 in addition to the hourly rate for sessional community education activities.

46. AMBULANCE COMMUNITY OFFICERS

- 46.1 Ambulance Community Officers (**ACOs**) are casual employees engaged by AV 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.
- 46.2 The closest available paramedic crew/s will be co-responded to "back up" ACO crews unless deemed inappropriate by the AV's Communications 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.
- 46.3 ACOs may be used to support paramedics providing single officer responses where two officer crewing is not immediately available.
- 46.4 ACOs may also be used to provide a response in circumstances where paramedics are not available to immediately respond and where AV has taken reasonable measures to exhaust paramedic options, AV will take all reasonable steps to fill planned operational shifts with the required employee clinical skill set, including replacing an ACO with a paramedic if one becomes available.
- 46.5 Where AV has allocated an ACO to fill a paramedic shift vacancy and a paramedic in reasonable proximity then makes themselves available and is able to work all or the remainder of the shift, AV will replace the ACO with the paramedic.
- 46.6 Where the ACO is removed from the paramedic vacancy after they have commenced the rostered shift, the ACO will either be:



- (a) offered operational duties at another location for the remaining hours of the shift; or
 - (b) released from duty for the remainder of that shift and receive payment for time worked or four hours at the rate applicable for first four hours of the shift, whichever is greater.
- 46.7 ACOs will be trained by AV and are required to obtain minimum competency standards to provide immediate emergency ambulance first response, care and transport.
- 46.8 All ACOs who hold an Ambulance Victoria ACO Authority To Practice for 2024 and/or 2025 as at 1 December 2024 will receive a \$2,000 lump sum payment. For the avoidance of doubt, ACOs employed after this date will not be eligible to receive this payment.
- 46.9 ACOs will make themselves available for a minimum of 20 hours per month on average.
- 46.10 **ACO Availability Allowance**
- (a) From 10 November 2025, ACOs who are available to be called out to duty at their home branch for rostered periods of availability as required and agreed by AV will receive an availability allowance of \$5 per hour, or part thereof.
 - (b) The ACO Availability Allowance amount does not increase over the life of this Agreement.
 - (c) The availability allowance is payable for the period of availability as required by AV, including any period the ACO is called out to duty, and is paid in addition to any other entitlements related to being call out to duty.
- 46.11 ACOs will be paid an hourly rate based on 1/38th of the weekly aggregated base rate provided by clause 31.1. 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.
- 46.12 In addition to the base rate and casual loading, ACOs will be entitled to shift penalties in accordance with clause 37.1 of this Agreement on a pro rata basis for each hour worked per call to duty.
- 46.13 ACOs will be paid a minimum of 2 hours when called out to duty.
- 46.14 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.
- 46.15 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 36.11 for holding a current driving licence. The payment will be made in arrears on an annual basis.



- 46.16 Subject to clause 46.17, a crib break of 30 minutes is allowed for an ACO who works more than five (5) 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. This allowance does not increase over the life of this Agreement.
- 46.17 Where an ACO is rostered to fill a paramedic vacancy, the ACO will be entitled to take the crib meal breaks applicable to that shift under clause 60.2, which will be counted as time worked. The ACO will receive a meal allowance of \$14.76 for each crib meal break taken accordingly.

For example, an ACO filling a 12 hour paramedic shift vacancy will receive two (2) x ACO meal allowance. The ACO is not entitled to any additional payments in this circumstance.

- 46.18 An ACO will have a rest break of 10 consecutive hours in any 24 hour period.

46.19 ACO Team Leader administrative time

- (a) ACO Team Leaders in ACO only teams will be paid up to four (4) hours each week for administrative and operational readiness duties that are pre-approved by AV.
- (b) The employee will receive the rate of pay applicable at the time the pre-approved duties are undertaken.
- (c) Pre-approved duties may only be undertaken at times of day and on days of the week as pre-approved by AV.

- 46.20 Subject to clauses 22.2 and 88, the casual loading and other allowances are intended to compensate an ACO for all work performed. Unless the ACO has an express entitlement as a casual employee under this Agreement or the NES, an ACO is not entitled to the benefits of permanent employment nor any other payments, allowances or benefits under this Agreement.

47. ACCIDENT MAKE-UP PAY

47.1 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).

47.2 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.

47.3 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.

47.4 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 employees the weekly rate of pay for these purposes is the rolled-in rate of pay as determined in accordance with this Agreement.

47.5 Payment for part of a week

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

47.6 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.

47.7 Qualification for payment

- (a) Accident make-up pay is only payable whilst an employee remains in the employment of AV. Provided that:
 - (i) if an employee on partial incapacity cannot obtain suitable employment from AV but such employment is available with another Employer, then accident make-up pay will still be payable;
 - (ii) if the employment is terminated by AV, 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 47.3, 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 AV 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, AV may require the employee to forfeit any entitlement to accident make-up pay.

47.8 Cessation of weekly payments

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

47.9 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.

47.10 Death of an employee

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

47.11 Civil damages claims

47.12 An employee receiving or who has received accident pay will advise AV of any action the employee may institute for damages. If requested, the employee will provide an authority to AV entitling AV to a charge upon any money payable to any judgement or settlement on that injury.

47.13 Where an employee obtains judgement or settlement for damages for an injury for which the employee has received accident make-up pay, AV'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 AV, 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.

47.14 Where an employee obtains a judgement or settlement for damages against a person other than AV in respect of an injury for which the employee has received accident make-up pay, AV'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 AV the employee will pay to AV 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

48. ORDINARY HOURS OF WORK

- 48.1 Subject to clause 48.2, 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 AV and employee(s) concerned.
- 48.2 An employee who works 40 ordinary hours per week will be entitled to 12 ADOs per year, to be added to annual leave.
- 48.3 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.
- 48.4 Where an employee is allocated and commences a different Roster Pattern prior to completion of their previous Roster Pattern, the employee may request a review of their ordinary hours worked.

49. ARRANGING HOURS OF WORK

- 49.1 AV 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.
- 49.2 AV 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.
- 49.3 AV 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.
- 49.4 AV can introduce a roster other than the 10/14 roster without agreement subject to 28 days' notice to the affected employees and consultation in accordance with clause 15 so employees have the opportunity to raise any issues with their personal and family circumstances.
- 49.5 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 14.
- 49.6 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.



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

50. MAXIMUM CONSECUTIVE SHIFTS

50.1 No employee will be required to work more than ten consecutive shifts without 24 hours off duty.

50.2 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.

51. OVERTIME

51.1 End of shift management

- (a) This clause applies to paramedics undertaking operational duties.
- (b) The parties agree that the ability to finish rostered shifts on time is an essential priority of working conditions for paramedics whilst recognising the demands of an emergency response organisation.
- (c) AV will identify and ensure employees are aware of who the relevant manager is for the purpose of discussing end of shift management and discussions about a requirement to work reasonable overtime under clause 51.2.
- (d) From commencement of this Agreement, and other than in circumstances where the employee will be entitled to a protected hour from the end of their shift under clause 55, the following end of shift management practices will take effect:
 - (i) for all shift lengths: during the last 60 minutes of an employee's rostered shift, an employee will be required to respond to code two, code one and priority zero cases only;
 - (ii) for shift lengths less than 14 hours: upon the completion of an employee's rostered shift time, the employee will be required to respond to priority zero cases only; and
 - (iii) for shift lengths of 14 hours or greater: upon an employee reaching their rostered shift end time who is not allocated to a case, the employee will be placed out of service, unless otherwise mutually agreed by the employee and AV.
- (e) From 10 November 2025, and other than in circumstances where the employee will be entitled to a protected hour from the end of their shift under clause 55, the following end of shift management practices will take effect:



- (i) for all shift lengths: during the last 60 minutes of an employee's rostered shift, an employee will be required to respond to code one and priority zero cases only;
 - (ii) for all shift lengths: upon an employee reaching their rostered shift end time who is not allocated to a case, the employee will be placed out of service, unless otherwise mutually agreed by the employee and AV; and
 - (iii) for shift lengths less than 14 hours: in a period of incidental overtime following the end of their rostered shift an employee may be required to attend a priority zero case following a clinical assessment by an Communication Centre Clinician – ALS, Communication Centre Clinician – MICA or other clinically suitable roles as agreed by the Parties.
- (f) For clarity, nothing in clause 51.1(e) prohibits an employee from opting in to responding to a code two case during the last 60 minutes of an employee's shift that may take the employee into incidental overtime. AV will consult with Employee Representatives on the proposed mechanism that would allow employees to opt in to code two dispatch in the last 60 minutes of the employee's shift prior to implementation of this mechanism.
- (g) Nothing in this clause 51.1 diminishes an employee's right to refuse to work overtime in accordance with clause 51.2.

51.2 Requirement to work reasonable overtime

- (a) Subject to clause 51.2(b), AV 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 clause 51.2(b), the following must be taken into account by the employee and AV:
 - (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 AV's primary function to provide pre-hospital care and transport in an emergency setting;
 - (iv) the notice (if any) given by AV 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 51.2(c)(v) should be given to the relevant manager identified under clause 51.1(c) and occur as soon as reasonably practicable, but no later than prior to or at the commencement of the employee's rostered shift.
- (e) Subject to clause 51.2(f), where an employee considers a requirement to work overtime hours may be unreasonable, the employee must as soon as reasonably practicable, advise AV 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 51.2(c).
- (f) The discussion in clause 51.2(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, AV 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.
- (h) If the employee meets the notice requirements in clauses 51.2(c)(v), 51.2(d) and 51.2(e), and if the employee has not received a response to that notice before the final 60 minutes of their rostered shift, the employee has the right to refuse to accept dispatch in the last 60 minutes of that shift if it is reasonably considered that the dispatch will extend past the end of their rostered shift.

51.3 Development, implementation and review of end of shift management practices and overtime

- (a) The parties will work co-operatively on the development and implementation of:
- (i) end of shift management practices in clause 51.1; and
 - (ii) procedures in accordance with 51.2 for holding discussions with the relevant manager about end of shift management and about assessing the reasonableness of a requirement to work overtime.
- (b) The parties will review the implementation of these practices and procedures in accordance with clause 7 (Enterprise Agreement Implementation Working Group), including implementation of end of shift management procedures and operational service delivery.



51.4 Overtime rates

- (a) Subject to the on-call provisions, recall provisions, and clauses 51.5 and 51.6 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.

51.5 Full Shift Overtime

- (a) An 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 penalty under clause 37.1(a) or 37.1(b) of the Agreement or receive any other payment for the overtime shift.

51.6 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.

51.7 Incidental overtime

- (a) 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.

51.8 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 51.8(c) is then entitled to be released from duty under subclause 51.8(b).
- (e) The provisions on rest periods after overtime in subclauses 51.8(a) to (d) do not apply where an employee initiates a roster change.

52. TIMEBANK

Summary

This clause sets out employees' entitlement to request Timebank credit in lieu of overtime payment when:

- working additional shifts; or
- attending or facilitating eligible training.

Timebank credit can be used in lieu of working a rostered shift.

Employees must submit a request to use Timebank credit in lieu of a rostered shift in advance, with a minimum five days' notice. AV will consider each request in light of AV's operational and resourcing demands.

If Timebank credits are not used within 12 months of accrual, AV may pay out the Timebank credits to the employee. Employees may also request at any time to be paid for accrued but unused Timebank credits.

52.1 Definitions in this clause

- (a) **Additional shift** means a shift offered by AV's Rosters Department to an employee that is in addition to the employee's already rostered periods of duty.
- (b) **Eligible training** means training that is budgeted within the resource model (as prescribed by AV).

52.2 General operation of Timebank

- (a) Timebank operates as an agreed shift change between an employee and AV.
- (b) Timebank can be credited when an employee works additional hours as part of an additional shift in lieu of overtime payment, and debited when an employee is removed from a rostered shift.
- (c) Timebank credits and debits are not transferable between employees.

52.3 Accruing Timebank credit for additional shifts

- (a) An employee who accepts an additional shift may elect to have it credited to their Timebank, in lieu of being paid overtime for the additional hours worked.
- (b) The employee must request to have the additional shift credited to their Timebank at the time of accepting the additional shift. If the employee does not make the request at that time, the additional shift will be paid at overtime rates under clause 51.4.



- (c) Where an employee elects to credit an additional shift not falling on a Public Holiday, Timebank hours are accrued and will be credited on a 1:1 ratio based on the hours of the additional shift.

For example, if the employee accepts an additional shift of 12 hours, the employee will accrue and be credited 12 hours to their Timebank where requested.

- (d) Where an employee elects to credit an additional shift falling on a Public Holiday, Timebank hours are accrued and will be credited on a 1:1.5 ratio based on the hours of the additional shift.

For example, if the employee accepts an additional shift of 12 hours on Boxing Day, the employee will accrue and be credited 18 hours in their Timebank where requested.

- (e) Employees can elect to accrue up to a maximum of 48 hours of Timebank credit without approval. To accrue more than 48 hours of Timebank credit, the employee must receive approval from the relevant manager.

- (f) Timebank credit can also be accrued for attendance at or facilitation of eligible training.

- (g) Timebank credit cannot be accrued:

- (i) in lieu of incidental overtime, recall, standby, or call outs to duty while rostered to 'on-call';
- (ii) where an employee undertakes training while on annual leave;
- (iii) where the employee accepts an additional shift and elects to accrue Timebank credit, but is then absent for that additional shift; or
- (iv) other shift types and employee attendance as identified by AV.

52.4 Using Timebank credit in lieu of working rostered shifts

- (a) Employees may request to use their accrued Timebank credit in lieu of working a rostered shift. Employees must submit requests with a minimum of five days' notice before the impacted shift will take place.

- (b) Timebank credit can only be used in lieu of a rostered shift if AV agrees to the employee's request. AV cannot unreasonably refuse an employee's request to use Timebank credit in lieu of a rostered shift, but all requests to use Timebank credit will be considered subject to AV's operational and resourcing requirements.

For example, a request to use Timebank may be refused in circumstances where it is likely to cause a reduction in AV's community coverage.

- (c) Where Timebank credit is used in lieu of a rostered shift not falling on a Public Holiday, it will be debited at a 1:1 ratio equivalent to the hours of the rostered shift.



For example, if a rostered shift is 12 hours, 12 hours of Timebank credit will be debited in lieu of the employee working the rostered shift.

- (d) Where Timebank credit is used in lieu of a rostered shift falling on a Public Holiday, it will be debited at a 1:1.5 ratio equivalent to the hours of the rostered shift.

For example, if a rostered shift is 12 hours on Boxing Day, 18 hours of Timebank credit will be debited in lieu of the employee working the rostered shift.

- (e) An employee may also request to be released from one period of on-call associated with the rostered shift, without using additional Timebank credit when working a roster pattern that includes periods of on call. Release from an additional on-call period can be discussed with the employee's manager and is subject to AV's operational and resourcing requirements.
- (f) Timebank credit cannot be used in lieu of a rostered shift falling on dates prescribed by AV.
- (g) If an employee uses Timebank credit in lieu of a rostered shift that falls within or overlaps with any other form of authorised absence or period of leave, the relevant Timebank hours will be re-credited.

52.5 **Paying out unused Timebank credit**

- (a) An employee may request at any time to be paid for any accrued but unused Timebank credit. If an employee makes such a request, AV must pay the employee for the Timebank credits, in the next pay period following the request, at double the aggregated base rate of pay.
- (b) Timebank credits must be used within 12 months after they are accrued. In the event that an employee has not used Timebank credits within 12 months of their accrual, AV may pay the employee for the unused Timebank credit at double the aggregated base rate of pay.
- (c) AV will pay out any unused Timebank credits on termination of employment.

52.6 **Negative Timebank**

- (a) Negative Timebank is a debt where operational hours are owed by the employee to AV arising from a mutually agreed shift change.
- (b) Employees can accrue up to four (4) hours of Negative Timebank without approval. In exceptional circumstances, Negative Timebank may be approved by the relevant manager to a maximum of 48 hours.
- (c) If an employee owes a full Timebank shift, any subsequent overtime shift must be used to eliminate the Timebank debt before overtime payment is made. Rosters will consult with the impacted employee before making any changes.
- (d) Negative Timebank should be reconciled at the earliest opportunity.



53. ON CALL

Summary

AV employees may be required, as part of a rostered pattern of shifts, to be 'on call' (i.e., available) for duty, during specified periods. Where an on-call employee is required to attend work to perform operational duties, this is referred to as being 'called out to duty'.

This clause sets out:

- how employees are to be rostered to be on-call;
- the conditions for employees who are rostered to be on-call; and
- the conditions for employees who are called out to duty.

This clause only deals with the situation where an employee is rostered on-call. It does not deal with situations where employees agree to perform non-rostered on-call (see clause 54), or employees who agree to return to duty after finishing their shift ('recall') (see clause 55).

Conditions when rostered on-call

- When an employee is rostered on-call, they need to be contactable so they can commence duty if they are called out to duty.
- Employees are paid an allowance for time spent rostered on-call.
- However, time spent rostered on-call does not count as time worked (i.e. does not count as part of your ordinary hours of work).

Call-out

- Employees called out to duty are entitled to a higher rate of pay and a minimum engagement time of 1½ hours (subject to certain exceptions).
- Employees called out to duty may also be entitled to a rest break. AV is committed to supporting on-call employees to have a 10-hour break prior to commencing their next ordinary rostered period of duty, in accordance with AV policy.



Summary of entitlements applicable where employee is rostered on-call or is called out		
Where the employee...	The rate of pay that applies is...	For...
Is called out to duty	Double ordinary time rate of pay	A minimum period of 1½ hours at double ordinary time rate of pay (clause 53.3(c))
<ul style="list-style-type: none"> Is called out to duty over two hours before the rostered shift start time OR Is called out to duty within two hours before their rostered shift start time while on a 10-hour rest break AND The call out period extends into the next rostered shift 	Double ordinary time rate of pay for the duration of the call-out (including any period during which the call-out extends into the rostered shift)	A minimum period of 1½ hours at double ordinary time rate of pay (clause 53.3(d))
<ul style="list-style-type: none"> Has not been called-out to duty for a period of 10 hours AND Is called out to duty within two hours before their rostered shift start time AND The call out period extends into the next rostered shift 	Double ordinary time rate of pay for the duration of the call-out, until the commencement of the rostered shift start time (subject to minimum 1½ hours payment), from when ordinary time rate of pay is payable	A minimum period of 1½ hours at double ordinary time rate of pay (clause 53.4(b))
<ul style="list-style-type: none"> Is on a rest break that commenced during an on-call period AND The on-call period is immediately before their rostered day off AND Is recalled duty on their rostered day off after the end of their rostered on-call period 	Double ordinary time rate of pay	A minimum period of four hours (clause 53.4(e))

53.1 Arranging the on-call roster

- (a) An employee will not be rostered on-call for at least 50% of their 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.
- (b) 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 AV and employee concerned.
- (c) No employee will be rostered on-call:



- (i) immediately before the commencement of a rostered period of duty; or
- (ii) 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 53.1(d) below.

- (d) Where a majority of employees at a branch and AV 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.
- (e) Employees will not be rostered on-call between 9.00am and 5.00pm other than in accordance with this clause 53.1(e). AV 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 49 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.

53.2 **Conditions when rostered on-call**

- (a) An employee who is rostered on-call is entitled to the on-call allowance specified in Appendix 10 per hour or part hour.
- (b) An employee may temporarily leave the workplace or their home when rostered on-call provided that he/she has made arrangements satisfactory to AV, including but not limited to being contactable and able to commence duty accordingly.
- (c) Time rostered on-call will not count as time worked.

53.3 **Payment for employees called out to duty during an on-call period**

- (a) A call-out commences when the employee receives the call and ends when the employee returns to their previous on-call status or location.
- (b) An employee who has been called out to duty cannot then be recalled to that same duty in accordance with clause 56.
- (c) If an employee is called out to duty, the employee will be paid double their ordinary time rate of pay for the period of the call-out, subject to clause 53.4(b)(ii). A minimum payment of 1½ hours at double the ordinary time rate of pay will be paid per call-out, subject to clause 53.3(d).
- (d) Payment for an employee called-out to duty (including the minimum call-out payment of 1½ hours) will be capped at double the ordinary time rate of pay. Consequently, where an employee is called out less than 1½ hours:
 - (i) after the commencement of a previous call-out; or
 - (ii) before the commencement of a subsequent rostered period of duty,



the employee will be entitled to double the ordinary time rate of pay and no more, despite any overlap between that 1½-hour period and the commencement of either (i) or (ii). For the avoidance of doubt, it is intended that the double time rate is not cumulative with any other separately applicable rates of pay (so that an employee will not be entitled to quadruple or triple their ordinary time rate of pay in relation to any period of a call-out within 1½ hours of a previous call-out or subsequent period of rostered duty respectively).

Example: an employee is called out at 7:00am and returns home at 7:45am, before commencing a rostered period of duty at 8:00am. As the call-out occurred 60 minutes prior to the commencement of the rostered period of duty, the employee is entitled to a minimum payment (at double the ordinary time rate of pay) of 60 minutes. The employee then remains entitled to double the ordinary time rate of pay for 30 minutes from the commencement of the rostered period of duty at 8:00am, but is not additionally entitled to the ordinary time rate of pay for that 30-minute period such as to confer an entitlement to triple time.

- (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 AV requires the employee to continue work, the late crib meal allowance will be paid in accordance with clause 36.8.
- (f) If an employee is rostered on-call immediately before the commencement of a rostered period of duty in accordance with clause 53.1(d):
 - (i) the employee will be paid 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;
 - (ii) there will be no further payments in the first 1½ hours of the rostered on-call period; and
 - (iii) 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 the period of the call-out.
- (g) If an employee is rostered on-call immediately before an employee's rostered day off in accordance with clause 53.1(d), the employee must return the drugs, equipment and on-call vehicle to the branch at the earliest opportunity, and no later than on the completion of the later of:
 - (i) the rostered on-call period;
 - (ii) any call-out which commences during the on-call period and which extends beyond the end of that period; or
 - (iii) any 10-hour break taken in accordance with clause 53.4.
- (h) Subject to clause 53.3(i), the employee will be paid the minimum call-out payment of 1½ hours at double the ordinary time rate of pay in order to return the drugs, equipment and on-call vehicle to the branch (as required) on the completion of the events specified in clause 53.3(g)(i) to (iii).



- (i) Where:
- (i) the employee is already entitled to a minimum payment of 1½ hours under clause 53.3(c); and
 - (ii) returns the drugs, equipment and on-call vehicle in accordance with clause 53.3(g) within 1½ hours of the commencement of the call-out to which the minimum payment applies,

the employee is not entitled to an additional minimum payment of 1½ hours under clause 53.3(h). The employee remains instead entitled to payment of 1½ hours under clause 53.3(c), plus payment for any additional time outside the 1½-hour period spent returning the drugs, equipment and on-call vehicle.

Example: An employee is rostered on-call until 8:00am, when their rostered day off commences. The employee is called-out at 7:00am, and the call-out concludes at 8:15am. The employee returns the on-call vehicle at the earliest opportunity, at 8:15am, which takes them 30 minutes, until 8:45am. The employee is entitled to the minimum payment of 1½ hours for the call-out, plus an additional 15 minutes' pay for the additional time outside the 1½-hour period (i.e. after 8:30am) returning the vehicle, totalling 1 hour and 45 minutes at double the ordinary time rate of pay. The employee does not receive a separate additional payment of 1½ hours for returning the vehicle.

53.4 Rest break entitlement for employees called out to duty

- (a) Subject to clause 53.4(b), an employee who has been called out to duty is entitled to a rest break of 10 consecutive hours off duty between the end of the last call-out (i.e. as soon as the employee returns to their on-call status or location, regardless of any minimum payments for the call-out) and the commencement of the employee's next ordinary rostered period of duty. However, a rest break does not prevent the employee from being called-out to duty (provided that the employee is rostered on-call at the time) or recalled to duty.
- (b) Where a call-out occurs within two hours of the commencement of the next ordinary rostered period of duty and at least 10 consecutive hours have elapsed since the end of the last period of call-out:
 - (i) the employee is not entitled to a further rest break of 10 consecutive hours off duty; and
 - (ii) subject to the minimum payment of 1½ hours at double the ordinary time rate of pay, the employee will be paid at their ordinary time rate of pay from the commencement of the next rostered period of duty. For the avoidance of doubt, payment for the call-out to duty (including the minimum call-out payment of 1½ hours) will be capped at double the ordinary time rate of pay in accordance with clause 53.3(d).

Example: an employee's next rostered period of duty commences at 7:00am and the employee is called out at 6:00am. Subject to having completed a 10-hour rest break, the employee will:

- *not be entitled to a further rest break; and*



- *be paid at double the ordinary time rate of pay for a period of 1½ hours (from 6:00am to 7:30am), and will then be paid at their ordinary time rate of pay for the remainder of the shift (from 7:31am onwards), regardless of when the call-out ends.*
- (c) Where an employee has been called out to duty during 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 53.4(a) 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 53.4 resumes or continues work without having had the 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 10 consecutive hours off duty, without loss of pay for ordinary work time occurring during such absence.
- (e) Where:
- (i) an employee is rostered on-call immediately before an employee's rostered day off in accordance with clause 53.1(d); and
 - (ii) the employee is on a rest break in accordance with clause 53.4(a) following a call-out; and
 - (iii) following the completion of the rostered on-call period, the employee is then recalled to duty,

the employee is entitled to a minimum payment of four (4) hours at double the ordinary time rate of pay in accordance with clause 56. At the completion of the recall to duty the drugs, equipment and on-call vehicle must be returned to the branch and the employee will be released from duty.

54. NON ROSTERED ON CALL

Summary

This clause sets out how employees who are not rostered on-call can agree to work an on-call shift.

In summary, where there is a vacant on-call shift, employees can agree to be on-call for that shift. Generally, they will receive the same entitlements that the employee who was rostered on-call would have received.

- 54.1 Where an employee who is not rostered on-call is requested by AV and agrees to work a vacant on-call shift, they will be entitled to the allowance specified in Appendix 10 per hour or part thereof for the time on non-rostered on-call.
- 54.2 Non-rostered on-call will be undertaken on the basis of mutual agreement between AV and the employee, having regard for the health and safety of the employee.
- 54.3 AV and an employee must not agree for the employee to work more than 10 non-rostered on-call shifts in any 14-day period.



54.4 The on-call provisions contained in clauses 53.2(b), 53.2(c), 53.3(a) through 53.3(e) inclusive, and clauses 53.4(a) through 53.4(d) inclusive will also apply to an employee who agrees to work non-rostered on-call.

55. PROTECTED HOUR FOR ON-CALL PERIODS

Summary

AV recognises the importance of supporting employees to complete their rostered shifts. For employees working an on-call period immediately after a rostered period of duty, the protected hour provides dispatch protections from lower acuity cases for 60 minutes to support employees to undertake wellbeing related activities.

55.1 An employee who commences a period of on-call immediately following completion of a rostered period of duty, subject to the circumstances set out in clause 55.6, is entitled to a protected hour.

55.2 For the avoidance of doubt, an employee that commences an on-call period immediately following a rest break is not entitled to a protected hour.

55.3 The protected hour will operate for the first 60 minutes of the on-call period following the completion of the employee's rostered period of duty plus any incidental overtime.

55.4 During the protected hour an employee will only be required to respond to code one and priority zero cases.

55.5 Where, in accordance with clause 55.4, an employee's protected hour is interrupted by the requirement to respond to a code one or priority zero case, the employee may elect to recommence the remainder of the 60-minute protected hour when the employee next returns to their on-call status, unless otherwise agreed with AV.

55.6 The protected hour may only cease in the following circumstances:

- (a) by agreement, following an employee request; or
- (b) in urgent and unforeseen circumstances, as determined by AV.

55.7 Where a protected hour has ceased in accordance with clause 55.6, it does not recommence. There are no additional payments associated with the protected hour.

55.8 Employees will continue to receive the applicable on-call payments during the protected hour.



56. RECALL

Summary

AV can recall an employee (who is not rostered on-call) back to perform operational duties after they have completed a rostered period of duty, with the employee’s agreement.

Recall is entirely separate to on-call.

The recalled employee is generally entitled to a minimum payment of four hours, at double the aggregated base rate of pay.

Casual employees can be recalled to duty.

This clause only applies to employees who are recalled to perform operational duties and not for other reasons (e.g. for an informal discussion).

Summary of entitlements applicable where employee agrees to be recalled to duty

Where the employee...	The rate of pay that applies is...	For...
Is recalled to duty (not called out to duty) e.g. during a rostered day off after being released from duty	Double aggregated base rate of pay	A minimum period of four hours (clause 56.1)

56.1 Where an employee has completed a rostered shift on duty and is recalled to duty prior to the commencement of their next rostered shift, the employee will be paid at double the aggregated base rate of pay for all time worked, unless they are recalled in the circumstances in clause 53.4(e) (in which case, they will instead be paid at double the ordinary time rate of pay). An employee cannot be recalled where they are:

- (a) rostered on-call in accordance with clause 53; or
- (b) working a non-rostered on-call shift in accordance with clause 54.

56.2 A minimum payment of four hours will apply except:

- (a) where the period of recall overlaps with the commencement of the next rostered shift — in which case, the time worked on recall prior to the shift commencement time will be treated and paid as incidental overtime and no four-hour minimum payment will apply. For the avoidance of doubt, an employee will not be entitled to double the aggregated base rate of pay upon commencement of their ordinary rostered period of duty where the period of recall overlaps with the commencement of a rostered shift; or
- (b) in exceptional circumstances where an alternative arrangement has been negotiated between the employee and the relevant manager.

56.3 Recall to duty will be by mutual agreement between AV and the employee.



- 56.4 Recall to duty will commence from the time at which the operational employee receives and accepts the request (call) from AV, and will end when the employee is released from duty by AV.
- 56.5 When an employee is recalled to duty and works for a continuous period of five hours or more and AV requires the employee to continue work, the late crib meal allowance will be paid in accordance with clause 36.8.

57. STANDBY

- 57.1 AV 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.
- 57.2 Standby is not to be used in place of rostered or non-rostered on-call.
- 57.3 When placed on standby, an employee will be required to respond immediately as directed.
- 57.4 Subject to clause 57.5:
- (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.
- 57.5 There is no entitlement to the standby rates where an employee performs work that was originally rostered as on-call for that employee or where the employee is requested to perform non-rostered on-call and agreed to do so. Such employees will be paid in accordance with the rates in clause 53 or clause 54, as applicable.
- 57.6 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.



58. RIGHT TO DISCONNECT

Summary

This clause is about allowing an employee to generally refuse contact or attempted contact from AV outside the employee's working hours.

An employee may refuse to monitor, read or respond to work-related contact outside of their working hours unless the refusal is unreasonable. In certain situations, it is not reasonable to refuse contact (for example, in emergency situations or where an employee is called out in accordance with this Agreement).

While AV is permitted to contact employees outside their working hours (including in circumstances where the employee would have the right to refuse that contact), AV will take all reasonable steps to ensure this does not happen.

- 58.1 An employee has the right to disconnect from work related communication outside of the employee's hours of work.
- 58.2 The purpose of this clause is to promote the protection of rest periods for employees whilst recognising the demands of an emergency response organisation.
- 58.3 An employee may refuse to monitor, read or respond to emails or other contact outside of their working hours unless the refusal is unreasonable.
- 58.4 AV will take all reasonable steps to ensure that it does not contact an employee in circumstances where they have the right to refuse to respond to that contact.
- 58.5 For the purposes of this clause, a refusal is likely to be unreasonable in situations that include, but are not limited to:
- (a) emergency situations, being any situation which is unexpected and requires an immediate response in relation to which the employee's expertise, advice or assistance is required;
 - (b) where contact is made in relation to genuine welfare matters, including matters relating to the welfare of the employee or another individual;
 - (c) where contact is made for the purpose of AV seeking expressions of interest from the employee to perform overtime shifts;
 - (d) where the employee is rostered to a Flexible Shift under clause 44 and is notified of an Allocated Shift in accordance with that clause;
 - (e) where the employee is engaged as an ACO and called out during an agreed period of availability in accordance with clause 46;
 - (f) where the employee is called out during any period in respect of which the employee is in receipt of any form of on call allowance (including the On Call Allowance under clauses 53 and 54);
 - (g) where the employee is contacted for the purposes of being recalled to duty in accordance with clause 56; or



- (h) where the employee is required to standby under clause 57 and contacted in accordance with that clause.

58.6 An employee must respond to all outstanding rostering communications and/or contact as soon as practicable after the commencement of the next period of duty.

58.7 AV will not be in breach of this clause in circumstances where AV and the employee agree that the employee will be contactable and AV contacts them in accordance with that agreement noting that such agreement will be implied where an employee requests a roster change or team transfer.

58.8 For clarity, AV will not take any adverse action and/or disciplinary action against an employee for reasonably refusing contact or attempted contact from AV outside of their working hours.

59. WORKLOAD

Summary

The purpose of this clause is to:

- set out the principles underpinning AV's approach to workload management and allocation of work; and
- provide a framework for consultation and review of collective workload matters.

59.1 Principles

- (a) AV acknowledges the benefits to both the organisation and individual employees gained through employees balancing their professional and personal life. AV will make every effort to ensure that employees can achieve this balance by utilising:
- (i) measures in the Agreement, including provisions for Meal Breaks, Crib Time and Rest Breaks (clause 60), End of Shift Management (clause 51.1) and requirement to work reasonable overtime (clause 51.2); and
 - (ii) AV's fatigue management procedures, rostering allocations, end of shift management practices, and other policies and procedures (none of which are intended by the parties to be incorporated into this Agreement).
- (b) In allocating work, AV must consider the employee's hours of work, health, safety and welfare.
- (c) AV has a responsibility to comply with the relevant work health and safety laws. It is recognised that managing workload and staffing is important to ensure a safe work environment and to ensure that AV's operational requirements are met.



- (d) The parties acknowledge that workload is an OH&S matter, and acknowledge their obligations under clause 18 (Occupational Health and Safety).

59.2 Allocation of work

- (a) AV will allocate work to each employee so that they can perform their duties during their hours of work, including, but not limited to:
 - (i) clinical duties;
 - (ii) administrative and clerical duties;
 - (iii) managerial/supervisory duties;
 - (iv) educational duties;
 - (v) attending meetings;
 - (vi) clinical supervision; and
 - (vii) duties related to supervising, training and/or teaching students.
- (b) In doing so, AV will consider:
 - (i) the employee's skills, abilities, capacity and experience;
 - (ii) any appropriate clinical guidelines for the employee's profession and/or specialisation; and
 - (iii) any broader staffing factors.

59.3 Collective workload matters

- (a) AV will proactively and regularly consult with employees, HSRs and Employee Representatives about collective workload matters in accordance with clause 59.4.
- (b) An employee, a HSR or an Employee Representative may request a review of a collective workload matter in writing at any time in accordance with clause 59.5.

59.4 Consultation

Consultation about collective workload matters described at clause 59.3(a) will occur in the following manner:

- (a) It will begin with a meeting comprising of AV, employees, HSRs and Employee Representatives to:
 - (i) discuss expectations on workload management over the life of this Agreement; and
 - (ii) consult on the operational framework for the work groups referred to in clause 59.4(b). This includes discussion around the composition and meeting schedule of work groups.



- (b) AV will establish work groups as a key mechanism for employee consultation on collective workload matters. Work groups will operate according to the following principles:
 - (i) The purpose of a work group is to facilitate open and transparent dialogue about collective workload matters.
 - (ii) AV will provide reasonable access to relevant information to facilitate this consultative process.
 - (iii) A work group may consider and recommend changes to practices and policies related to collective workload matters.
 - (iv) The parties acknowledge that AV will continue to make decisions to ensure the effective and efficient operation of the organisation in accordance with its strategic direction, operational needs and health and safety principles relevant to the workplace.

59.5 Review

- (a) An employee, HSR and/or Employee Representative may request a review of a specific collective workload matter at any time in writing.
- (b) Where a review is requested in writing, the following will apply:
 - (i) AV will consult with affected employees (and any Employee Representatives). As part of that consultation, AV may provide relevant information to employees and Employee Representatives to clarify the issue.
 - (ii) AV will explore potential solutions to the issue and consider steps to mitigate its impact on affected employees.
 - (iii) AV may take any other action it considers appropriate.
- (c) If, following the review process under clause 59.5(b), the collective workload matter is not resolved, either party may refer it to the dispute resolution procedure in this Agreement.

60. MEAL BREAKS, CRIB TIME AND REST BREAKS

Summary

Employees (other than ACOs) are entitled to crib breaks (or 'crib time') during a period of duty under this clause.

A crib break is a break that can be taken during a period of duty (such as a rostered shift), for the purpose of having a meal. It is not available where the employee is called-out to duty (in which case, the employee may be entitled to an on-call meal break under clause 60.4 instead).

ACO crib break entitlements can be found in clause 46.



60.1 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.

60.2 Crib time

- (a) Employees are entitled to crib time during a period of duty as follows:
 - (i) For shifts of between six (6) and ten (10) hours (inclusive), one thirty (30) minute crib break.
 - (ii) For shifts of more than ten (10) and up to fourteen (14) hours, two (2) thirty (30) minute crib breaks.
- (b) Employees will have the following windows of opportunity to take their crib meal break(s) as set out below:
 - (i) When working a shift of less than 10 hours, the WOO 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.
 - (ii) When working a shift of 10 hours, the WOO 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.
 - (iii) When working a shift in excess of 10 hours and up to 14 hours, the WOO 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 WOO 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.
 - (iv) Where the majority of employees at a branch agree, AV may implement alternative windows of opportunity provided that the WOO commencement time is changed by no more than 60 minutes. AV will be required to consult with impacted employees and Employee Representatives in accordance with clause 15 of the Agreement and seek agreement prior to implementing such a change.
- (c) When an employee has not received a complete crib meal break in the WOO for taking such meal break under clause 60.2(b), 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 WOO the employee may be required to respond to code one and priority zero cases only; and



- (ii) if the crib meal break has not been completed by the end of the first hour after the WOO the employee may be required to respond to priority zero cases only.
 - (d) Crib meal breaks will be taken at a time and place directed by AV.
- 60.3 Tea, coffee, sugar, milk and boiling water will be supplied by AV for the purpose of making tea and coffee.
- 60.4 **Meal breaks during call-out**
- (a) A paramedic called out during an on-call period, in accordance with clause 53 or 54, for a continuous period of more than four (4) hours may request to only respond to priority zero cases for up to thirty (30) minutes for the purpose of having a meal.
 - (b) AV may refuse an employee's request if granting it would unreasonably extend the period of the call-out beyond the anticipated finish time.

For example, if AV anticipates that at the time the request is made the period of the call-out will only continue for an additional 15 minutes, AV may refuse the request and instead direct the employee to complete the call-out and return to their previous on-call status or location.
 - (c) Where approved, the thirty (30) minute period will commence from the first available opportunity and at a location, as determined by AV, following discussion with the paramedic.
 - (d) When an employee is called out to duty during a period of rostered on-call and works for a continuous period of five (5) hours or more, and AV requires the employee to continue work, the late crib meal allowance will be paid until they are released from duty in accordance with clause 36.8.



61. RELIEF FROM INTENSIVE SCREEN DUTIES

Summary

This clause provides that Designated Employees are entitled to 10 minutes of relief from performing Intensive Screen Duties during every 90-minute period of a shift.

Relief from Intensive Screen Duties includes:

- a period during which the employee performs duties other than intensive screen duties, as directed by AV; and
- any breaks (whether paid or unpaid).

This clause is intended to ensure that Designated Employees have a short time away from performing intensive screen duties during every 90-minute Period. It is not intended to confer an additional period of paid or unpaid break from the performance of work.

AV must balance the provision of Relief from Intensive Screen Duties with its commitment to maintaining and delivering patient centred, high-quality care. Accordingly, there may be instances where access to this entitlement is not feasible due to an unforeseen or urgent circumstance.

The Parties acknowledge that intensive screen duties are an OHS matter, and acknowledge their obligations under clause 18 (Occupational Health and Safety).

61.1 Definitions in this clause

- (a) **90-minute Period** means each 90-minute period of a shift, starting at the commencement of that shift. For example, if the shift starts at 9:00 AM, the first 90-minute Period is from 9:00 AM to 10:30 AM, the next is from 10:30 AM to 12:00 PM, and so on.
- (b) **Designated Employees** means employees undertaking duties in the following roles:
- from the commencement of this Agreement: Triage Practitioner, Team Leader Clinical Triage, Patient Management Coordinator; and
 - from 12 months after the commencement of this Agreement: in addition to the above roles, Communications Support Paramedic, Duty Team Manager ALS, Duty Manager MICA, Communications Centre Clinician, Clinical Support Officer (Dual Role), Flight Coordinator ALS, Flight Coordinator MICA; and
 - or other roles in circumstances determined by AV where intensive screen duties are identified.
- (c) **Intensive Screen Duties** means when an employee performs intensive work via a computer or laptop screen that is both demanding and time-sensitive in nature. 'Intensive screen duties' includes functions that require an employee to remain looking at a screen to respond immediately to urgent matters. 'Intensive screen duties' do not include:



- (i) where a screen-based task is not otherwise demanding and time-sensitive in nature;
 - (ii) the use of a computer or another screen in general; or
 - (iii) where a screen-based task does not require the employee to remain at their terminal at all times.
- (d) **Relief from Intensive Screen Duties** means a period during which an employee does not perform Intensive Screen Duties. This includes breaks (whether paid or unpaid) and any periods where an employee performs duties other than Intensive Screen Duties.

61.2 Entitlement to Relief from Intensive Screen Duties

- (a) Subject to this clause, Designated Employees are entitled to ten minutes of Relief from Intensive Screen Duties in each 90-minute Period.
- (b) The entitlement to Relief from Intensive Screen Duties is subject to the following:
 - (i) AV is committed to ensuring that Designated Employees are given the benefit of this clause. However, the parties acknowledge that there may be instances where access to Relief from Intensive Screen Duties is not feasible due to unforeseen or urgent circumstances;
 - (ii) the ten minutes of Relief from Intensive Screen Duties can occur at any time during the 90-minute Period, as determined by AV;
 - (iii) in consideration of this entitlement and operational requirements, AV may set a limit on the number of employees being able to take a period of Relief from Intensive Screen Duties at any one time;
 - (iv) the ten minutes of Relief from Intensive Screen Duties is to be taken in a single continuous period, unless otherwise approved by AV; and
 - (v) a Designated Employee cannot take a ten-minute period of Relief from Intensive Screen Duties within thirty minutes of the start or end of a shift, or the start or finish of any break (whether paid or unpaid), unless otherwise approved by AV.
- (c) For the avoidance of doubt, other than for breaks (whether paid or unpaid), Designated Employees can be required to perform any duties other than Intensive Screen Duties during a ten-minute period of Relief from Intensive Duties.

62. 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 48 and 50 do not apply.



63. DAYLIGHT SAVING

- 63.1 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.
- 63.2 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.
- 63.3 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.

64. UNUSUAL HOURS

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



▶ Part 6 - Types of Leave and Public Holidays

65. ANNUAL LEAVE

65.1 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 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 employees under this Agreement are shift workers for the purposes of annual leave in accordance with Division 6 of Part 2-2 of the Act.

65.2 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 accumulated from year to year.

65.3 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.

65.4 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 AV 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 66.6. For a compassionate leave application the employee must also meet the requirements for that leave under clause 67.5. For community service leave the employee must provide evidence that the employee has been or will be engaging in a community service activity.

65.5 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 75.

65.6 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 AV and the employee. AV will not unreasonably refuse requests for annual leave accruals. AV 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 AV, take annual leave before the employee has become entitled to the annual leave.
- (c) AV and employee will seek to reach agreement on the taking of annual leave at a mutually convenient time. In the absence of agreement, AV may give at least 28 days' notice of the taking of annual leave.
- (d) Provided that in unforeseen circumstances, AV may give only seven days' notice, in which case AV will reimburse the employee all irrecoverable costs directly incurred for the proposed holiday. Proof of such costs will be provided to the satisfaction of AV.
- (e) Annual leave will be taken in four consecutive weeks, or in separate periods with the agreement of AV and employee.

65.7 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.

65.8 Cash out of leave

- (a) From the commencement of this Agreement, and subject to the requirements of the Act, employees who have at least ten (10) weeks accrued annual leave can once annually request to cash in up to a maximum of two (2) weeks leave.



- (b) Each cashing out of a particular amount of paid annual leave must be by a separate agreement in writing between AV and the employee.
- (c) Where AV 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 AV in respect of any period of annual leave to be paid out.

65.9 **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.

65.10 **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 AV, 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.

65.11 **Annual close down**

Where AV 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) AV 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 this clause 65;
- (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.

65.12 **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 taken and subsequently converted into personal leave, will be deducted from future entitlement to annual leave loading or if the employee is terminated, from termination pay, subject to the employee's authorisation.

66. PERSONAL LEAVE

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

66.2 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 they have worked for AV 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.

66.3 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.

66.4 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) AV 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 66.5 and 66.6 are met.

66.5 Employee must give notice

An employee:

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

66.6 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 66.6(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 66.6(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 AV, 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.

66.7 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.

67. COMPASSIONATE LEAVE

67.1 Employees, other than casual employees, will be entitled to up to 4 days' paid compassionate leave for each occasion (a **permissible occasion**) that: :

- (a) a member of the employee's immediate family or household:
 - (i) contracts or develops a personal illness, or sustains a personal injury, that poses a serious threat to their life; or
 - (ii) dies;
- (b) a child is stillborn, where the child would have been a member of the employee's immediate family, or a member of the employee's household, if the child had been born alive; or
- (c) the employee, or the employee's spouse or de facto partner (except a former spouse or de facto partner), has a miscarriage.

67.2 An employee entitled to compassionate leave under clause 67.1 may take the leave for a particular permissible occasion:

- (a) to spend time with the member of the employee's immediate family or household who is ill or injured;
- (b) after the death of the member of the employee's immediate family or household;
- (c) after the stillbirth of the child; or
- (d) after the miscarriage,

as the case may be.

67.3 Casual employees will be entitled to compassionate leave in the circumstances set out in clause 67.1, and may take the leave in accordance with clause 67.2, on an unpaid basis.

67.4 An employee must notify the person in charge of the workplace as soon as reasonably practicable that they will be absent due to compassionate leave, and must notify the person of the period (or expected period) of the leave.



67.5 The employee must, if required by AV, give AV evidence that would satisfy a reasonable person that the leave is taken for a permissible occasion.

67.6 An employee may take unpaid compassionate leave by agreement with AV.

68. FAMILY AND DOMESTIC VIOLENCE LEAVE

Summary

This clause provides the entitlements for all employees experiencing Family and Domestic Violence.

The entitlements include:

- 20 days' paid Family and Domestic Violence leave per year;
- individual support, including a right to request temporary changes to their employment and working arrangements; and
- confidentiality and adverse action protections.

Family and Domestic Violence is defined broadly to refer to violent, threatening and abusive behaviour by Close Relatives, household members or current/former intimate partners that seeks to coerce or control the employee and causes them harm or to be fearful.

68.1 General Principle

- (a) AV recognises that employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, AV is committed to providing support to staff that experience family and domestic violence.
- (b) Leave for Family and Domestic Violence purposes is available to employees who are experiencing Family and Domestic Violence to allow them to be absent from the workplace if they need to do something to deal with its impact, and it is impracticable to do it outside of the employee's work hours, such as:
 - (i) attending hospital appointments, appointments with a counsellor, medical or legal practitioner or to attend legal proceedings;
 - (ii) relocating or making other safety arrangements; or
 - (iii) engaging in other activities associated with the experience of Family and Domestic Violence, including caring for children.

68.2 General Measures

- (a) Evidence of Family and Domestic Violence that would satisfy a reasonable person 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 and Domestic Violence will be kept confidential in line with AV's policies and relevant legislation. AV will not keep



any information on an employee's personnel file or otherwise use it for a purpose other than satisfying itself in relation to the employee's entitlement to take leave, without their express written permission. AV is however authorised to disclose any information where required by law or where necessary to protect the life, health or safety of the employee or another person.

- (c) No adverse action will be taken against an employee if their attendance or performance at work suffers as a result of experiencing Family and Domestic Violence.
- (d) AV will identify contact/s within the workplace who will be trained in Family and Domestic Violence and associated privacy issues. AV will advertise the name of any Family and Domestic Violence contacts within the workplace.
- (e) An employee experiencing Family and Domestic Violence may raise the issue with their immediate supervisor, Family and Domestic 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 and Domestic 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 68.3 and clause 68.4.
- (g) AV will develop guidelines to supplement this clause and which details the appropriate action to be taken in the event that an employee reports Family and Domestic Violence

68.3 Leave

- (a) An employee experiencing Family and Domestic Violence will have access to 20 days per year of paid special leave for medical appointments, legal proceedings and other activities related to Family and Domestic 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 in a single continuous 20-day period, separate periods of one or more days each or any separate periods as agreed with AV including as a fraction of a day and can be taken without prior approval.
- (b) If an employee other than a casual employee takes a period of Family and Domestic Violence leave, AV must pay the employee at their Full Rate of Pay, worked out as if the employee had not taken the period of leave.
- (c) If a casual employee takes a period of Family and Domestic Violence leave, AV must pay the employee at the employee's Full Rate of Pay, worked out as if the employee had worked the hours in the period for which the employee was rostered. A casual employee is taken to have been rostered to work hours in a period if the employee has accepted an offer by AV to work those hours.
- (d) An employee who supports a person experiencing Family and Domestic Violence may utilise their personal/carer's leave entitlement to accompany them to court, to hospital, or to care for children. AV may require evidence



consistent with clause 68.2(a) from an employee seeking to utilise their personal/carer's leave entitlement.

68.4 Individual Support

- (a) In order to provide support to an employee experiencing Family and Domestic Violence and to provide a safe work environment to all employees, AV will approve any reasonable request from an employee experiencing Family and Domestic 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 and Domestic 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 and Domestic Violence will be offered access to the Employee Assistance Program (**VACU**) and/or other available local support resources. The VACU will include professionals trained specifically in Family and Domestic Violence.
- (d) An employee that discloses that they are experiencing Family and Domestic Violence will be given information regarding current support services.



69. PARENTAL LEAVE

Summary

This clause sets out an employee's entitlement to parental leave and other related entitlements.

In summary, an employee who has completed 12 months of continuous service with AV is entitled to 12 months of unpaid parental leave where they will have responsibility for the care of a child. Unpaid parental leave may be taken in relation to the birth or adoption of a child also.

If an eligible employee is employed on a full time or part time basis and has the primary responsibility for the care of a child, the employee is entitled to 14 weeks' paid parental leave, to be taken concurrently with unpaid parental leave.

If an eligible employee is employed on a full time or part time basis and does not have the primary responsibility for the care of a child, the employee is entitled to 2 weeks' paid parental leave, to be taken concurrently with unpaid parental leave.

An eligible employee who has responsibility for the care of a child is entitled to 12 months of unpaid parental leave (including 14 or 2 weeks of concurrent paid parental leave), even if:

- the employee's partner is also taking unpaid parental leave;
- the employee is taking some or all of their unpaid parental leave at the same time as their partner; and/or
- the child is stillborn.

An employee may also be entitled to other related forms of leave, including:

- **Prenatal leave** to attend routine medical appointments associated with pregnancy;
- **Unpaid special parental leave** where an employee is suffering from a pregnancy-related illness, or where pregnancy ends in miscarriage;
- **Unpaid pre-adoption leave** to attend interviews and examinations necessary for obtaining approval to adopt a child; and
- **Paid or unpaid 'no safe job' leave** for a pregnant employee who is unable to safely perform their role.

69.1 Entitlement to 12 months' unpaid parental leave

- (a) An eligible employee is entitled to up to 12 months of unpaid parental leave if:
 - (i) the leave is birth-related leave or adoption leave; and
 - (ii) the employee has or will have a responsibility for the care of the child.
- (b) If taking birth-related leave which starts before the birth of the child, the eligible employee must have completed 12 months of service by the expected date of birth of the child.
- (c) For all other unpaid parental leave, the eligible employee must have completed 12 months of service by the date on which the leave starts.



- (d) An eligible employee can start their unpaid parental leave at any time within the 24 months following the birth or placement of the child. However, the unpaid parental leave must also end during this 24-month period.
- (e) If an eligible employee is pregnant and taking birth-related leave, the employee also has the option to start their unpaid parental leave up to 6 weeks before the expected date of birth of the child, or earlier if AV and the employee agree.
- (f) Up to 100 days of unpaid parental leave (or a higher number of days if prescribed by the Fair Work Regulations) can be taken as unpaid flexible parental leave. The remaining 265 (or more) days of unpaid parental leave must be taken as one single continuous period of leave.
- (g) An eligible employee is entitled to take up to 12 months' unpaid parental leave regardless of how much unpaid parental leave their partner takes.
- (h) An eligible employee can take all or some of their unpaid parental leave at the same time as their partner.
- (i) An eligible employee is still entitled to unpaid parental leave if their child is stillborn.

69.2 Entitlement to paid parental leave

- (a) An eligible employee engaged on a full time or part time basis, and who is the primary caregiver, is entitled to 14 weeks' paid leave (or 28 weeks' leave at half pay) to be taken concurrently with their unpaid parental leave as set out in clause 69.1.
- (b) An eligible employee engaged on a full time or part time basis, and who is the secondary caregiver, is entitled to 2 weeks' paid leave (or 4 weeks' leave at half pay) to be taken concurrently with their unpaid parental leave as set out in clause 69.1.
- (c) An eligible employee cannot receive paid parental leave under clause 69.2(b) if they have already received the paid parental leave entitlement under clause 69.2(a) in relation to the child.
- (d) A period of paid parental leave taken in accordance with this clause must be for:
 - (i) a single continuous period; and
 - (ii) taken within the first 52 weeks of commencing their period of unpaid parental leave.
- (e) An employee may also be eligible for the Australian government's paid parental leave payments during their period of unpaid parental leave.
- (f) An eligible casual employee is also entitled to paid parental leave

69.3 Access to other entitlements while on unpaid parental leave



An employee may in conjunction with a period of unpaid parental leave access other accrued leave entitlements, including annual leave and/or long service leave but excluding compassionate leave (unless it relates to the still birth or death of the child) and personal/carer's leave subject to the total amount of unpaid parental leave taken not exceeding 12 months or longer period as agreed under clause 69.5.

69.4 Flexible unpaid parental leave

- (a) An eligible employee may take up to 100 days (ie 20 weeks) of their 12 months' unpaid parental leave entitlement under clause 69.1 as flexible unpaid parental leave. Flexible unpaid parental leave must be taken as:
 - (i) a single continuous period of one or more days; or
 - (ii) separate periods of one or more days each.
- (b) Flexible unpaid parental leave can be taken at any point during the 24 month period starting on the date of birth or day of placement of the child.
- (c) In addition to clause 69.4(b), a pregnant eligible employee may also take flexible unpaid parental leave at any point during the period that starts 6 weeks before the expected date of birth of the child.
- (d) An eligible employee is not entitled to take flexible unpaid parental leave in relation to a child if:
 - (i) The child and another child:
 - (A) are born during the same multiple birth; or
 - (B) are both placed with the employee for adoption and have the same day of placement; and
 - (C) the employee takes flexible unpaid parental leave in relation to the other child.
- (e) When giving notice of their intention to take unpaid parental leave in accordance with clause 69.8, an employee must specify the total number of days, if any, to be taken as flexible unpaid parental leave. If AV agrees, an eligible employee may change the total number of days to be taken as flexible unpaid parental leave previously notified to AV in accordance with clause 69.8 by:
 - (i) reducing the number of flexible days, including by reducing the number of flexible days to zero; or
 - (ii) increasing the number of flexible days, but not so as to increase the number of flexible days above 100 (or, if a higher number of days is prescribed by the Fair Work Regulations, that higher number).
- (f) An employee must give written notice of a day on which the employee will take flexible unpaid parental leave at least 4 weeks before that day or, if 4 weeks' notice is not practicable, as soon as practicable. If AV agrees, an eligible employee may change a day on which the employee takes flexible unpaid



parental leave from a day previously notified in accordance with this clause 69.4(f).

69.5 Right to request flexible work arrangement or extension to unpaid parental leave

- (a) An eligible employee who is pregnant may request a FWA in accordance with clause 28.
- (b) To assist an employee in reconciling work and parental responsibilities, an eligible employee who takes unpaid parental leave may request to:
 - (i) extend the period of unpaid parental leave provided by a further continuous period of leave not exceeding 12 months (up to 24 months in total);
 - (ii) return from a period of unpaid parental leave on a part-time basis or pursuant to a FWA while the child is of school age or younger.
- (c) Where an employee makes a request for a part-time FWA made under clause 69.5(b)(ii), the requirements and process set out in clause 28 apply.
- (d) A request for an extension of unpaid parental leave (extension request) under clause 69.5(b)(i) must be:
 - (i) in writing;
 - (ii) given to AV at least 4 weeks before the end of the available unpaid parental leave period; and
 - (iii) made when the employee is taking unpaid parental leave.
- (e) Where an employee has made an extension request under clause 69.5(b)(i) that complies with clause 69.5(d), AV will:
 - (i) discuss the request with the employee; and
 - (ii) genuinely try to reach an agreement with the employee about an extension of the period of unpaid parental leave for the employee.
- (f) AV may only refuse an extension request under clause if:
 - (i) it has first complied with its obligations under clause 69.5(e);
 - (ii) the parties have not reached an agreement;
 - (iii) AV has had regard to the consequences of the refusal for the employee; and
 - (iv) the refusal is on reasonable business grounds.
- (g) Without limiting what are reasonable business grounds for the purpose of a refusal by AV, reasonable business grounds for refusing a request include the following:
 - (i) that the extension requested would be too costly;



- (ii) that there is no capacity to change the working of other employees to accommodate the extension requested;
 - (iii) that it would be impractical to change the working arrangements of other employees, or recruit new employees, to accommodate the extension requested;
 - (iv) that the extension requested would be likely to result in a significant loss in efficiency or productivity; or
 - (v) that the extension requested would be likely to have a significant negative impact on customer service, service delivery, or AV's operational needs.
- (h) Following the process outlined in clause 69.5(e) and 69.5(f) (where applicable), AV must give the employee a written response within 21 days of the extension request, which:
- (i) states that AV grants the request; or
 - (ii) sets out an extended period of unpaid parental leave agreed under clause 69.5(e)(ii) which differs from the period requested; or
 - (iii) states that AV refuses the request under clause 69.5(f), in which case the written response must:
 - (A) include details of the reasons for refusal, including the particular business grounds for refusing the request and an explanation of how the business grounds apply to the employee's request;
 - (B) either:
 - (1) set out the extension of the period of unpaid parental leave for the employee that AV would be willing to agree; or
 - (2) state that there is no extension of the period that AV would be willing to agree; and
 - (C) set out the effect of sections 76B and 76C of the Act, which concerns the process related to disputing a refusal to grant an extension request at the FWC.
- (i) Disputes about extension requests may be dealt with under the dispute resolution procedure (clause 14) and/or under section 76B of the Act.

69.6 Variation of initial notified period of unpaid parental leave

- (a) An eligible employee whose notified period of unpaid parental leave is less than 12 months may elect to extend the period of their unpaid parental leave on one occasion up to a maximum of 12 months. If AV 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 AV at least 2 weeks prior to the commencement of the changed arrangements. Nothing in this clause detracts from the parental leave entitlements in clauses 69.1 and 69.2 or the right to extend provisions in clause 69.5.

69.7 Calculation of pay for the purposes of parental leave

- (a) The calculation of weekly pay for paid parental leave purposes will, for part-time employees, be based on the average number of ordinary hours worked by the employee over the past three years (or, if the employee has been employed by AV for less than three years, over the entire period of employment). The calculation will exclude periods of unpaid parental leave. The calculation of weekly pay for full-time employees will be based on 38 ordinary hours per week.
- (b) The average number of weekly hours worked by the employee, determined in accordance with clause 69.7(a) above, will be then applied to the annual salary applicable to the employee's classification and salary point at the time of taking parental leave to determine the rate of pay for paid parental leave.
- (c) Despite clause 69.7(a), an employee who reduces the time fraction they work to better cope during pregnancy will not have their subsequent paid parental leave reduced accordingly.
- (d) AV may allow an eligible 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 unpaid leave taken not exceeding 52 weeks.

69.8 Notice and evidence requirements

- (a) An employee must give at least 10 weeks' written notice of the intention to take unpaid parental leave. If 10 weeks' notice is not practicable and:
 - (i) the first or only period of unpaid leave covered by the notice is a single, continuous period of leave (i.e. not flexible unpaid parental leave); or
 - (ii) any of the leave covered by the notice starts before the child's date of birth or expected date of birth,the employee must otherwise give notice as soon as practicable.
- (b) If any of the leave covered by the notice is to be taken in a single continuous period, the notice must include the intended start and end dates of that leave.
- (c) If any of the leave covered by the notice is to be taken as flexible unpaid parental leave, the notice must include the total number of days the employee intends to take as flexible unpaid parental leave.
- (d) When providing notice under this clause 69.8, the employee must also provide evidence which would satisfy a reasonable person of:
 - (i) 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) and, where relevant, that the child is stillborn; or

- (ii) 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.
- (e) At least four weeks before the intended commencement of a period of single continuous unpaid parental leave, the employee must confirm in writing the intended start and end dates of the unpaid parental leave, or advise AV of any changes to the notice provided in clause 69.8(a), unless it is not practicable to do so.
- (f) An employee must give written notice of a day on which the employee will take unpaid flexible parental leave at least 4 weeks before that day or, if 4 weeks' notice is not practicable, as soon as practicable.
- (g) Where a pregnant eligible employee continues to work within the 6 week period immediately prior to the expected date of birth of the child, AV 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.

69.9 Summary of parental and related leave entitlements

In addition to the parental leave entitlements set out in clauses 69.1 and 69.2, an employee may be entitled to other types of related leave. These leave entitlements and those set out in clauses 69.1 and 69.2 are summarised in the following table.

Type of employee	Paid leave	Unpaid leave	Total leave	Conditions/requirements
Parental leave: to care for a child				
Eligible employee – full time or part time - primary caregiver	14 weeks (or 28 weeks at half pay).	38 weeks (or 24 weeks where 28 weeks taken at half pay).	52 weeks (12 months).	See clauses 69.1 to 69.8.
Eligible employee – full time or part time – secondary caregiver	2 weeks (or 4 weeks at half pay).	50 weeks (or 48 weeks where 4 weeks taken at half pay)		



Type of employee	Paid leave	Unpaid leave	Total leave	Conditions/requirements
Eligible casual employee – primary caregiver	14 weeks (or 28 weeks at half pay).	38 weeks (or 24 weeks where 28 weeks taken at half pay).		
Eligible casual employee – secondary caregiver	2 weeks (or 4 weeks at half pay).	50 weeks (or 48 weeks where 4 weeks taken at half pay)		
Prenatal leave: to attend routine medical appointments associated with pregnancy				
Pregnant employee	38 hours.	Nil.	38 hours.	See clause 69.10.
Employee whose partner is pregnant	8 hours.	Nil.	8 hours.	Medical certificate required.
Casual employee	Nil.			
Unpaid special parental leave: for pregnancy-related illness/end of pregnancy				
Pregnant eligible employee who suffers pregnancy-related illness	Nil.	Period certified by registered medical practitioner as necessary.		See clause 69.11. To be eligible, employee must have completed 12 months' continuous service before expected date of birth of the child. Medical certificate required. Employee may take available paid personal/carer's leave instead.
Pregnant eligible employee whose pregnancy ends after 12 weeks otherwise than by the birth of a living child (but child is not stillborn)				
Unpaid pre-adoption leave: to attend interviews and examinations necessary to obtain approval to adopt a child				
Employee seeking to adopt a child	2 days, or more if agreed between employee and AV.	Nil.	2 days, or more if agreed between employee and AV.	See clause 69.12. Evidence required. If the employee is able to take another form of paid leave, AV may direct employee to take that paid leave instead.
No safe job leave: where pregnant employee cannot safely perform role and no alternative available				



Type of employee	Paid leave	Unpaid leave	Total leave	Conditions/requirements
Eligible employee who is pregnant who can no longer safely perform their current position, and for whom there is no appropriate safe alternative job	Risk period as certified by registered medical practitioner.	Nil.	Risk period as certified by registered medical practitioner.	See clause 69.13. Evidence required.
Non-eligible employee who is pregnant who can no longer safely perform their current position, and for whom there is no appropriate safe alternative job	Nil.	Risk period as certified by registered medical practitioner.		

69.10 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 partner 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 partner 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.

69.11 Unpaid special parental leave

- (a) Where the pregnancy of an eligible employee not then on unpaid parental leave terminates other than by the birth of a living child (but the child is not stillborn), the employee may take leave for such periods as a registered medical practitioner certifies as necessary, as follows:
 - (i) where the pregnancy terminates within the first 12 weeks, during the certified period(s) the employee is entitled to access any paid and/or unpaid personal/carer’s leave entitlements in accordance with clause 66; or
 - (ii) where the pregnancy terminates after the completion of 12 weeks, during the period(s) the employee is entitled to access any paid personal/carer’s leave entitlements in accordance with clause 66, and thereafter to unpaid special parental leave.



- (b) Where an employee is granted special parental leave under clause 69.11(a)(ii), during the period of leave an employee may return to work at any time, as agreed between AV and the employee, provided that time does not exceed four weeks from the recommencement date desired by the employee
- (c) Where an employee, who has not commenced unpaid parental leave, suffers an illness related to the pregnancy, the employee may take any paid personal leave entitlement and such further unpaid special parental leave as a registered medical practitioner certifies as necessary before the employee's return to work.
- (d) 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 parental leave.
- (e) An employee who takes unpaid special parental leave must provide AV with a copy of the medical certificate from the registered medical practitioner as soon as practicable (which may be at a time after special parental leave has started).

69.12 Unpaid pre-adoption leave

- (a) An employee seeking to adopt a child is entitled to up to 2 days of unpaid leave (or more if agreed between AV and employee) 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) Where another form of paid leave is available to an employee, AV may require the employee to take such leave instead.
- (c) An employee must give notice of the taking of unpaid pre-adoption leave and may be required by AV to provide satisfactory evidence of the requirement to attend any compulsory interviews or examinations.

69.13 Transfer to a Safe Job

- (a) Where an employee is pregnant and provides reasonable evidence that, 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 (**risk period**) and there is an appropriate safe job available, the employee will be transferred to the appropriate safe job with no other change to the employee's terms and conditions of employment for the risk period (unless the safe job has more favourable terms).
- (b) If there is no safe job available, an eligible employee may elect, or AV 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 risk period stated in the opinion of the registered medical practitioner provided in clause 69.13(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 69.11(e) 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 this clause 69.13 is in addition to any other leave entitlements.
- (d) If an employee is not eligible for unpaid parental leave, and there is no safe job available, the employee is entitled to take unpaid parental leave for the risk for a period which ends at the earliest of any of the events listed in clause 69.13(b)(i) to (v) above.

69.14 **Returning to Work After Parental Leave**

- (a) An employee will notify AV 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 69.13 of this Agreement.
- (c) Where such position no longer exists, the employee is entitled to return to 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.

69.15 **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 26 of this Agreement and subject to compliance with the Act.
- (c) Before engaging a replacement employee, AV will notify the replacement employee of the matters in section 84A of the Act including that the work is temporary, the rights of AV and of employee taking unpaid parental leave.

69.16 **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, AV 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 AV 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 AV of changes of address or other contact details which might affect AV'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 AV can agree to an employee performing work for AV 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.

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

- (a) An eligible employee is still entitled to parental leave if their child is stillborn.
- (b) If the pregnancy ends (other than by birth of a living child), the employee or AV may give written notice cancelling the birth-related leave before the leave starts. If the employee or AV 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 69.11.
- (c) 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 AV receives the notice. AV 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 they wish 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 AV by the employee, and if no such notice has been given, not earlier than 6 weeks after the AV's written notice was given to the employee.

69.18 Ceasing to have responsibility

- (a) If the employee ceases to have any responsibility for the care of the child, AV 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) AV will have regard to the relevant circumstances of the employee, including whether it is reasonable to expect that the employee will not again have any responsibility for the care of the child.



- (c) This clause 69.18 does not apply in circumstances where the employee's child is stillborn or dies during the 24-month period starting on the child's date of birth.

70. PAID LACTATION BREAKS.

- 70.1 A breastfeeding employee will be provided with the right to one or more daily breaks to facilitate breastfeeding or expressing milk (**Lactation Breaks**).
- 70.2 AV 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.
- 70.3 Lactation Breaks will not be required to be taken concurrently with a crib meal break but an employee may elect to do so.
- 70.4 AV 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 70.1 to 70.3, as soon as reasonably practicable after their return to work.

71. REIMBURSEMENT OF CHILDCARE EXPENSES

- 71.1 Where an employee is required by AV to perform incidental overtime work in accordance with clause 51.7 of this Agreement and subject to clause 71.2, 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 full shift overtime undertaken in accordance with clause 51.5. An employee that performs an overtime shift under clause 51.5 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.
- 71.2 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.
- 71.3 This provision does not apply to employees working on call who are called out to duty in accordance with clause 53.



72. LONG SERVICE LEAVE

Summary

This clause sets out the entitlement of employees (including casual employees) to long service leave.

In summary, and subject to the requirements in this clause, employees (including casual employees) are entitled to six months of long service leave on the completion of fifteen years of continuous service, and an additional two months on the completion of each additional five years of service thereafter.

The rules concerning continuous service for casual employees, and the method of calculating the accrual of long service leave, are as set out in the *Long Service Leave Act 2018* (Vic) (as amended from time to time) (**LSL Act**). This is because, although the entitlement to long service leave for casual employees is conferred under this Agreement, a method is required to determine continuity of service, and what periods count as periods of service, for casual employees.

For clarity, the LSL Act otherwise does not apply in relation to the application of this clause.

72.1 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 they die 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).

72.2 Entitlement



- (a) An employee, including a casual 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 72.2(a)(i) and 72.2(a)(ii);
 - (iv) where an employee has completed at least seven 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 seven years continuous service, dies while still employed, AV 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.

72.3 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 AV 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.

72.4 Where an employee is a casual, their normal weekly hours for the purpose of long service leave will be the greatest of:

- (a) the average number of hours worked over the preceding 12 months' continuous service;
- (b) the average number of hours worked over the preceding 5 years' continuous service; or
- (c) the average number of hours worked over their entire period of continuous service.

72.5 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 AV 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.

72.6 Continuity of service for employees other than casual employees

- (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 66;
 - (iii) any absence on accident compensation leave under clause 77 - Accident compensation leave;
 - (iv) any other absence where AV authorises such absence to be counted as service;
 - (v) any interruption or ending of the employment by AV 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 subclauses 72.6(a)(i) to (vi) are to be counted as part of the period of service, but any interruption or absence under subclauses 72.6(a)(vii) to (ix) will not be taken into account in calculating the period of service for long service leave unless authorised in writing by AV.



72.7 Continuity of service for casual employees and calculation of period of service

- (a) For casual employees, continuity of service will be determined as if the provisions for the calculation of continuous employment for casual employees, and the calculation of the period of continuous employment, under the LSL Act applied to such employees. Those provisions are incorporated into and form part of this Agreement and the references to continuous service in this Agreement are to be read as references to continuous employment in the LSL Act for the purposes of this Agreement.
- (b) For clarity, for the purposes of this Agreement, the only provisions of the LSL Act that are taken to apply to casual employees are those matters set out in clause 72.7(a). The entitlement to long service leave for casual employees is otherwise as provided for in this Agreement, as applicable.

72.8 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 AV and employee, may be postponed or taken in periods rather than in one period.

AV will not unreasonably refuse to agree to a request by an employee in relation to the timing of the taking of long service leave.

72.9 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, AV 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.

72.10 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 72.6(a)(viii) above;
 - (ii) unless the employee gives notice in writing that the employee has been employed by another ambulance service, AV 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, AV is not required to pay the employee for such long service leave.



72.11 **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.

72.12 **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 AV, provided that leave will be granted within eighteen (18) months of the application being lodged by the employee with AV.

72.13 **Period of long service leave**

- (a) AV 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.

72.14 **Portability of long service leave**

- (a) Paid employment with Fire Rescue Victoria (**FRV**) 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 AV 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 AV. 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 72.14(c), employees with previous employment in the inner budget Victorian Public Service and inner budget Commonwealth Public Service, the FRV, 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 AV. The granting of such leave will be by mutual agreement and such agreement will not be unreasonably withheld.



73. CAREER BREAK

- 73.1 Employees may apply for a six (6) month Career Break. Such a break is unpaid. The purpose of a Career Break is to allow the employee to have rest and recuperation away from the workplace, to travel and/or pursue personal interests.
- 73.2 Approval of a request for a Career Break is subject to AV's discretion and operational requirements.
- 73.3 In any calendar year, there will be a maximum number of Career Breaks that can be taken across AV in accordance with this clause. This number will be determined at the discretion of AV and will be made available to employees. The number of employees who have an approved period of leave under the Four for Five Purchased Leave Scheme (in accordance with clause 86) will be taken into account in determining the maximum number of Career Breaks that can be taken by employees in any calendar year.
- 73.4 As part of the application process, an employee may specify if they would like to use accrued Annual Leave or Long Service Leave to extend the six (6) month Career Break. Any extension of the six (6) month Career Break is at the discretion of AV.
- 73.5 A Career Break does not count towards an employee's service but does not break the continuity of service.

74. PUBLIC HOLIDAYS

74.1 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 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.

74.2 Substitution of public holidays



- (a) By agreement between AV 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.

74.3 **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 or leave in lieu for that holiday.

Note: Nothing in this clause deprives an employee of their entitlement to reasonably refuse to work on a public holiday without loss of pay under the NES.

74.4 **Pay or time in lieu of a public holiday**

- (a) This clause 74.4 does not apply in circumstances where the employee is entitled to SDO benefits in respect of certain public holidays in accordance with 76.
- (b) Where an employee works on a Public Holiday, or such holiday occurs on the employee's rostered day off AV 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.

75. **PUBLIC HOLIDAYS AND LEAVE IN LIEU OF PAYMENTS AND PENALTIES**

75.1 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 74.4, other than for the Saturday before Easter Sunday.

75.2 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.

75.3 Subject to clause 75.2 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 74.1, other than for Easter Saturday for which



employees will continue to receive public holiday payments in accordance with clause 74.4.

76. SINGLE DAY OFF

Summary

Single Day Off (**SDO**) entitlements allow employees (excluding Graduate Paramedics, Patient Transport and Fleet Maintenance) the flexibility to access a single day off.

Employees are entitled to accrue SDO hours if they work on Easter Sunday and/or Friday before the AFL Grand Final, or if either of these public holidays occurs on the employee's rostered day off. Eligible employees will accrue 11.4 SDO hours per public holiday (pro rated for part-time employees).

Employees can then request to use accrued SDO hours in order to be absent from a single shift, up to 12 months in advance. AV cannot unreasonably refuse a request to use SDO hours but all requests will be considered subject to operational and resourcing requirements.

AV may reduce an employee's accrued unused SDO hours balance by paying out the portion of this balance which exceeds thirty (30) hours at the ordinary time rate of pay.

76.1 General operation of SDO

- (a) Single Day Off (**SDO**) entitlements allow employees the flexibility to access a single day off up to 12 months' in advance. Employees may be entitled to accrue SDO hours on certain specified public holidays.
- (b) Graduate Paramedics, Patient Transport and Fleet Maintenance are excluded from SDO entitlements.

76.2 Accruing SDO hours in lieu of penalties on specified public holidays

- (a) Employees will accrue SDO hours in lieu of payment of penalties where the employee works on the following public holidays or where the following public holidays occur on the employee's rostered day off:
 - (i) Easter Sunday; and
 - (ii) Friday before the AFL Grand Final.
- (b) Where additional public holidays are declared or prescribed for Victoria or any locality, AV may determine that SDO hours will also accrue on any such additional public holiday in lieu of public holiday penalties.
- (c) SDO hours do not accrue in lieu of public holiday penalties on any of the public holidays to which clauses 74.4 and 75 otherwise apply.
- (d) Where applicable in accordance with clauses 76.2(a) and 76.2(b), SDO hours accrue as follows for each public holiday:



- (i) 11.4 hours for full-time Employees;
- (ii) 11.4 hours pro-rated per public holiday for part-time Employees.

For example, if an employee works 0.75 FTE, the employee will accrue 8.55 (= 0.75 x 11.4) hours per public holiday.

76.3 Using SDO hours to be absent from single shift

- (a) Employees may request to use their accrued SDO hours in order to be absent from a single shift without loss of pay on a specified day/s up to 12 months' in advance.
- (b) SDO hours can only be used if AV agrees to the employee's request. AV will not unreasonably refuse an employee's request but all requests to use SDO hours will be considered subject to AV's operational and resourcing requirements.

For example, a request to use SDO hours may be reasonably refused in circumstances where it is likely to cause a reduction in AV's community coverage.

- (c) Where SDO hours are used to be absent from work on a particular day, they will be deducted at a 1:1 ratio equivalent to the hours of the shift that the employee would otherwise have worked on that day.

For example, if an employee uses SDO hours to be absent from work on a day where they otherwise would have worked a 10 hour shift, the employee will have 10 SDO hours deducted from their accrued SDO hours balance.

- (d) If an employee uses SDO hours on a day that falls on an employees rostered day off or if that day falls within or overlaps with any other form of authorised absence or period of leave, the SDO hours will not be actioned and/or be re-credited.
- (e) An employee may also request to be released from one period of on-call associated with the rostered shift, without using additional SDO hours when working a roster pattern that that includes periods of on call. Release from an additional on-call period can be discussed with the employee's manager and is subject to AV's operational and resourcing requirements.

76.4 Paying out unused SDO hours

- (a) Where an Employee has an accrued unused SDO hours balance of more than thirty (30) hours, AV may pay out these additional hours to reduce the accrued SDO hours balance to thirty (30) hours. The timing of pay out will be determined by AV and AV will be required to notify employees in advance.
- (b) SDO hours will be paid out at the ordinary time rate of pay.



77. 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).

78. JURY SERVICE LEAVE

78.1 An employee, if required to attend for jury service during ordinary working hours, will be granted leave for jury service and be reimbursed by AV 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.

78.2 The employee will notify AV as soon as possible of the date the employee is required to attend for jury service.

78.3 The employee will provide AV with proof of duration of attendance and the amount received for such jury service.

79. ANZAC LEAVE

79.1 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.

79.2 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.

80. AUSTRALIAN DEFENCE FORCE RESERVE LEAVE

80.1 Paid leave

An employee is entitled to Australian Defence Force (**ADF**) Reserve leave at their ordinary time rate of pay, for a total of twenty (20) 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.

80.2 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 AV regarding the proposed timing of the service and will give AV as much notice as is possible of the time when the service will take place. The employee will:



- (i) provide AV 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 AV has the employee not taken the period of leave, AV will, unless exceptional circumstances arise, pay to the employee make up pay for the period of Defence Reserve service.

81. CULTURAL AND CEREMONIAL LEAVE

81.1 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.

81.2 Leave to attend Aboriginal community meetings

AV 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.

81.3 Leave to attend Annual General Meetings of Aboriginal community organisations

AV 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.

81.4 Ceremonial leave

- (a) Ceremonial leave may be granted to an employee of Aboriginal or Torres Strait Islander descent for ceremonial purposes:
 - (i) 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 81.4(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.



82. ATTENDANCE AT COURT OR BOARD OF INQUIRY

- 82.1 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.
- 82.2 AV will release an employee to attend the FWC during the employee's rostered hours of work subject to:
- (a) the provision of reasonable notice and evidence of the requirement to attend the FWC;
 - (b) AV's operational requirements.
- 82.3 The employee will be paid for the period of attendance at the FWC as if the employee had been at work performing their rostered hours of work.

83. GENDER AFFIRMATION LEAVE

Summary

This clause sets out an employee's entitlement to gender affirmation leave.

AV encourages a culture that is supportive of transgender and gender diverse employees and recognises the importance of providing a safe environment for employees undergoing gender affirmation.

Consistent with this purpose and AV's organisational values, AV provides up to 52 weeks' unpaid leave for employees affirming their gender. For permanent employees undergoing essential gender affirmation surgery, up to four weeks of this leave will be paid.

The entitlement to take gender affirmation leave is subject to notice and evidence requirements, as set out in this clause.

83.1 Definitions in this clause

- (a) **Gender Affirmation** means the steps an employee may take to feel more aligned with their gender. This is sometimes referred to as 'gender transition'. This may occur through medical, social or legal changes.
- (b) **Permanent Employee** means an employee other than a casual employee.

83.2 Entitlement to Gender Transition leave

- (a) Subject to subclause 83.3(a), an employee who commences Gender Affirmation is entitled to take up to 52 weeks' unpaid leave for the purpose of giving effect to the employee's Gender Affirmation.

83.3 Paid component for Permanent Employees



- (a) Permanent Employees may take up to 4 weeks of their 52 week entitlement as paid Gender Affirmation leave at their ordinary time rate of pay for essential and necessary gender affirmation procedures.
- (b) Essential gender affirmation procedures may include:
 - (i) medical or psychological appointments;
 - (ii) hormonal appointments;
 - (iii) surgery and associated appointments;
 - (iv) appointments to alter the employee's legal status or amend the employee's gender on legal documentation; or
 - (v) any other similar necessary appointment or procedure to give effect to the employee's gender affirmation as agreed with the employee's immediate manager.

83.4 **Taking Gender Affirmation leave**

- (a) Employees may implement their Gender Affirmation in various ways and are not required to be undergoing specific types of changes, such as surgery, to access unpaid Gender Affirmation leave.
- (b) An employee may commence their Gender Affirmation leave within the first 52 weeks of commencing their Gender Affirmation. There is no minimum amount of continuous service required by the employee in order to access Gender Affirmation Leave.
- (c) An employee may take Gender Affirmation leave as consecutive, single or part days as agreed with the employee's immediate manager.
- (d) AV will not pay out any unused paid Gender Affirmation leave on termination of employment.
- (e) Gender Affirmation leave will not accrue from year to year.

83.5 **Notice and evidence requirements**

- (a) An employee seeking to access Gender Affirmation leave must provide AV with at least 4 weeks' written notice of their intended commencement date and expected period of leave, unless otherwise agreed by the employee's immediate manager.
- (b) An employee seeking to access Gender Affirmation leave may, upon the request of the employee's immediate manager, be required to provide suitable supporting documentation or evidence of their attendance at essential gender affirmation procedures. This may be in the form of a document issued by a registered medical practitioner, a lawyer, or a State, Territory or Federal government organisation, statutory declaration or other suitable supporting documentation.



84. ASSISTED REPRODUCTIVE TREATMENT LEAVE

- 84.1 Subject to this clause 84, an employee is entitled to up to 60 hours per 12-month period of paid Assisted Reproductive Treatment Leave where the employee and/or their partner is seeking medical assistance for, and/or undergoing a medical procedure associated with, assisted reproductive treatment.
- 84.2 An employee may request to take paid Assisted Reproductive Treatment Leave if:
- (a) their accrued Personal Leave balance is 170 hours or less at the time of the request; and
 - (b) they provide appropriate medical evidence that would satisfy a reasonable person (such as a medical certificate) in support of their application for Assisted Reproductive Treatment Leave.
- 84.3 An employee requesting to take leave under this clause must provide AV with appropriate medical evidence and advise the AV of the period (or expected period) of the leave as soon as practicable, which may be a time after the leave has started.
- 84.4 AV will not unreasonably withhold approval for Assisted Reproductive Treatment Leave.
- 84.5 Assisted Reproductive Treatment Leave does not accumulate from year to year and is not paid out on termination of employment

85. BONE MARROW AND ORGAN DONOR LEAVE

- 85.1 Subject to this clause 85, an employee is entitled to the following amount of paid leave for the purpose of undergoing and/or recovering from a medical procedure associated with bone marrow or organ donation:
- (a) Bone Marrow Donation – a maximum of one (1) week per occasion that the employee makes a bone marrow donation;
 - (b) Organ Donation – a maximum of six (6) weeks per occasion that the employee makes an organ donation.
- 85.2 An employee may request to take paid Bone Marrow and Organ Donor Leave if:
- (a) they give at least four (4) weeks' notice of their intention to take leave; and
 - (b) they provide medical evidence that would satisfy a reasonable person that they are undergoing and/or require recovery from a procedure associated with bone marrow or organ donation.
- 85.3 AV will not unreasonably withhold approval for Bone Marrow and Organ Donor Leave.
- 85.4 Bone Marrow and Organ Donor Leave is not paid out on termination of employment.



86. FOUR FOR FIVE PURCHASED LEAVE SCHEME

Summary

The four-for-five purchased leave scheme allows eligible employees to work for four years and take the subsequent fifth year off work through a combination of purchased and accrued leave.

Access to the scheme is subject to conditions and AV approval.

86.1 An employee (other than a casual employee) who has at least two (2) years' continuous service may apply in writing to purchase 42 weeks of leave over a four year period (10.5 weeks of leave per year), and in the fifth year take 42 weeks of purchased leave plus 10 weeks' annual leave (pro rata for part-time employees) (a **four-for-five purchased leave scheme**).

86.2 Definitions

For the purposes of this clause 86:

(a) **Four-for-Five Year** means:

- (i) a 12-month period beginning on the date that the employee commences the four-for-five purchased leave scheme; and
- (ii) any subsequent 12-month period during the scheme beginning on the anniversary of that date,

as the context requires.

(b) **Remuneration** means the applicable weekly rolled-in rate of pay for eligible employees or, for other employees, the weekly aggregated base rate of pay, as varied from time to time. It does not include overtime.

86.3 Application for the four-for-five purchased leave scheme

- (a) An employee must make the application to participate in the four-for-five purchased leave scheme in writing.
- (b) AV may refuse to approve the application on reasonable business grounds.
- (c) If AV approves the application, it will provide written confirmation to the employee of its approval and of when the scheme commences.

86.4 First four years of the scheme

(a) In each of the first four Four-for-Five Years of the scheme:

- (i) the employee will progressively accrue 10.5 weeks' purchased leave for each year of service; and
- (ii) such accruals of purchased leave will be funded by deductions equivalent to 10.5 weeks' remuneration.



- (b) Subject to clause 86.4(c), purchased leave accruals and deductions operate on a pro-rata basis for part-time employees, according to their ordinary hours of work (whether the part-time arrangement is permanent or temporary).

For example, an employee who works 32 ordinary hours each week (an employment fraction of 0.8 FTE) for the full duration of a Four-for-Five Year will accrue 10.5 weeks' purchased leave in that year (comprised of x 10.5 32-hour weeks, or 336 hours in total).

- (c) Employees on a temporary part-time arrangement (including by reason of a FWA under clause 28 of this Agreement) may, in writing, agree with AV that during the period of their temporary part-time arrangement the purchased leave accruals and deductions for the purposes of the four-for-five purchased leave scheme are to be calculated on the basis of their substantive full-time employment fraction (or higher part-time employment fraction, as the case may be).

For example, an employee on a substantive fraction of 0.8 FTE has an approved flexible working arrangement to reduce their employment fraction to 0.4 FTE for a period of 12 months. The employee is also participating in the four-for-five purchased leave scheme under this Agreement and wishes to ensure that their accruals and deductions are unchanged for the purposes of the scheme, and agrees in writing with AV that their accruals and deductions will remain unchanged during the period of their part-time arrangement.

- (d) Deductions under clause 86.4(a)(ii):
- (i) will be made progressively in each pay period in the Four-for-Five Year, including during periods of paid leave taken under this Agreement and the NES; and
 - (ii) are based on the employee's remuneration rate at the time the deduction is made.

86.5 Fifth year of the scheme

- (a) On completion of the fourth Four-for-Five Year, the employee will commence on 12 months' leave, consisting of 10 weeks' accrued leave (annual leave and ADOs) and 42 weeks' purchased leave, which will be taken and paid in accordance with clauses 86.5(b) to (f).
- (b) For each week of purchased leave, the employee will be paid according to their average employment fraction over the first four Four-for-Five Years. If the employee has agreed to maintain a higher employment fraction for purchased leave purposes under clause 86.4(c), that higher employment fraction will be taken into account in calculating the average.

For example, an employee works 40 ordinary hours each week (an employment fraction of 1.0) in the first two Four-for-Five Years, before reducing their workload to 32 ordinary hours per week (an employment fraction of 0.8 FTE) in the next two Four-for-Five Years. (The employee does not agree with AV to maintain their higher employment fraction under clause 86.4(c) while working part-time.) In the fifth Four-for-Five Year, the employee is entitled to take 42 weeks' purchased leave, each of which is paid at 36 hours (reflecting the employee's average employment fraction of 0.9 FTE).



- (c) The employee will be paid the rate of remuneration applicable at the time of taking the purchased leave.
- (d) If the employee does not have sufficient accrued annual leave and ADOs to take the fifth Four-for-Five Year off in its entirety, the employee may take unpaid leave or AV may agree to permit the employee to take a portion of paid annual leave in advance.
- (e) The 12 months leave is an authorised absence which counts as service and does not break continuity of service.
- (f) AV will usually require that the employee taken the 12-month period of leave in a single continuous period.

86.6 **Early termination of the scheme**

If:

- (a) the employee gives AV written notice they are withdrawing from the four-for-five scheme at any time before the completion of the fourth year of the scheme;
- (b) the employment terminates for any reason at any time before the completion of the fifth year of the scheme;
- (c) AV gives the employee notice it is terminating the scheme because the employee fails to commence the leave on completion of the fourth year; or
- (d) AV and the employee agree to terminate the scheme for the employee at any time before completion of the fifth year;

the scheme will terminate and the employee will receive a lump sum payment equivalent to the remuneration AV has deducted in accordance with the scheme.

86.7 **Transitional arrangements**

For any employee who, immediately prior to the commencement of this Agreement, is subject to a four for five flexible work arrangement under clause 24 of the Ambulance Victoria Enterprise Agreement 2020, that arrangement will continue to apply to the employee under this Agreement. Clause 24 of the Ambulance Victoria Enterprise Agreement 2020 is incorporated and forms part of this Agreement in respect of those employees only.

87. **SPECIAL LEAVE**

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



▶ Part 7 - Superannuation

88. SUPERANNUATION

88.1 The Emergency Services Superannuation Scheme (**ESSS**) is the superannuation scheme that applies to all employees covered by this Agreement.

88.2 AV 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).

88.3 Superannuation contributions will be calculated on the pre-packaged salary received by the employee during the preceding month.

88.4 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.

88.5 **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, Discipline and Procedural Fairness

89. PERFORMANCE AND IMPROVEMENT PROCESS

Summary

The purpose of the clause is to:

1. Support employees with unsatisfactory work performance to improve their performance to the required standard; and
2. Ensure that unsatisfactory work performance is addressed positively and expeditiously; and
3. Provide a fair and transparent framework for action to be taken where an employee continues to perform below AV's expected standard.

In summary, AV will manage an employee's unsatisfactory work performance as follows:

1. Informal discussion, unless inappropriate.
2. Formal management:
 - a. Stage 1: Formal counselling.
 - b. Stage 2: Formal written warning.
 - c. Stage 3: Final warning.
3. If an employee's work performance does not improve to the required standard, by the time the formal management process is finalised, the final outcomes include, but are not limited to, no action, restorative practices, assignment to a lower classification or termination of employment.

This clause should be read in conjunction with clause 91.

89.1 Where AV has concerns with an employee's Work Performance including that their Work Performance is unsatisfactory, informal discussion should occur with the employee concerned unless it would be inappropriate in view of the nature of the concerns.

89.2 In relation to the informal management of unsatisfactory Work Performance:

- (a) The employee will be given a full and fair opportunity to respond, as far as is reasonably practicable, to any of AV's concerns about their unsatisfactory Work Performance;
- (b) When having an informal discussion with an employee about unsatisfactory Work Performance, AV will provide, wherever possible, the employee with specific examples of the particular performance issues, AV's expectations and timeframes for improvement;



- (c) Where practicable and in keeping with the spirit of informal performance management, the employee will be notified in advance that the purpose of the discussion or meeting is an informal discussion about their performance; and
 - (d) An employee is entitled to a support person during any informal discussion or meeting, in accordance with clause 89.4.
- 89.3 Nothing in this clause 89 limits the capacity of AV to provide constructive feedback on an employee's Work Performance as AV considers appropriate from time to time.
- 89.4 An employee is entitled to have a support person of their choosing and/or a person who represents their industrial interests present at any stage of the unsatisfactory Work Performance management process, provided the person(s) does not have any actual or potential conflict of interest relating to the matter(s) to be discussed.
- 89.5 Prior to commencing the formal management of unsatisfactory Work Performance, AV will consider any relevant organisational or personal factors that play a role in the employee's unsatisfactory Work Performance and consider alternatives to the formal management of Work Performance in order to address the problem.
- 89.6 Where AV considers that informal attempts to address an employee's unsatisfactory Work Performance are inappropriate, or have been unsuccessful, the formal management of unsatisfactory Work Performance may commence, and will include the following steps:
 - (a) Stage 1: Formal counselling.
 - (b) Stage 2. Formal written warning.
 - (c) Stage 3: Final warning.
- 89.7 At any stage of the formal management of unsatisfactory Work Performance AV may implement one or more of the following measures directed to improving the employee's Work Performance:
 - (a) Increased supervision;
 - (b) the employee's performance plan;
 - (c) Mentoring;
 - (d) Training and professional development;
 - (e) Increased feedback;
 - (f) Coaching;
 - (g) A performance improvement plan;
 - (h) Other measures directed to improving the employee's unsatisfactory performance, provided that AV has consulted with the employee about the proposed measure(s).



- 89.8 AV will make reasonable efforts to provide an employee whose Work Performance is unsatisfactory with any additional support requested by that employee to improve the employee's Work Performance.
- 89.9 For the avoidance of doubt, the obligations in relation to procedural fairness under clause 91 apply to the formal management of unsatisfactory Work Performance under this clause.
- 89.10 If the employee's Work Performance does not improve to the required level following formal management as set out in 89.6, AV will determine the unsatisfactory Work Performance outcome that is to apply to the employee. In doing so, AV will consider any improvement in the employee's performance during the performance management process, any recommendations made by management as to the appropriate outcome, the response of the employee, whether requested supports have been provided, and any mitigating circumstances. AV will advise the employee of the unsatisfactory Work Performance outcome in writing. The possible outcomes include, but are not limited to:
- (a) No action;
 - (b) Restorative practices (within the meaning of clause 90.10(c));
 - (c) Assignment of the employee with or without their agreement to a role at a classification level lower than the employee's current classification level; and
 - (d) Termination of the employee's employment.

90. DISCIPLINARY PROCESS

Summary

This clause sets out how AV will manage an employee's alleged misconduct. In summary, that process will generally be as follows:

1. The employee is notified of allegations of misconduct in writing.
2. Where AV determines that an investigation into misconduct is required, AV will appoint an investigator to conduct an investigation into the allegations. The investigator may be internal, or external.
3. The employee is provided with a reasonable timeframe to respond to the allegations.
4. Where an allegation is substantiated, AV will consider all relevant information and may propose a discipline outcome.
5. The employee is provided with an opportunity to respond to a summary of the investigator's findings, a summary of the reasoning and any proposed discipline outcome.
6. Subject to consideration of the employee's response and other relevant matters, AV may apply one or more of the prescribed discipline outcomes.

This clause should be read in conjunction with clause 91.



- 90.1 Where misconduct or serious misconduct is alleged, and it is determined by AV that an investigation into the alleged misconduct is required, the investigator appointed by AV must comply with clause 91.
- 90.2 AV will notify the employee of the allegation(s) regarding the misconduct or serious misconduct in writing to enable the employee to fairly respond to the allegation(s). Such notification will contain sufficient detail including specific reasons for the allegations and, where relevant, the evidential basis for the allegations.
- 90.3 Subject to compliance with this clause 90 and clause 91, AV may conduct the investigation in any manner it considers appropriate.
- 90.4 The employee will be provided with a reasonable timeframe of at least 10 business days, unless exceptional circumstances apply, to respond to any allegations, should they choose to do so. Should the employee choose to provide a response to the allegation(s), the employee may provide such a response by way of interview and/or in writing. The employee is entitled to have a support person of their choosing (and/or a person who represents their industrial interests) present at any stage of the misconduct process, provided the person(s) does not have any actual or potential conflict of interest relating to the matter(s) to be discussed. Any direction by AV to keep an investigation confidential does not preclude an employee from discussing the investigation with their support person and/or representative.
- 90.5 Where an investigation is conducted by AV, the investigator (whether internal or external) will make findings as to whether each allegation of misconduct is substantiated or not substantiated.
- 90.6 AV will consider the allegations and the investigator's findings, reasons, evidence, the employee's response, and all other relevant information, and propose the discipline outcome, if any, to be applied to the employee.
- 90.7 As soon as practicable after receiving the findings of the investigation, AV will provide the employee with the findings made by the investigator, a summary of the reasoning of the investigator and a summary of the evidence relied upon, and the proposed disciplinary outcome. The employee will be given a reasonable time to respond to the findings made by the investigator, the summary of the reasoning of the investigator and the summary of the evidence relied upon, and the proposed disciplinary outcome, being no less than 10 business days unless exceptional circumstances apply. If the employee considers, on a reasonable basis, that the findings made by the investigator, the summary of the reasoning of the investigator and the summary of the evidence relied upon is insufficient to enable the employee to respond to the proposed disciplinary outcome, AV will give consideration to, and will not unreasonably deny, requests for additional information pertaining to the investigation.
- 90.8 Any disciplinary meetings or interviews conducted by an investigator will occur, as far as is reasonably practicable, during the employee's ordinary rostered hours and will be paid at the ordinary time rate of pay. Where a disciplinary meeting or interview occurs outside of the employee's ordinary rostered hours, it will be counted as time worked.
- 90.9 In determining whether any disciplinary action is necessary in relation to the matters under investigation AV will consider:
- (a) the allegations, evidence, findings and reasons of the investigator;



- (b) any recommendations as to the appropriate disciplinary outcome made by management and / or the investigator;
- (c) any responses of the employee (including any admission of misconduct) and any mitigating circumstances, including in relation to the employee's capacity or conduct;
- (d) AV's health and safety obligations in accordance with the OHS Act; and
- (e) any other relevant matter that has been put to the employee.

90.10 The possible discipline outcomes are one or more of the following:

- (a) No action; or
- (b) Formal counselling, training and/or education; or
- (c) Restorative Practices (which may include, but are not limited to):
 - (i) Performance management;
 - (ii) Mediation;
 - (iii) Apology;
 - (iv) Team activities;
 - (v) Personal development;
 - (vi) Informal catch-up discussions;
 - (vii) Coaching or mentoring;
 - (viii) Behaviour rectification requirements; or
- (d) Formal warning; or
- (e) Final warning; or
- (f) First and final warning; or
- (g) Where there are substantiated allegations that an employee has engaged in serious misconduct that is bullying or sexual harassment (as these terms are defined in the Act), fraud, theft, workplace violence or victimisation:
 - (i) if the employee is in a managerial role (within the meaning of clause 35.3), educational role (within the meaning of clause 35.4) or any other supervisory role, assignment of the employee with or without their agreement to a role at a classification level lower than the employee's current classification level. Where no suitable positions are available at the employee's existing work location, the disciplinary outcome may also include a transfer of the employee with or without their agreement to a reasonable different work location; or



- (ii) transfer of the employee with or without their agreement to a reasonable different work location at the employee's current classification level; or
 - (h) Termination of Employment.
- 90.11 As an alternative to termination of employment AV may, in its discretion, apply (as appropriate) any combination of the discipline outcomes listed in clause 90.10 to form a single disciplinary outcome.
- 90.12 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, AV is not required to delay or cease the management of misconduct process under this clause but AV may exercise its discretion to do so.
- 90.13 Any warnings applied pursuant to clause 90.10 will be removed from an employee's personnel file 12 months after the date it is issued.
- 90.14 An employee subject to a disciplinary process may be suspended from the workplace for the duration of the disciplinary process where AV considers this is necessary, taking into account all relevant circumstances, including:
- (a) The nature and seriousness of the allegations against the employee;
 - (b) Whether the employee's continued presence in the workplace would present a risk to the mental or physical safety or wellbeing of the employee, other employees or members of the public; and
 - (c) Whether it is necessary in order to preserve the integrity of the disciplinary investigation, or any action related to the disciplinary process.
- 90.15 Where an employee has been suspended from the workplace, the employee will be provided with written reasons for the suspension.
- Note: The parties acknowledge that any dispute over AV's right to suspend an employee from the workplace under clause 90.14 may be resolved under the disputes procedure in clause 14 of this Agreement.
- 90.16 AV may direct an employee who is subject to a disciplinary process to temporarily perform alternative duties, or be temporarily transferred to a reasonable alternative work location, as an alternative to suspending the employee from the workplace entirely under clause 90.14. Where the alternative duties or location require the employee to perform duties of a higher classification, or to work away from their Home Branch, the employee will be paid at the rate applicable to the higher classification and/or any applicable allowances.
- 90.17 An employee who is suspended from the workplace in accordance with this clause will continue to receive their ordinary time rate of pay.
- 90.18 An employee who is suspended from the workplace in accordance with this clause but remains in receipt of their ordinary time rate of pay (and is not otherwise on a form of paid or unpaid leave) must remain ready and available to attend to work during their usual hours of work, if required by AV to do so.



- 90.19 AV will reassess the reasonableness of any suspension from the workplace at least monthly, and sooner if the circumstances of the matter allow.
- 90.20 An employee who is subject to a disciplinary process is expected to participate in the disciplinary process and comply with AV's reasonable directions to ensure that the disciplinary process progresses in an appropriate and reasonable manner.

91. PROCEDURAL FAIRNESS

Summary

This clause confirms that any performance improvement or disciplinary process must be undertaken in accordance with the principles of procedural fairness and natural justice.

- 91.1 The formal management of unsatisfactory Work Performance under clause 89, and/or misconduct pursuant to clause 90, including any investigation conducted by AV into alleged misconduct will be undertaken consistent with the principles of procedural fairness and natural justice.
- 91.2 Further to the obligations arising under clause 91.1, where AV is managing an employee's unsatisfactory Work Performance and/or disciplinary process under clause 89 or clause 90, 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) AV will provide the employee a reasonable opportunity to seek advice from a representative of their choice at any stage of either the unsatisfactory Work Performance or disciplinary process.
 - (c) AV will outline the standard of performance and / or conduct required.
 - (d) The employee will have the opportunity to respond to what AV has said.
 - (e) AV 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 the opportunity, within a reasonable specified timeframe, to improve their performance and / or conduct other than where termination of employment is warranted.
 - (h) The employee will be told the consequences if they fail to improve their performance and/ or conduct to the required standard.
- 91.3 Any investigator appointed to investigate alleged misconduct pursuant to clause 90.5 must, in relation to an investigation:
- (a) collect relevant materials;



- (b) speak with the employee (unless the employee has chosen not to be spoken to);
- (c) speak with any relevant witnesses;
- (d) provide the employee with sufficient particulars to allow the employee to properly respond to the alleged misconduct; and
- (e) investigate any explanation made by the employee for the purposes of verifying the explanation as far as possible.

91.4 The processes undertaken pursuant to clause 90, including any investigations conducted pursuant to clause 90.5 must be completed by AV in a timely manner, taking into account all relevant circumstances, including:

- (a) The seriousness of the allegations;
- (b) The complexity of the investigation;
- (c) Whether the employee has been suspended;
- (d) Any leave taken by the employee; and
- (e) Any other relevant matter.



▶ Part 9 - Other Terms and Conditions

92. LOST, STOLEN AND DAMAGED PROPERTY

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

93. TRAINING AND DEVELOPMENT

- 93.1 AV 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 AV's expense.
- 93.2 AV will provide reasonable access for acting and appointed managers to leadership development training to improve mitigation of identified risk to employees, improve employee experience at work and performance and to support and achieve organisational priorities.
- 93.3 AV 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.
- 93.4 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.
- 93.5 AV 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.
- 93.6 Where practical, AV will endeavour to ensure training modules form components of an accredited qualification.
- 93.7 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.
- 93.8 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.



94. 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.

95. CLEANING OF VEHICLES

95.1 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.

96. AMBULANCE SUBSCRIPTION SERVICE

96.1 Ambulance Subscription Scheme Life Membership will be awarded to permanent full-time, part-time and job-share employees retiring or resigning from AV 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 AV 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.

96.2 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.

97. ADVERTISING VACANCIES

Summary

This clause sets out AV's approach to advertising vacancies.

97.1 Subject to clauses 97.2 to 97.5, within six months of a vacancy arising for a permanent position, AV will advertise the vacancy internally and/or externally.

97.2 AV retains the discretion for the Chief Executive to appoint a person directly to a permanent position in appropriate cases, such as to facilitate conversion from fixed-term employment.



- 97.3 Clause 97.1 does not apply to vacancies for ALS Ambulance Paramedic positions, which may instead be filled through recruitment processes including the following:
- (a) Graduate Ambulance Paramedic (**GAP**) recruitment program;
 - (b) Qualified Ambulance Paramedic (**QAP**) recruitment program;
 - (c) QAP Casual Conversion (refer to clause 27);
 - (d) Pathway to Paramedicine Scholarship Program; or
 - (e) Inter Professional Graduate (**IPG**) Program.
- 97.4 Clause 97.1 does not apply to vacancies for positions filled through Academic Recruitment Programs (including MICA Paramedic, ALS Flight Paramedic and / or MICA Flight Paramedic positions).
- 97.5 Where multiple vacancies within the same classification exist (or are anticipated to exist by AV), AV retains the discretion to implement a volume recruitment process as it sees fit including making offers of employment to those listed on an order of merit.

98. RECRUITMENT

Summary

This clause sets out AV's commitments to fair and transparent recruitment and selection processes that support AV's operational needs.

- 98.1 AV is committed to fair and transparent recruitment and selection processes for employees and applicants, whilst retaining the flexibility required to meet AV's operational needs.
- 98.2 For clarity, this clause also applies to a secondment of six (6) months or more.
- 98.3 AV is committed to a recruitment and selection process that:
- (a) provides development and career opportunities to all employees;
 - (b) is fair, transparent and communicated openly to all employees;
 - (c) clearly defines relevant position requirements;
 - (d) clearly and accurately assesses applicants' skills, qualifications and experience ensuring that appropriate weighting is provided to considerations such as work history, qualifications and interview process;
 - (e) openly supports equality opportunity principles and inclusion initiatives.
- 98.4 An applicant who is a current employee of AV may make a request for reasonable feedback on their application within four (4) weeks after the completion of the recruitment process, provided that AV will still consider a request for feedback outside this period if the feedback is still relevant. AV will provide reasonable feedback within eight (8) weeks of receipt of the request where practicable, considering the number of applicants and feedback requested.



▶ Part 10 - Employee Representatives

99. ASSISTANCE AND REPRESENTATION

Summary

This clause sets out the industrial relations rights and responsibilities of Employee Representatives.

The VAU and UWU are to nominate a list of their Employee Representatives to AV's Workplace Relations team at the commencement of each calendar year. These organisations are permitted to attend inductions for new employees.

This clause outlines various Employee Representative functions and rights including, for example, the function of providing awareness and understanding of the Unions' aims and achievements whenever possible and the right to represent the industrial interests of employees who are members (or eligible to be members) of their organisation in relation to matter including disputes under the Agreement.

99.1 Recognition of Employee Representatives and access to inductions

- (a) AV recognises that Employee Representatives have rights to provide employees with assistance and representation in relation to workplace matters. Employee Representatives will not be disadvantaged or discriminated against for exercising their industrial rights.
- (b) The VAU and UWU will nominate a list of their Employee Representatives to AV's Workplace Relations team at the commencement of each calendar year and will update the list from time to time.
- (c) AV will advise the VAU and UWU at least seven days in advance of the dates for induction of new employees and these organisations will be permitted to attend such inductions to address new employees and provide materials regarding their organisations and their respective services.

99.2 Employee Representatives' functions

AV acknowledges and respects the following functions of Employee Representatives:

- (a) to provide awareness and understanding of the Unions' aims and achievements whenever possible;
- (b) to recruit and involve workers in the Union and its activities;
- (c) to be approachable and helpful to Union members in the workplace;
- (d) to provide up-to-date and relevant Union information to Union members in the workplace;
- (e) to represent the views of the members;
- (f) to represent and advocate for Union members fairly and accurately in negotiations and in relation to individual grievances; and



- (g) to represent Union members in proceedings before the FWC, courts or similar tribunals.

99.3 Employee Representatives' rights

(a) Right to represent industrial interests

An Employee Representative is entitled to represent the industrial interests of employees who are members (or eligible to be members) of their organisation including in relation to any:

- (i) matter concerning the application of this Agreement;
- (ii) dispute or potential dispute under this Agreement;
- (iii) disciplinary matter; or
- (iv) other workplace matter.

(b) Right to reasonable communication

An Employee Representative is entitled to reasonable communication with employees who are members (or eligible to be members) of their organisation in relation to their industrial interests. This includes discussing membership of the Employee Representative's organisation and representation with employees who are members (or eligible to be members) of their organisation. An Employee Representative may communicate with such employees during working hours or work breaks, or before or after work.

(c) Right to reasonable access to workplace facilities

- (i) Subject to clause 99.3(c)(ii), an Employee Representative is entitled to reasonable access to the workplace and workplace facilities, including but not limited to telephone, facsimile, printers, photocopying, internet, Wi-Fi, email, videoconferencing, a physical or electronic noticeboard, meeting rooms, a lockable filing cabinet or other secure document storage area and other office facilities for the purpose of representing the industrial interests of employees who are members (or eligible to be members) of their organisation.
- (ii) AV is not required to provide access to or use of a workplace facility if:
 - (A) the workplace does not have the facility;
 - (B) due to operational requirements, it is impractical to provide access to or use of the facility at the time or in the manner it is sought; or
 - (C) AV does not have access to the facility at the enterprise and is unable to obtain access after taking reasonable steps.

(d) Right to leave for representative purposes



- (i) Subject to clauses 99.3(d)(ii) and (iv), an Employee Representative who is authorised to act on behalf of their organisation as notified to AV 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 AV's management on such issues; and
 - (C) endeavour to resolve any dispute arising out of such issues.
- (ii) The release of Employee Representatives is subject to the following conditions:
 - (A) AV's operational requirements;
 - (B) the Employee Representative notifying the relevant manager of the nature of the business they wish to undertake with their organisation the location of any meeting(s) and an estimate of the time needed away from normal duties;
 - (C) the Employee Representative giving as much notice as is reasonably practicable of the need to be released from duty;
 - (D) the Employee Representative not leaving their place of work without first advising their manager.
- (iii) This clause does not release the Employee Representative of any obligations imposed on them as an employee of AV.
- (iv) The relevant manager will facilitate the Employee 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.
- (v) Travel, meals, accommodation and other expenses will be the responsibility of the authorised representative.
- (vi) To the extent that it is appropriate to do so, the Employee Representative will strive to resolve any issues at the local level, consistent with the intent of the procedure for the resolution of industrial disputes.

100. LEAVE: SECONDMENTS

- 100.1 Subject to operational requirements, a paramedic is entitled to take paid leave to undertake a secondment with the UWU or VAU . 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 14 weeks in total per calendar year for an employee (or employees) undertaking secondment with the UWU;

100.2 The seconded employee will be paid their ordinary time rolled-in rate of pay.

100.3 Within four (4) weeks of the commencement of the calendar year, if there is to be a secondment, VAU, or UWU 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 across more than one calendar year.

101. LEAVE: STATE COUNCIL MEETINGS

101.1 Subject to clauses 101.2 and 101.3, AV will release elected State Councillors for VAU and UWU from rostered duty to attend a maximum of six (6) State Council and six (6) Executive meetings in paid time in each calendar year.

101.2 Each calendar year the total number of total occurrences where State Councillors may be released by AV will be:

- (a) 113 occurrences for VAU; and
- (b) 90 occurrences for UWU;

to attend State Council or Executive Council meetings.

101.3 The release of elected State Councillors to attend State Council and Executive meetings is subject to:

- (a) VAU and UWU providing the schedule of State Council and Executive meetings for each calendar year 14 days before the first meeting in each calendar year.
- (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 AV's Workplace Relations Manager.
- (c) All travel, meals, accommodation and other costs associated with attendance at State Council or Executive meetings are the responsibility of State Councillors.
- (d) Where an elected State Councillor not rostered for duty attends the State Council or Executive meeting they will not be entitled to any payment from AV.
- (e) Where an elected regional State Councillor is released from rostered duty, they 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, AV will subject to operational requirements facilitate a shift swap.

102. LEAVE: WORKPLACE RELATIONS TRAINING

102.1 To assist employees in participating in dispute prevention and resolution, Employee Representatives may, during normal working hours, attend training related to



representation of industrial interests of employees who are members (or eligible to be members) of their organisation.

- 102.2 Subject to clause 102.3, an Employee Representative is entitled to up to 5 days of paid time during normal working hours for initial training and at least one day each subsequent year for further training.
- 102.3 In each year commencing 1 July, AV is not required to provide access to paid time for training to more than one Employee Representative per 50 employees who are members (or eligible to be members) of the Employee Representative's organisation.
- 102.4 The release of an Employee Representative by AV to attend training during normal working hours is subject to:
- (a) four (4) weeks' notice of the training and the preferred training provider being provided by the Employee Representative; and
 - (b) the operational requirements of AV.
- 102.5 At least two (2) weeks' in advance of the training, AV must advise the Employee Representative whether access to paid time during normal working hours to attend the training has been approved, provided that the Employee Representative has complied with clause 102.4(a). AV will not unreasonably withhold agreement to the Employee Representative's attendance.
- 102.6 An Employee Representative on approved training will be released from duty with no loss of pay. All expenses associated with attendance at the training course, such as travel, accommodation and meal costs are the responsibility of the Employee Representative.



► Appendix 1 – Aggregated Base Rates of Pay

CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PATIENT TRANSPORT				
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 1	\$ 1,327.66	\$ 1,380.77	\$ 1,436.00	\$ 1,493.44
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 2	\$ 1,339.14	\$ 1,392.71	\$ 1,448.42	\$ 1,506.36
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 3	\$ 1,350.60	\$ 1,404.62	\$ 1,460.80	\$ 1,519.23
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 4	\$ 1,359.59	\$ 1,413.97	\$ 1,470.53	\$ 1,529.35
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 5	\$ 1,368.59	\$ 1,423.33	\$ 1,480.26	\$ 1,539.47
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 6	\$ 1,377.58	\$ 1,432.68	\$ 1,489.99	\$ 1,549.59
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 7	\$ 1,392.74	\$ 1,448.45	\$ 1,506.39	\$ 1,566.65
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 8	\$ 1,408.06	\$ 1,464.38	\$ 1,522.96	\$ 1,583.88
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 9	\$ 1,423.03	\$ 1,479.95	\$ 1,539.15	\$ 1,600.72
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 10 (introduced in Term 2)	N/A	\$ 1,487.36	\$ 1,554.54	\$ 1,616.72
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 11 (introduced in Term 2)	N/A	\$ 1,494.75	\$ 1,569.93	\$ 1,632.73
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 1,502.14	\$ 1,585.32	\$ 1,648.73
CLINIC TRANSPORT OFFICER - YEAR 1	\$ 1,108.48	\$ 1,152.82	\$ 1,198.93	\$ 1,246.89
CLINIC TRANSPORT OFFICER - YEAR 2	\$ 1,119.51	\$ 1,164.29	\$ 1,210.86	\$ 1,259.29
CLINIC TRANSPORT OFFICER - YEAR 3	\$ 1,130.53	\$ 1,175.75	\$ 1,222.78	\$ 1,271.69
CLINIC TRANSPORT OFFICER - YEAR 4	\$ 1,138.07	\$ 1,183.59	\$ 1,230.93	\$ 1,280.17
CLINIC TRANSPORT OFFICER - YEAR 5	\$ 1,145.61	\$ 1,191.43	\$ 1,239.09	\$ 1,288.65
CLINIC TRANSPORT OFFICER - YEAR 6	\$ 1,153.15	\$ 1,199.28	\$ 1,247.25	\$ 1,297.14
CLINIC TRANSPORT OFFICER - YEAR 7	\$ 1,165.84	\$ 1,212.47	\$ 1,260.97	\$ 1,311.41
CLINIC TRANSPORT OFFICER - YEAR 8	\$ 1,178.66	\$ 1,225.81	\$ 1,274.84	\$ 1,325.83



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
CLINIC TRANSPORT OFFICER - YEAR 9	\$ 1,191.22	\$ 1,238.87	\$ 1,288.42	\$ 1,339.96
CLINIC TRANSPORT OFFICER - YEAR 10 (introduced in Term 2)	N/A	\$ 1,245.07	\$ 1,301.30	\$ 1,353.35
CLINIC TRANSPORT OFFICER - YEAR 11 (introduced in Term 2)	N/A	\$ 1,251.24	\$ 1,314.19	\$ 1,366.76
CLINIC TRANSPORT OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 1,257.44	\$ 1,327.07	\$ 1,380.15
PATIENT TRANSPORT OFFICER - YEAR 1	\$ 1,194.34	\$ 1,242.11	\$ 1,291.79	\$ 1,343.46
PATIENT TRANSPORT OFFICER - YEAR 2	\$ 1,205.57	\$ 1,253.79	\$ 1,303.94	\$ 1,356.10
PATIENT TRANSPORT OFFICER - YEAR 3	\$ 1,216.80	\$ 1,265.47	\$ 1,316.09	\$ 1,368.73
PATIENT TRANSPORT OFFICER - YEAR 4	\$ 1,224.91	\$ 1,273.91	\$ 1,324.87	\$ 1,377.86
PATIENT TRANSPORT OFFICER - YEAR 5	\$ 1,233.02	\$ 1,282.34	\$ 1,333.63	\$ 1,386.98
PATIENT TRANSPORT OFFICER - YEAR 6	\$ 1,241.14	\$ 1,290.79	\$ 1,342.42	\$ 1,396.12
PATIENT TRANSPORT OFFICER - YEAR 7	\$ 1,254.79	\$ 1,304.98	\$ 1,357.18	\$ 1,411.47
PATIENT TRANSPORT OFFICER - YEAR 8	\$ 1,268.59	\$ 1,319.33	\$ 1,372.10	\$ 1,426.98
PATIENT TRANSPORT OFFICER - YEAR 9	\$ 1,282.11	\$ 1,333.39	\$ 1,386.73	\$ 1,442.20
PATIENT TRANSPORT OFFICER - YEAR 10 (introduced in Term 2)	N/A	\$ 1,340.06	\$ 1,400.60	\$ 1,456.62
PATIENT TRANSPORT OFFICER - YEAR 11 (introduced in Term 2)	N/A	\$ 1,346.74	\$ 1,414.46	\$ 1,471.04
PATIENT TRANSPORT OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 1,353.39	\$ 1,428.33	\$ 1,485.46
AMBULANCE TRANSPORT ATTENDANT - YEAR 1	\$ 1,272.60	\$ 1,323.50	\$ 1,376.44	\$ 1,431.50
AMBULANCE TRANSPORT ATTENDANT - YEAR 2	\$ 1,292.54	\$ 1,344.24	\$ 1,398.01	\$ 1,453.93
AMBULANCE TRANSPORT ATTENDANT - YEAR 3	\$ 1,312.48	\$ 1,364.98	\$ 1,419.58	\$ 1,476.36
AMBULANCE TRANSPORT ATTENDANT - YEAR 4	\$ 1,321.24	\$ 1,374.09	\$ 1,429.05	\$ 1,486.21
AMBULANCE TRANSPORT ATTENDANT - YEAR 5	\$ 1,329.98	\$ 1,383.18	\$ 1,438.51	\$ 1,496.05
AMBULANCE TRANSPORT ATTENDANT - YEAR 6	\$ 1,338.74	\$ 1,392.29	\$ 1,447.98	\$ 1,505.90
AMBULANCE TRANSPORT ATTENDANT - YEAR 7	\$ 1,353.47	\$ 1,407.61	\$ 1,463.91	\$ 1,522.47
AMBULANCE TRANSPORT ATTENDANT - YEAR 8	\$ 1,368.36	\$ 1,423.09	\$ 1,480.01	\$ 1,539.21
AMBULANCE TRANSPORT ATTENDANT - YEAR 9	\$ 1,382.94	\$ 1,438.26	\$ 1,495.79	\$ 1,555.62
AMBULANCE TRANSPORT ATTENDANT - YEAR 10 (introduced in Term 2)	N/A	\$ 1,445.45	\$ 1,510.75	\$ 1,571.18



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
AMBULANCE TRANSPORT ATTENDANT - YEAR 11 (introduced in Term 2)	N/A	\$ 1,452.64	\$ 1,525.70	\$ 1,586.73
AMBULANCE TRANSPORT ATTENDANT - YEAR 12 (introduced in Term 2)	N/A	\$ 1,459.84	\$ 1,540.66	\$ 1,602.29
REGIONAL OPERATIONS				
AMBULANCE COMMUNITY OFFICER - LEVEL 1	\$ 1,135.26	\$ 1,180.67	\$ 1,227.90	\$ 1,277.02
AMBULANCE COMMUNITY OFFICER - LEVEL 3	\$ 1,156.01	\$ 1,202.25	\$ 1,250.34	\$ 1,300.35
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$ 1,344.46	\$ 1,398.24	\$ 1,454.17	\$ 1,512.34
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,387.93	\$ 1,443.45	\$ 1,501.19	\$ 1,561.24
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,507.32	\$ 1,567.61	\$ 1,630.31	\$ 1,695.52
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,566.50	\$ 1,629.16	\$ 1,694.33	\$ 1,762.10
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,618.19	\$ 1,682.92	\$ 1,750.24	\$ 1,820.25
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 1,708.16	\$ 1,802.75	\$ 1,874.86
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 1	\$ 1,647.26	\$ 1,713.15	\$ 1,781.68	\$ 1,852.95
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 2	\$ 1,664.05	\$ 1,730.61	\$ 1,799.83	\$ 1,871.82
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,680.90	\$ 1,748.14	\$ 1,818.07	\$ 1,890.79
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 4	\$ 1,719.54	\$ 1,788.32	\$ 1,859.85	\$ 1,934.24
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 5	\$ 1,738.88	\$ 1,808.44	\$ 1,880.78	\$ 1,956.01
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,758.17	\$ 1,828.50	\$ 1,901.64	\$ 1,977.71
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 7	\$ 1,777.52	\$ 1,848.62	\$ 1,922.56	\$ 1,999.46
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 8	\$ 1,797.07	\$ 1,868.95	\$ 1,943.71	\$ 2,021.46
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 1,816.83	\$ 1,889.50	\$ 1,965.08	\$ 2,043.68
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 10 (introduced in Term 2)	N/A	\$ 1,898.95	\$ 1,984.73	\$ 2,064.12
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 11 (introduced in Term 2)	N/A	\$ 1,908.40	\$ 2,004.38	\$ 2,084.56
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 1,917.84	\$ 2,024.03	\$ 2,104.99



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 6	\$ 1,942.46	\$ 2,020.16	\$ 2,100.97	\$ 2,185.01
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 9	\$ 2,006.58	\$ 2,086.84	\$ 2,170.31	\$ 2,257.12
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 2,118.14	\$ 2,235.42	\$ 2,324.84
MOTORCYCLE RESPONDER PARAMEDIC - ALS - YEAR 6	\$ 1,942.46	\$ 2,020.16	\$ 2,100.97	\$ 2,185.01
MOTORCYCLE RESPONDER PARAMEDIC - ALS - YEAR 9	\$ 2,006.58	\$ 2,086.84	\$ 2,170.31	\$ 2,257.12
MOTORCYCLE RESPONDER PARAMEDIC - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,118.14	\$ 2,235.42	\$ 2,324.84
RELIEVING PARAMEDIC BLS - YEAR 6	\$ 1,684.23	\$ 1,751.60	\$ 1,821.67	\$ 1,894.53
RELIEVING PARAMEDIC BLS - YEAR 9	\$ 1,735.92	\$ 1,805.36	\$ 1,877.58	\$ 1,952.68
RELIEVING PARAMEDIC BLS - YEAR 12 (introduced in Term 2)	N/A	\$ 1,830.60	\$ 1,930.09	\$ 2,007.29
RELIEVING PARAMEDIC ALS - YEAR 1	\$ 1,764.99	\$ 1,835.59	\$ 1,909.02	\$ 1,985.38
RELIEVING PARAMEDIC ALS - YEAR 2	\$ 1,781.78	\$ 1,853.05	\$ 1,927.17	\$ 2,004.25
RELIEVING PARAMEDIC ALS - YEAR 3	\$ 1,798.63	\$ 1,870.58	\$ 1,945.41	\$ 2,023.22
RELIEVING PARAMEDIC ALS - YEAR 4	\$ 1,837.27	\$ 1,910.76	\$ 1,987.19	\$ 2,066.67
RELIEVING PARAMEDIC ALS - YEAR 5	\$ 1,856.61	\$ 1,930.88	\$ 2,008.12	\$ 2,088.44
RELIEVING PARAMEDIC ALS - YEAR 6	\$ 1,875.90	\$ 1,950.94	\$ 2,028.98	\$ 2,110.14
RELIEVING PARAMEDIC ALS - YEAR 7	\$ 1,895.25	\$ 1,971.06	\$ 2,049.90	\$ 2,131.89
RELIEVING PARAMEDIC ALS - YEAR 8	\$ 1,914.80	\$ 1,991.39	\$ 2,071.05	\$ 2,153.89
RELIEVING PARAMEDIC ALS - YEAR 9	\$ 1,934.56	\$ 2,011.94	\$ 2,092.42	\$ 2,176.11
RELIEVING PARAMEDIC ALS - YEAR 10 (introduced in Term 2)	N/A	\$ 2,021.39	\$ 2,112.07	\$ 2,196.55
RELIEVING PARAMEDIC ALS - YEAR 11 (introduced in Term 2)	N/A	\$ 2,030.84	\$ 2,131.72	\$ 2,216.99
RELIEVING PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,040.28	\$ 2,151.37	\$ 2,237.42
SENIOR RESERVE PARAMEDIC ALS - YEAR 1	\$ 1,977.40	\$ 2,056.50	\$ 2,138.76	\$ 2,224.31
SENIOR RESERVE PARAMEDIC ALS - YEAR 2	\$ 1,990.20	\$ 2,069.81	\$ 2,152.60	\$ 2,238.70
SENIOR RESERVE PARAMEDIC ALS - YEAR 3	\$ 2,003.14	\$ 2,083.27	\$ 2,166.60	\$ 2,253.26
SENIOR RESERVE PARAMEDIC ALS - YEAR 4	\$ 2,023.94	\$ 2,104.90	\$ 2,189.10	\$ 2,276.66



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR RESERVE PARAMEDIC ALS - YEAR 5	\$ 2,044.80	\$ 2,126.59	\$ 2,211.65	\$ 2,300.12
SENIOR RESERVE PARAMEDIC ALS - YEAR 6	\$ 2,065.60	\$ 2,148.22	\$ 2,234.15	\$ 2,323.52
SENIOR RESERVE PARAMEDIC ALS - YEAR 7	\$ 2,088.32	\$ 2,171.85	\$ 2,258.72	\$ 2,349.07
SENIOR RESERVE PARAMEDIC ALS - YEAR 8	\$ 2,111.30	\$ 2,195.75	\$ 2,283.58	\$ 2,374.92
SENIOR RESERVE PARAMEDIC ALS - YEAR 9	\$ 2,134.55	\$ 2,219.93	\$ 2,308.73	\$ 2,401.08
SENIOR RESERVE PARAMEDIC ALS - YEAR 10 (introduced in Term 2)	N/A	\$ 2,231.03	\$ 2,331.82	\$ 2,425.09
SENIOR RESERVE PARAMEDIC ALS - YEAR 11 (introduced in Term 2)	N/A	\$ 2,242.14	\$ 2,354.90	\$ 2,449.10
SENIOR RESERVE PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,253.23	\$ 2,377.99	\$ 2,473.11
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 1	\$ 1,977.40	\$ 2,056.50	\$ 2,138.76	\$ 2,224.31
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 2	\$ 1,990.20	\$ 2,069.81	\$ 2,152.60	\$ 2,238.70
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 3	\$ 2,003.14	\$ 2,083.27	\$ 2,166.60	\$ 2,253.26
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 4	\$ 2,023.94	\$ 2,104.90	\$ 2,189.10	\$ 2,276.66
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 5	\$ 2,044.80	\$ 2,126.59	\$ 2,211.65	\$ 2,300.12
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 6	\$ 2,065.60	\$ 2,148.22	\$ 2,234.15	\$ 2,323.52
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 7	\$ 2,088.32	\$ 2,171.85	\$ 2,258.72	\$ 2,349.07
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 8	\$ 2,111.30	\$ 2,195.75	\$ 2,283.58	\$ 2,374.92
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 9	\$ 2,134.55	\$ 2,219.93	\$ 2,308.73	\$ 2,401.08
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 10 (introduced in Term 2)	N/A	\$ 2,231.03	\$ 2,331.82	\$ 2,425.09
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 11 (introduced in Term 2)	N/A	\$ 2,242.14	\$ 2,354.90	\$ 2,449.10
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,253.23	\$ 2,377.99	\$ 2,473.11
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 2,456.79	\$ 2,555.06	\$ 2,657.26	\$ 2,763.55
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 2,510.87	\$ 2,611.30	\$ 2,715.75	\$ 2,824.38
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 2,561.10	\$ 2,663.54	\$ 2,770.08	\$ 2,880.88
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 2,645.60	\$ 2,751.42	\$ 2,861.48	\$ 2,975.94
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,792.70	\$ 2,947.32	\$ 3,065.21



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 1	\$ 2,456.79	\$ 2,555.06	\$ 2,657.26	\$ 2,763.55
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 3	\$ 2,510.87	\$ 2,611.30	\$ 2,715.75	\$ 2,824.38
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 6	\$ 2,561.10	\$ 2,663.54	\$ 2,770.08	\$ 2,880.88
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 9	\$ 2,645.60	\$ 2,751.42	\$ 2,861.48	\$ 2,975.94
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,792.70	\$ 2,947.32	\$ 3,065.21
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC INTERN	\$ 1,924.03	\$ 2,120.58	\$ 2,205.40	\$ 2,293.62
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 1	\$ 1,993.19	\$ 2,192.51	\$ 2,280.21	\$ 2,371.42
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 2	\$ 2,021.94	\$ 2,222.41	\$ 2,311.30	\$ 2,403.75
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 3	\$ 2,050.60	\$ 2,252.21	\$ 2,342.30	\$ 2,435.99
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 4	\$ 2,073.53	\$ 2,276.06	\$ 2,367.10	\$ 2,461.78
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 5	\$ 2,096.41	\$ 2,299.85	\$ 2,391.84	\$ 2,487.51
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 6	\$ 2,119.24	\$ 2,323.60	\$ 2,416.54	\$ 2,513.20
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 7	\$ 2,141.13	\$ 2,346.36	\$ 2,440.21	\$ 2,537.82
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 8	\$ 2,163.28	\$ 2,369.40	\$ 2,464.17	\$ 2,562.74
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 9	\$ 2,185.64	\$ 2,392.65	\$ 2,488.35	\$ 2,587.88
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 10 (introduced in Term 2)	N/A	\$ 2,404.62	\$ 2,513.24	\$ 2,613.76
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 11 (introduced in Term 2)	N/A	\$ 2,416.58	\$ 2,538.12	\$ 2,639.64
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 2,428.55	\$ 2,563.01	\$ 2,665.52
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 3	\$ 2,246.17	\$ 2,455.60	\$ 2,553.82	\$ 2,655.97
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 6	\$ 2,314.81	\$ 2,526.99	\$ 2,628.07	\$ 2,733.19
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 9	\$ 2,386.93	\$ 2,601.99	\$ 2,706.07	\$ 2,814.31
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE	N/A	\$ 2,641.02	\$ 2,787.26	\$ 2,898.74



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
RESPONDER) - YEAR 12 (introduced in Term 2)				
RELIEVING PARAMEDIC MICA - YEAR 1	\$ 2,110.92	\$ 2,314.95	\$ 2,407.55	\$ 2,503.85
RELIEVING PARAMEDIC MICA - YEAR 2	\$ 2,139.67	\$ 2,344.85	\$ 2,438.64	\$ 2,536.18
RELIEVING PARAMEDIC MICA - YEAR 3	\$ 2,168.33	\$ 2,374.65	\$ 2,469.64	\$ 2,568.42
RELIEVING PARAMEDIC MICA - YEAR 4	\$ 2,191.26	\$ 2,398.50	\$ 2,494.44	\$ 2,594.21
RELIEVING PARAMEDIC MICA - YEAR 5	\$ 2,214.14	\$ 2,422.29	\$ 2,519.18	\$ 2,619.94
RELIEVING PARAMEDIC MICA - YEAR 6	\$ 2,236.97	\$ 2,446.04	\$ 2,543.88	\$ 2,645.63
RELIEVING PARAMEDIC MICA - YEAR 7	\$ 2,258.86	\$ 2,468.80	\$ 2,567.55	\$ 2,670.25
RELIEVING PARAMEDIC MICA - YEAR 8	\$ 2,281.01	\$ 2,491.84	\$ 2,591.51	\$ 2,695.17
RELIEVING PARAMEDIC MICA - YEAR 9	\$ 2,303.37	\$ 2,515.09	\$ 2,615.69	\$ 2,720.31
RELIEVING PARAMEDIC MICA - YEAR 10 (introduced in Term 2)	N/A	\$ 2,527.06	\$ 2,640.58	\$ 2,746.19
RELIEVING PARAMEDIC MICA - YEAR 11 (introduced in Term 2)	N/A	\$ 2,539.02	\$ 2,665.46	\$ 2,772.07
RELIEVING PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 2,550.99	\$ 2,690.35	\$ 2,797.95
RELIEVING PARAMEDIC MICA - SRU - YEAR 3	\$ 2,363.90	\$ 2,578.04	\$ 2,681.16	\$ 2,788.40
RELIEVING PARAMEDIC MICA - SRU - YEAR 6	\$ 2,432.54	\$ 2,649.43	\$ 2,755.41	\$ 2,865.62
RELIEVING PARAMEDIC MICA - SRU - YEAR 9	\$ 2,504.66	\$ 2,724.43	\$ 2,833.41	\$ 2,946.74
RELIEVING PARAMEDIC MICA - SRU - YEAR 12 (introduced in Term 2)	N/A	\$ 2,763.46	\$ 2,914.60	\$ 3,031.17
SENIOR RESERVE PARAMEDIC MICA - YEAR 1	\$ 2,323.44	\$ 2,535.97	\$ 2,637.41	\$ 2,742.91
SENIOR RESERVE PARAMEDIC MICA - YEAR 2	\$ 2,336.39	\$ 2,549.43	\$ 2,651.40	\$ 2,757.46
SENIOR RESERVE PARAMEDIC MICA - YEAR 3	\$ 2,349.34	\$ 2,562.90	\$ 2,665.41	\$ 2,772.03
SENIOR RESERVE PARAMEDIC MICA - YEAR 4	\$ 2,369.98	\$ 2,584.37	\$ 2,687.74	\$ 2,795.25
SENIOR RESERVE PARAMEDIC MICA - YEAR 5	\$ 2,390.73	\$ 2,605.95	\$ 2,710.18	\$ 2,818.59
SENIOR RESERVE PARAMEDIC MICA - YEAR 6	\$ 2,411.42	\$ 2,627.46	\$ 2,732.56	\$ 2,841.86
SENIOR RESERVE PARAMEDIC MICA - YEAR 7	\$ 2,436.54	\$ 2,653.59	\$ 2,759.73	\$ 2,870.12
SENIOR RESERVE PARAMEDIC MICA - YEAR 8	\$ 2,461.92	\$ 2,679.98	\$ 2,787.18	\$ 2,898.67
SENIOR RESERVE PARAMEDIC MICA - YEAR 9	\$ 2,487.55	\$ 2,706.64	\$ 2,814.90	\$ 2,927.50



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR RESERVE PARAMEDIC MICA - YEAR 10 (introduced in Term 2)	N/A	\$ 2,720.18	\$ 2,843.05	\$ 2,956.77
SENIOR RESERVE PARAMEDIC MICA - YEAR 11 (introduced in Term 2)	N/A	\$ 2,733.70	\$ 2,871.20	\$ 2,986.05
SENIOR RESERVE PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 2,747.23	\$ 2,899.35	\$ 3,015.32
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 1	\$ 2,323.44	\$ 2,535.97	\$ 2,637.41	\$ 2,742.91
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 2	\$ 2,336.39	\$ 2,549.43	\$ 2,651.40	\$ 2,757.46
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 3	\$ 2,349.34	\$ 2,562.90	\$ 2,665.41	\$ 2,772.03
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 4	\$ 2,369.98	\$ 2,584.37	\$ 2,687.74	\$ 2,795.25
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 5	\$ 2,390.73	\$ 2,605.95	\$ 2,710.18	\$ 2,818.59
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 6	\$ 2,411.42	\$ 2,627.46	\$ 2,732.56	\$ 2,841.86
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 7	\$ 2,436.54	\$ 2,653.59	\$ 2,759.73	\$ 2,870.12
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 8	\$ 2,461.92	\$ 2,679.98	\$ 2,787.18	\$ 2,898.67
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 9	\$ 2,487.55	\$ 2,706.64	\$ 2,814.90	\$ 2,927.50
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 10 (introduced in Term 2)	N/A	\$ 2,720.18	\$ 2,843.05	\$ 2,956.77
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 11 (introduced in Term 2)	N/A	\$ 2,733.70	\$ 2,871.20	\$ 2,986.05
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 2,747.23	\$ 2,899.35	\$ 3,015.32
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,544.75	\$ 2,766.13	\$ 2,876.77	\$ 2,991.84
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,607.05	\$ 2,830.92	\$ 2,944.15	\$ 3,061.92
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,689.73	\$ 2,916.91	\$ 3,033.58	\$ 3,154.92
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 2,960.66	\$ 3,124.59	\$ 3,249.57
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,544.75	\$ 2,766.13	\$ 2,876.77	\$ 2,991.84
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,607.05	\$ 2,830.92	\$ 2,944.15	\$ 3,061.92
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,689.73	\$ 2,916.91	\$ 3,033.58	\$ 3,154.92
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 2,960.66	\$ 3,124.59	\$ 3,249.57
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 2,832.62	\$ 3,065.51	\$ 3,188.13	\$ 3,315.66
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 2,886.96	\$ 3,122.03	\$ 3,246.91	\$ 3,376.79



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 2,942.14	\$ 3,179.41	\$ 3,306.58	\$ 3,438.84
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$ 3,034.96	\$ 3,275.95	\$ 3,406.98	\$ 3,543.26
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,325.07	\$ 3,509.19	\$ 3,649.55
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 1	\$ 2,832.62	\$ 3,065.51	\$ 3,188.13	\$ 3,315.66
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 3	\$ 2,886.96	\$ 3,122.03	\$ 3,246.91	\$ 3,376.79
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 6	\$ 2,942.14	\$ 3,179.41	\$ 3,306.58	\$ 3,438.84
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 9	\$ 3,034.96	\$ 3,275.95	\$ 3,406.98	\$ 3,543.26
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,325.07	\$ 3,509.19	\$ 3,649.55
AEROMEDICAL				
FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 1,874.65	\$ 1,949.64	\$ 2,027.63	\$ 2,108.74
FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 1,909.60	\$ 1,985.98	\$ 2,065.42	\$ 2,148.04
FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 1,989.62	\$ 2,069.20	\$ 2,151.97	\$ 2,238.05
FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 2,055.30	\$ 2,137.51	\$ 2,223.01	\$ 2,311.93
FLIGHT PARAMEDIC - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,169.58	\$ 2,289.70	\$ 2,381.29
FLIGHT PARAMEDIC - MICA - YEAR 1	\$ 2,539.92	\$ 2,761.10	\$ 2,871.54	\$ 2,986.40
FLIGHT PARAMEDIC - MICA - YEAR 3	\$ 2,595.61	\$ 2,819.02	\$ 2,931.78	\$ 3,049.05
FLIGHT PARAMEDIC - MICA - YEAR 6	\$ 2,644.90	\$ 2,870.28	\$ 2,985.09	\$ 3,104.49
FLIGHT PARAMEDIC - MICA - YEAR 9	\$ 2,727.90	\$ 2,956.60	\$ 3,074.86	\$ 3,197.85
FLIGHT PARAMEDIC - MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,000.95	\$ 3,167.11	\$ 3,293.79
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1	\$ 2,131.12	\$ 2,216.36	\$ 2,305.01	\$ 2,397.21
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3	\$ 2,166.32	\$ 2,252.97	\$ 2,343.09	\$ 2,436.81
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6	\$ 2,246.97	\$ 2,336.85	\$ 2,430.32	\$ 2,527.53
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$ 2,321.12	\$ 2,413.96	\$ 2,510.52	\$ 2,610.94
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,450.18	\$ 2,585.84	\$ 2,689.27



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1	\$ 2,785.36	\$ 3,016.36	\$ 3,137.01	\$ 3,262.49
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 2,841.05	\$ 3,074.28	\$ 3,197.25	\$ 3,325.14
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 6	\$ 2,895.28	\$ 3,130.68	\$ 3,255.90	\$ 3,386.14
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 9	\$ 2,986.54	\$ 3,225.59	\$ 3,354.61	\$ 3,488.79
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 12 (introduced in Term 2)	N/A	\$ 3,273.97	\$ 3,455.25	\$ 3,593.45
FLIGHT COORDINATOR - ALS - YEAR 1	\$ 2,157.17	\$ 2,243.46	\$ 2,333.20	\$ 2,426.53
FLIGHT COORDINATOR - ALS - YEAR 3	\$ 2,211.61	\$ 2,300.07	\$ 2,392.07	\$ 2,487.75
FLIGHT COORDINATOR - ALS - YEAR 6	\$ 2,255.86	\$ 2,346.09	\$ 2,439.93	\$ 2,537.53
FLIGHT COORDINATOR - ALS - YEAR 9	\$ 2,330.33	\$ 2,423.54	\$ 2,520.48	\$ 2,621.30
FLIGHT COORDINATOR - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,459.89	\$ 2,596.09	\$ 2,699.93
FLIGHT COORDINATOR - MICA - YEAR 1	\$ 2,598.73	\$ 2,822.27	\$ 2,935.16	\$ 3,052.57
FLIGHT COORDINATOR - MICA - YEAR 3	\$ 2,655.04	\$ 2,880.83	\$ 2,996.06	\$ 3,115.90
FLIGHT COORDINATOR - MICA - YEAR 6	\$ 2,705.54	\$ 2,933.35	\$ 3,050.68	\$ 3,172.71
FLIGHT COORDINATOR - MICA - YEAR 9	\$ 2,790.56	\$ 3,021.77	\$ 3,142.64	\$ 3,268.35
FLIGHT COORDINATOR - MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,067.09	\$ 3,236.92	\$ 3,366.39
MICA FLIGHT SRP PARAMEDIC - YEAR 3	\$ 2,894.19	\$ 3,129.55	\$ 3,254.73	\$ 3,384.92
MICA FLIGHT SRP PARAMEDIC - YEAR 6	\$ 2,937.14	\$ 3,174.21	\$ 3,301.18	\$ 3,433.23
MICA FLIGHT SRP PARAMEDIC - YEAR 9	\$ 3,030.69	\$ 3,271.51	\$ 3,402.37	\$ 3,538.46
MICA FLIGHT SRP PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 3,320.58	\$ 3,504.45	\$ 3,644.62
REGIONAL OPERATIONS MANAGEMENT				
TEAM MANAGER ALS - YEAR 1	\$ 2,152.44	\$ 2,238.54	\$ 2,328.08	\$ 2,421.20
TEAM MANAGER ALS - YEAR 3	\$ 2,207.09	\$ 2,295.37	\$ 2,387.18	\$ 2,482.67
TEAM MANAGER ALS - YEAR 6	\$ 2,251.24	\$ 2,341.29	\$ 2,434.94	\$ 2,532.34
TEAM MANAGER ALS - YEAR 9	\$ 2,325.54	\$ 2,418.56	\$ 2,515.30	\$ 2,615.91
TEAM MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,454.85	\$ 2,590.76	\$ 2,694.39



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 1	\$ 2,336.72	\$ 2,430.19	\$ 2,527.40	\$ 2,628.50
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 3	\$ 2,391.38	\$ 2,487.04	\$ 2,586.52	\$ 2,689.98
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 6	\$ 2,439.22	\$ 2,536.79	\$ 2,638.26	\$ 2,743.79
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 9	\$ 2,519.76	\$ 2,620.55	\$ 2,725.37	\$ 2,834.38
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 12 (introduced in Term 2)	N/A	\$ 2,659.86	\$ 2,807.13	\$ 2,919.42
TEAM MANAGER MICA - YEAR 1	\$ 2,509.03	\$ 2,728.98	\$ 2,838.14	\$ 2,951.67
TEAM MANAGER MICA - YEAR 3	\$ 2,562.80	\$ 2,784.90	\$ 2,896.29	\$ 3,012.14
TEAM MANAGER MICA - YEAR 6	\$ 2,611.47	\$ 2,835.52	\$ 2,948.94	\$ 3,066.90
TEAM MANAGER MICA - YEAR 9	\$ 2,693.37	\$ 2,920.69	\$ 3,037.51	\$ 3,159.01
TEAM MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 2,964.50	\$ 3,128.64	\$ 3,253.78
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 1	\$ 2,713.49	\$ 2,941.62	\$ 3,059.28	\$ 3,181.65
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,767.36	\$ 2,997.64	\$ 3,117.54	\$ 3,242.24
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,820.14	\$ 3,052.53	\$ 3,174.63	\$ 3,301.62
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,908.91	\$ 3,144.85	\$ 3,270.64	\$ 3,401.47
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,192.02	\$ 3,368.76	\$ 3,503.50
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 1	\$ 2,242.14	\$ 2,331.83	\$ 2,425.10	\$ 2,522.10
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 3	\$ 2,295.90	\$ 2,387.74	\$ 2,483.25	\$ 2,582.58
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 6	\$ 2,341.82	\$ 2,435.49	\$ 2,532.91	\$ 2,634.23
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 9	\$ 2,419.09	\$ 2,515.85	\$ 2,616.48	\$ 2,721.14
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,553.60	\$ 2,694.97	\$ 2,802.77
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 1	\$ 2,982.38	\$ 3,221.26	\$ 3,350.11	\$ 3,484.11
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 3	\$ 3,039.48	\$ 3,280.65	\$ 3,411.87	\$ 3,548.34
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 6	\$ 3,097.67	\$ 3,341.16	\$ 3,474.80	\$ 3,613.79
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 9	\$ 3,195.64	\$ 3,443.05	\$ 3,580.77	\$ 3,724.00
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,494.68	\$ 3,688.20	\$ 3,835.72



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR TEAM MANAGER BLS - YEAR 3	\$ 2,232.41	\$ 2,321.71	\$ 2,414.58	\$ 2,511.16
SENIOR TEAM MANAGER BLS - YEAR 6	\$ 2,277.08	\$ 2,368.16	\$ 2,462.89	\$ 2,561.41
SENIOR TEAM MANAGER BLS - YEAR 9	\$ 2,352.22	\$ 2,446.31	\$ 2,544.16	\$ 2,645.93
SENIOR TEAM MANAGER BLS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,483.01	\$ 2,620.48	\$ 2,725.30
SENIOR TEAM MANAGER ALS - YEAR 1	\$ 2,318.06	\$ 2,410.78	\$ 2,507.21	\$ 2,607.50
SENIOR TEAM MANAGER ALS - YEAR 3	\$ 2,372.08	\$ 2,466.96	\$ 2,565.64	\$ 2,668.27
SENIOR TEAM MANAGER ALS - YEAR 6	\$ 2,419.51	\$ 2,516.29	\$ 2,616.94	\$ 2,721.62
SENIOR TEAM MANAGER ALS - YEAR 9	\$ 2,499.33	\$ 2,599.30	\$ 2,703.27	\$ 2,811.40
SENIOR TEAM MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,638.29	\$ 2,784.37	\$ 2,895.74
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 1	\$ 2,502.34	\$ 2,602.43	\$ 2,706.53	\$ 2,814.79
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 3	\$ 2,556.37	\$ 2,658.62	\$ 2,764.96	\$ 2,875.56
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6	\$ 2,607.49	\$ 2,711.79	\$ 2,820.26	\$ 2,933.07
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9	\$ 2,693.55	\$ 2,801.29	\$ 2,913.34	\$ 3,029.87
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 12 (introduced in Term 2)	N/A	\$ 2,843.31	\$ 3,000.74	\$ 3,120.77
SENIOR TEAM MANAGER MICA - YEAR 1	\$ 2,878.12	\$ 3,112.83	\$ 3,237.34	\$ 3,366.83
SENIOR TEAM MANAGER MICA - YEAR 3	\$ 2,932.46	\$ 3,169.35	\$ 3,296.12	\$ 3,427.96
SENIOR TEAM MANAGER MICA - YEAR 6	\$ 2,988.52	\$ 3,227.65	\$ 3,356.75	\$ 3,491.02
SENIOR TEAM MANAGER MICA - YEAR 9	\$ 3,082.85	\$ 3,325.75	\$ 3,458.78	\$ 3,597.13
SENIOR TEAM MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,375.63	\$ 3,562.55	\$ 3,705.04
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 2,407.18	\$ 2,503.47	\$ 2,603.61	\$ 2,707.75
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 2,460.85	\$ 2,559.28	\$ 2,661.65	\$ 2,768.12
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 2,510.04	\$ 2,610.44	\$ 2,714.86	\$ 2,823.45
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 2,592.88	\$ 2,696.60	\$ 2,804.46	\$ 2,916.64
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,737.04	\$ 2,888.59	\$ 3,004.13
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 1	\$ 3,150.81	\$ 3,396.43	\$ 3,532.28	\$ 3,673.57



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 3	\$ 3,207.91	\$ 3,455.81	\$ 3,594.04	\$ 3,737.80
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 6	\$ 3,269.48	\$ 3,519.85	\$ 3,660.64	\$ 3,807.07
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 9	\$ 3,373.11	\$ 3,627.62	\$ 3,772.72	\$ 3,923.63
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,682.03	\$ 3,885.91	\$ 4,041.34
EDUCATION				
PARAMEDIC EDUCATOR ALS - YEAR 1	\$ 1,965.65	\$ 2,044.28	\$ 2,126.05	\$ 2,211.09
PARAMEDIC EDUCATOR ALS - YEAR 3	\$ 2,030.50	\$ 2,111.72	\$ 2,196.19	\$ 2,284.04
PARAMEDIC EDUCATOR ALS - YEAR 6	\$ 2,071.11	\$ 2,153.95	\$ 2,240.11	\$ 2,329.71
PARAMEDIC EDUCATOR ALS - YEAR 9	\$ 2,139.44	\$ 2,225.02	\$ 2,314.02	\$ 2,406.58
PARAMEDIC EDUCATOR ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,258.39	\$ 2,383.44	\$ 2,478.78
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1	\$ 2,150.04	\$ 2,236.04	\$ 2,325.48	\$ 2,418.50
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3	\$ 2,214.84	\$ 2,303.43	\$ 2,395.57	\$ 2,491.39
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6	\$ 2,259.14	\$ 2,349.51	\$ 2,443.49	\$ 2,541.23
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	\$ 2,333.71	\$ 2,427.06	\$ 2,524.14	\$ 2,625.11
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 12 (introduced in Term 2)	N/A	\$ 2,463.46	\$ 2,599.86	\$ 2,703.85
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1	\$ 2,152.44	\$ 2,238.54	\$ 2,328.08	\$ 2,421.20
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3	\$ 2,207.09	\$ 2,295.37	\$ 2,387.18	\$ 2,482.67
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6	\$ 2,251.24	\$ 2,341.29	\$ 2,434.94	\$ 2,532.34
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	\$ 2,325.54	\$ 2,418.56	\$ 2,515.30	\$ 2,615.91
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 12 (introduced in Term 2)	N/A	\$ 2,454.85	\$ 2,590.76	\$ 2,694.39
PARAMEDIC EDUCATOR MICA - YEAR 1	\$ 2,332.23	\$ 2,545.11	\$ 2,646.91	\$ 2,752.79
PARAMEDIC EDUCATOR MICA - YEAR 3	\$ 2,386.52	\$ 2,601.57	\$ 2,705.63	\$ 2,813.86
PARAMEDIC EDUCATOR MICA - YEAR 6	\$ 2,431.65	\$ 2,648.50	\$ 2,754.44	\$ 2,864.62
PARAMEDIC EDUCATOR MICA - YEAR 9	\$ 2,507.62	\$ 2,727.51	\$ 2,836.61	\$ 2,950.07



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PARAMEDIC EDUCATOR MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 2,768.43	\$ 2,921.71	\$ 3,038.57
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 1	\$ 2,536.69	\$ 2,757.75	\$ 2,868.06	\$ 2,982.78
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 3	\$ 2,590.98	\$ 2,814.21	\$ 2,926.78	\$ 3,043.85
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 6	\$ 2,640.22	\$ 2,865.42	\$ 2,980.03	\$ 3,099.23
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 9	\$ 2,723.06	\$ 2,951.57	\$ 3,069.63	\$ 3,192.42
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 2,995.85	\$ 3,161.72	\$ 3,288.18
CLINICAL SUPPORT OFFICER - YEAR 1	\$ 2,766.27	\$ 2,996.51	\$ 3,116.37	\$ 3,241.02
CLINICAL SUPPORT OFFICER - YEAR 3	\$ 2,820.46	\$ 3,052.87	\$ 3,174.98	\$ 3,301.98
CLINICAL SUPPORT OFFICER - YEAR 6	\$ 2,874.28	\$ 3,108.84	\$ 3,233.19	\$ 3,362.52
CLINICAL SUPPORT OFFICER - YEAR 9	\$ 2,964.86	\$ 3,203.04	\$ 3,331.16	\$ 3,464.41
CLINICAL SUPPORT OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 3,251.08	\$ 3,431.10	\$ 3,568.34
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 1	\$ 2,845.42	\$ 3,078.82	\$ 3,201.97	\$ 3,330.05
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 3	\$ 2,899.65	\$ 3,135.22	\$ 3,260.63	\$ 3,391.06
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 6	\$ 2,955.03	\$ 3,192.82	\$ 3,320.53	\$ 3,453.35
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 9	\$ 3,048.27	\$ 3,289.79	\$ 3,421.38	\$ 3,558.24
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,339.13	\$ 3,524.03	\$ 3,664.98
COMMUNICATIONS AND CLINICAL TRIAGE				
TRIAGE PRACTITIONER ALS - YEAR 1	\$ 2,008.50	\$ 2,088.84	\$ 2,172.39	\$ 2,259.29
TRIAGE PRACTITIONER ALS - YEAR 3	\$ 2,036.27	\$ 2,117.72	\$ 2,202.43	\$ 2,290.53
TRIAGE PRACTITIONER ALS - YEAR 6	\$ 2,101.27	\$ 2,185.32	\$ 2,272.73	\$ 2,363.64
TRIAGE PRACTITIONER ALS - YEAR 9	\$ 2,170.58	\$ 2,257.40	\$ 2,347.70	\$ 2,441.61
TRIAGE PRACTITIONER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,291.28	\$ 2,418.13	\$ 2,514.86
TRIAGE PRACTITIONER MICA - YEAR 1	\$ 2,364.05	\$ 2,578.20	\$ 2,681.32	\$ 2,788.57
TRIAGE PRACTITIONER MICA - YEAR 3	\$ 2,391.72	\$ 2,606.98	\$ 2,711.26	\$ 2,819.71



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
TRIAGE PRACTITIONER MICA - YEAR 6	\$ 2,456.72	\$ 2,674.58	\$ 2,781.56	\$ 2,892.82
TRIAGE PRACTITIONER MICA - YEAR 9	\$ 2,533.52	\$ 2,754.45	\$ 2,864.62	\$ 2,979.20
TRIAGE PRACTITIONER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 2,795.76	\$ 2,950.56	\$ 3,068.57
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 1	\$ 2,375.98	\$ 2,471.02	\$ 2,569.86	\$ 2,672.66
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 3	\$ 2,430.16	\$ 2,527.36	\$ 2,628.46	\$ 2,733.60
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 6	\$ 2,474.87	\$ 2,573.87	\$ 2,676.82	\$ 2,783.89
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 9	\$ 2,550.11	\$ 2,652.11	\$ 2,758.20	\$ 2,868.52
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,691.89	\$ 2,840.94	\$ 2,954.58
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 1	\$ 2,743.75	\$ 2,973.09	\$ 3,092.01	\$ 3,215.69
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 3	\$ 2,796.56	\$ 3,028.01	\$ 3,149.13	\$ 3,275.10
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 6	\$ 2,845.36	\$ 3,078.77	\$ 3,201.92	\$ 3,330.00
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 9	\$ 2,927.65	\$ 3,164.35	\$ 3,290.92	\$ 3,422.56
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,211.81	\$ 3,389.65	\$ 3,525.24
PATIENT MANAGEMENT COORDINATOR - YEAR 1	\$ 2,008.50	\$ 2,088.84	\$ 2,172.39	\$ 2,259.29
PATIENT MANAGEMENT COORDINATOR - YEAR 3	\$ 2,036.27	\$ 2,117.72	\$ 2,202.43	\$ 2,290.53
PATIENT MANAGEMENT COORDINATOR - YEAR 6	\$ 2,101.27	\$ 2,185.32	\$ 2,272.73	\$ 2,363.64
PATIENT MANAGEMENT COORDINATOR - YEAR 9	\$ 2,170.58	\$ 2,257.40	\$ 2,347.70	\$ 2,441.61
PATIENT MANAGEMENT COORDINATOR - YEAR 12 (introduced in Term 2)	N/A	\$ 2,291.28	\$ 2,418.13	\$ 2,514.86
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 1	\$ 2,200.28	\$ 2,288.29	\$ 2,379.82	\$ 2,475.01
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 3	\$ 2,254.98	\$ 2,345.18	\$ 2,438.99	\$ 2,536.55
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 6	\$ 2,300.06	\$ 2,392.06	\$ 2,487.74	\$ 2,587.25
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 9	\$ 2,375.98	\$ 2,471.02	\$ 2,569.86	\$ 2,672.65
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,508.08	\$ 2,646.96	\$ 2,752.84
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 1	\$ 2,555.93	\$ 2,777.75	\$ 2,888.86	\$ 3,004.41



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 3	\$ 2,610.64	\$ 2,834.65	\$ 2,948.03	\$ 3,065.95
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 6	\$ 2,660.24	\$ 2,886.24	\$ 3,001.69	\$ 3,121.76
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 9	\$ 2,743.76	\$ 2,973.10	\$ 3,092.02	\$ 3,215.70
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,017.68	\$ 3,184.79	\$ 3,312.17
DUTY MANAGER ALS - YEAR 1	\$ 2,527.25	\$ 2,628.34	\$ 2,733.47	\$ 2,842.81
DUTY MANAGER ALS - YEAR 3	\$ 2,582.01	\$ 2,685.29	\$ 2,792.70	\$ 2,904.41
DUTY MANAGER ALS - YEAR 6	\$ 2,633.64	\$ 2,738.99	\$ 2,848.55	\$ 2,962.49
DUTY MANAGER ALS - YEAR 9	\$ 2,720.54	\$ 2,829.36	\$ 2,942.53	\$ 3,060.23
DUTY MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,871.80	\$ 3,030.81	\$ 3,152.04
DUTY MANAGER MICA - YEAR 1	\$ 2,906.15	\$ 3,141.98	\$ 3,267.66	\$ 3,398.37
DUTY MANAGER MICA - YEAR 3	\$ 2,960.39	\$ 3,198.39	\$ 3,326.32	\$ 3,459.37
DUTY MANAGER MICA - YEAR 6	\$ 3,017.02	\$ 3,257.29	\$ 3,387.58	\$ 3,523.08
DUTY MANAGER MICA - YEAR 9	\$ 3,112.28	\$ 3,356.36	\$ 3,490.61	\$ 3,630.23
DUTY MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,406.70	\$ 3,595.33	\$ 3,739.14
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 1	\$ 2,352.17	\$ 2,446.26	\$ 2,544.11	\$ 2,645.88
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 3	\$ 2,406.88	\$ 2,503.15	\$ 2,603.28	\$ 2,707.41
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 6	\$ 2,451.96	\$ 2,550.04	\$ 2,652.04	\$ 2,758.12
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 9	\$ 2,527.88	\$ 2,629.00	\$ 2,734.16	\$ 2,843.52
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,668.43	\$ 2,816.18	\$ 2,928.83
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 1	\$ 2,770.12	\$ 3,000.51	\$ 3,120.53	\$ 3,245.35
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 3	\$ 2,824.30	\$ 3,056.86	\$ 3,179.13	\$ 3,306.30
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 6	\$ 2,878.18	\$ 3,112.89	\$ 3,237.40	\$ 3,366.90
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 9	\$ 2,968.86	\$ 3,207.20	\$ 3,335.48	\$ 3,468.90
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,255.31	\$ 3,435.55	\$ 3,572.96
ROSTERING				



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
RESOURCING OFFICER - TRAINEE	\$ 1,765.09	\$ 1,835.69	\$ 1,909.12	\$ 1,985.48
RESOURCING OFFICER - YEAR 1	\$ 2,132.36	\$ 2,217.65	\$ 2,306.36	\$ 2,398.61
RESOURCING OFFICER - YEAR 3	\$ 2,186.70	\$ 2,274.17	\$ 2,365.14	\$ 2,459.75
RESOURCING OFFICER - YEAR 6	\$ 2,230.44	\$ 2,319.66	\$ 2,412.45	\$ 2,508.95
RESOURCING OFFICER - YEAR 9	\$ 2,304.02	\$ 2,396.18	\$ 2,492.03	\$ 2,591.71
RESOURCING OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 2,432.12	\$ 2,566.79	\$ 2,669.46
SENIOR RESOURCING OFFICER - YEAR 1	\$ 2,461.00	\$ 2,559.44	\$ 2,661.82	\$ 2,768.29
SENIOR RESOURCING OFFICER - YEAR 3	\$ 2,539.02	\$ 2,640.58	\$ 2,746.20	\$ 2,856.05
SENIOR RESOURCING OFFICER - YEAR 6	\$ 2,585.74	\$ 2,689.17	\$ 2,796.73	\$ 2,908.60
SENIOR RESOURCING OFFICER - YEAR 9	\$ 2,664.34	\$ 2,770.92	\$ 2,881.75	\$ 2,997.02
SENIOR RESOURCING OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 2,812.48	\$ 2,968.21	\$ 3,086.93
RESOURCING PLANNING OFFICER - YEAR 1	\$ 2,251.44	\$ 2,341.50	\$ 2,435.16	\$ 2,532.57
RESOURCING PLANNING OFFICER - YEAR 3	\$ 2,304.85	\$ 2,397.04	\$ 2,492.92	\$ 2,592.64
RESOURCING PLANNING OFFICER - YEAR 6	\$ 2,350.92	\$ 2,444.96	\$ 2,542.76	\$ 2,644.47
RESOURCING PLANNING OFFICER - YEAR 9	\$ 2,428.50	\$ 2,525.64	\$ 2,626.67	\$ 2,731.74
RESOURCING PLANNING OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 2,563.54	\$ 2,705.47	\$ 2,813.69
FLEET MAINTENANCE				
FLEET MAINTENANCE OFFICER AND MECHANIC - YEAR 1	\$ 1,731.38	\$ 1,875.39	\$ 1,950.42	\$ 2,028.44
FLEET MAINTENANCE OFFICER AND MECHANIC - YEAR 3	\$ 1,774.67	\$ 1,920.41	\$ 1,997.24	\$ 2,077.12
FLEET MAINTENANCE OFFICER AND MECHANIC - YEAR 6	\$ 1,810.17	\$ 1,957.32	\$ 2,035.61	\$ 2,117.04
FLEET MAINTENANCE OFFICER AND MECHANIC - YEAR 9	\$ 1,869.91	\$ 2,019.45	\$ 2,100.23	\$ 2,184.25
FLEET MAINTENANCE OFFICER AND MECHANIC - YEAR 12 (introduced in Term 2)	N/A	\$ 2,049.75	\$ 2,163.24	\$ 2,249.77
FLEET MAINTENANCE SUPERVISOR - YEAR 1	\$ 1,920.71	\$ 2,072.29	\$ 2,187.05	\$ 2,274.52



CLASSIFICATION	WEEKLY AGGREGATED BASE RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
FLEET MAINTENANCE SUPERVISOR - YEAR 3	\$ 1,968.74	\$ 2,122.21	\$ 2,207.11	\$ 2,295.39
FLEET MAINTENANCE SUPERVISOR - YEAR 6	\$ 2,008.10	\$ 2,163.17	\$ 2,249.70	\$ 2,339.68
FLEET MAINTENANCE SUPERVISOR - YEAR 9	\$ 2,074.38	\$ 2,232.08	\$ 2,321.36	\$ 2,414.21
FLEET MAINTENANCE SUPERVISOR - YEAR 12 (introduced in Term 2)	N/A	\$ 2,265.57	\$ 2,391.00	\$ 2,486.63



► Appendix 2 – Rolled-In Rates Of Pay

CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PATIENT TRANSPORT				
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 1	\$ 1,719.68	\$ 1,788.46	\$ 1,859.99	\$ 1,934.41
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 2	\$ 1,732.84	\$ 1,802.15	\$ 1,874.23	\$ 1,949.22
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 3	\$ 1,745.97	\$ 1,815.80	\$ 1,888.42	\$ 1,963.97
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 4	\$ 1,756.28	\$ 1,826.52	\$ 1,899.58	\$ 1,975.57
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 5	\$ 1,766.60	\$ 1,837.25	\$ 1,910.73	\$ 1,987.18
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 6	\$ 1,776.90	\$ 1,847.97	\$ 1,921.88	\$ 1,998.78
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 7	\$ 1,794.28	\$ 1,866.05	\$ 1,940.69	\$ 2,018.33
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 8	\$ 1,811.85	\$ 1,884.31	\$ 1,959.68	\$ 2,038.09
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 9	\$ 1,829.01	\$ 1,902.16	\$ 1,978.24	\$ 2,057.39
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 10 (introduced in Term 2)	N/A	\$ 1,910.65	\$ 1,995.88	\$ 2,075.73
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 11 (introduced in Term 2)	N/A	\$ 1,919.12	\$ 2,013.53	\$ 2,094.09
CLINIC TRANSPORT COMMUNICATIONS OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 1,927.60	\$ 2,031.17	\$ 2,112.43
CLINIC TRANSPORT OFFICER - YEAR 1	\$ 1,468.41	\$ 1,527.14	\$ 1,588.22	\$ 1,651.77
CLINIC TRANSPORT OFFICER - YEAR 2	\$ 1,481.06	\$ 1,540.29	\$ 1,601.89	\$ 1,665.98
CLINIC TRANSPORT OFFICER - YEAR 3	\$ 1,493.69	\$ 1,553.43	\$ 1,615.56	\$ 1,680.20
CLINIC TRANSPORT OFFICER - YEAR 4	\$ 1,502.33	\$ 1,562.41	\$ 1,624.90	\$ 1,689.92
CLINIC TRANSPORT OFFICER - YEAR 5	\$ 1,510.98	\$ 1,571.40	\$ 1,634.26	\$ 1,699.64
CLINIC TRANSPORT OFFICER - YEAR 6	\$ 1,519.62	\$ 1,580.40	\$ 1,643.61	\$ 1,709.37
CLINIC TRANSPORT OFFICER - YEAR 7	\$ 1,534.17	\$ 1,595.52	\$ 1,659.34	\$ 1,725.73
CLINIC TRANSPORT OFFICER - YEAR 8	\$ 1,548.87	\$ 1,610.81	\$ 1,675.24	\$ 1,742.26



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
CLINIC TRANSPORT OFFICER - YEAR 9	\$ 1,563.26	\$ 1,625.79	\$ 1,690.81	\$ 1,758.46
CLINIC TRANSPORT OFFICER - YEAR 10 (introduced in Term 2)	N/A	\$ 1,632.89	\$ 1,705.57	\$ 1,773.81
CLINIC TRANSPORT OFFICER - YEAR 11 (introduced in Term 2)	N/A	\$ 1,639.97	\$ 1,720.35	\$ 1,789.18
CLINIC TRANSPORT OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 1,647.08	\$ 1,735.12	\$ 1,804.53
PATIENT TRANSPORT OFFICER - YEAR 1	\$ 1,566.84	\$ 1,629.50	\$ 1,694.67	\$ 1,762.47
PATIENT TRANSPORT OFFICER - YEAR 2	\$ 1,579.71	\$ 1,642.89	\$ 1,708.60	\$ 1,776.96
PATIENT TRANSPORT OFFICER - YEAR 3	\$ 1,592.59	\$ 1,656.28	\$ 1,722.53	\$ 1,791.44
PATIENT TRANSPORT OFFICER - YEAR 4	\$ 1,601.89	\$ 1,665.96	\$ 1,732.59	\$ 1,801.91
PATIENT TRANSPORT OFFICER - YEAR 5	\$ 1,611.18	\$ 1,675.62	\$ 1,742.64	\$ 1,812.36
PATIENT TRANSPORT OFFICER - YEAR 6	\$ 1,620.49	\$ 1,685.31	\$ 1,752.71	\$ 1,822.84
PATIENT TRANSPORT OFFICER - YEAR 7	\$ 1,636.14	\$ 1,701.57	\$ 1,769.63	\$ 1,840.44
PATIENT TRANSPORT OFFICER - YEAR 8	\$ 1,651.96	\$ 1,718.02	\$ 1,786.74	\$ 1,858.22
PATIENT TRANSPORT OFFICER - YEAR 9	\$ 1,667.46	\$ 1,734.14	\$ 1,803.51	\$ 1,875.67
PATIENT TRANSPORT OFFICER - YEAR 10 (introduced in Term 2)	N/A	\$ 1,741.79	\$ 1,819.41	\$ 1,892.20
PATIENT TRANSPORT OFFICER - YEAR 11 (introduced in Term 2)	N/A	\$ 1,749.45	\$ 1,835.30	\$ 1,908.73
PATIENT TRANSPORT OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 1,757.07	\$ 1,851.20	\$ 1,925.26
AMBULANCE TRANSPORT ATTENDANT - YEAR 1	\$ 1,656.56	\$ 1,722.81	\$ 1,791.71	\$ 1,863.40
AMBULANCE TRANSPORT ATTENDANT - YEAR 2	\$ 1,679.42	\$ 1,746.58	\$ 1,816.44	\$ 1,889.11
AMBULANCE TRANSPORT ATTENDANT - YEAR 3	\$ 1,702.27	\$ 1,770.36	\$ 1,841.17	\$ 1,914.83
AMBULANCE TRANSPORT ATTENDANT - YEAR 4	\$ 1,712.32	\$ 1,780.80	\$ 1,852.02	\$ 1,926.12
AMBULANCE TRANSPORT ATTENDANT - YEAR 5	\$ 1,722.34	\$ 1,791.22	\$ 1,862.87	\$ 1,937.40
AMBULANCE TRANSPORT ATTENDANT - YEAR 6	\$ 1,732.38	\$ 1,801.66	\$ 1,873.72	\$ 1,948.69
AMBULANCE TRANSPORT ATTENDANT - YEAR 7	\$ 1,749.26	\$ 1,819.23	\$ 1,891.99	\$ 1,967.69
AMBULANCE TRANSPORT ATTENDANT - YEAR 8	\$ 1,766.33	\$ 1,836.97	\$ 1,910.44	\$ 1,986.88
AMBULANCE TRANSPORT ATTENDANT - YEAR 9	\$ 1,783.05	\$ 1,854.36	\$ 1,928.53	\$ 2,005.69
AMBULANCE TRANSPORT ATTENDANT - YEAR 10 (introduced in Term 2)	N/A	\$ 1,862.61	\$ 1,945.68	\$ 2,023.53



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
AMBULANCE TRANSPORT ATTENDANT - YEAR 11 (introduced in Term 2)	N/A	\$ 1,870.85	\$ 1,962.82	\$ 2,041.35
AMBULANCE TRANSPORT ATTENDANT - YEAR 12 (introduced in Term 2)	N/A	\$ 1,879.10	\$ 1,979.97	\$ 2,059.19
REGIONAL OPERATIONS				
AMBULANCE COMMUNITY OFFICER - LEVEL 1	N/A	N/A	N/A	N/A
AMBULANCE COMMUNITY OFFICER - LEVEL 3	N/A	N/A	N/A	N/A
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$ 1,738.94	\$ 1,808.49	\$ 1,880.82	\$ 1,956.07
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,788.77	\$ 1,860.31	\$ 1,934.72	\$ 2,012.13
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 1,925.64	\$ 2,002.65	\$ 2,082.75	\$ 2,166.07
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 1,993.48	\$ 2,073.21	\$ 2,156.14	\$ 2,242.39
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 2,052.74	\$ 2,134.84	\$ 2,220.23	\$ 2,309.06
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 2,163.77	\$ 2,280.43	\$ 2,371.66
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 1	\$ 2,108.82	\$ 2,193.19	\$ 2,280.90	\$ 2,372.16
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 2	\$ 2,128.07	\$ 2,213.20	\$ 2,301.70	\$ 2,393.79
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 3	\$ 2,147.39	\$ 2,233.30	\$ 2,322.62	\$ 2,415.54
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 4	\$ 2,191.68	\$ 2,279.36	\$ 2,370.51	\$ 2,465.35
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 5	\$ 2,213.85	\$ 2,302.42	\$ 2,394.50	\$ 2,490.31
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 6	\$ 2,235.97	\$ 2,325.42	\$ 2,418.42	\$ 2,515.18
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 7	\$ 2,258.15	\$ 2,348.49	\$ 2,442.40	\$ 2,540.12
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 8	\$ 2,280.56	\$ 2,371.79	\$ 2,466.65	\$ 2,565.34
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 9	\$ 2,303.21	\$ 2,395.35	\$ 2,491.14	\$ 2,590.81
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 10 (introduced in Term 2)	N/A	\$ 2,406.18	\$ 2,513.67	\$ 2,614.24
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 11 (introduced in Term 2)	N/A	\$ 2,417.02	\$ 2,536.20	\$ 2,637.67
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 2,427.84	\$ 2,558.72	\$ 2,661.09



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 6	\$ 2,447.23	\$ 2,545.14	\$ 2,646.93	\$ 2,752.83
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 9	\$ 2,520.74	\$ 2,621.58	\$ 2,726.42	\$ 2,835.49
ALS AMBULANCE RESPONSE UNIT (ARU) AMBULANCE PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 2,657.46	\$ 2,801.06	\$ 2,913.13
MOTORCYCLE RESPONDER PARAMEDIC - ALS - YEAR 6	\$ 2,447.23	\$ 2,545.14	\$ 2,646.93	\$ 2,752.83
MOTORCYCLE RESPONDER PARAMEDIC - ALS - YEAR 9	\$ 2,520.74	\$ 2,621.58	\$ 2,726.42	\$ 2,835.49
MOTORCYCLE RESPONDER PARAMEDIC - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,657.46	\$ 2,801.06	\$ 2,913.13
RELIEVING PARAMEDIC BLS - YEAR 6	\$ 2,128.44	\$ 2,213.57	\$ 2,302.12	\$ 2,394.21
RELIEVING PARAMEDIC BLS - YEAR 9	\$ 2,187.70	\$ 2,275.20	\$ 2,366.21	\$ 2,460.87
RELIEVING PARAMEDIC BLS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,304.14	\$ 2,426.41	\$ 2,523.48
RELIEVING PARAMEDIC ALS - YEAR 1	\$ 2,243.78	\$ 2,333.55	\$ 2,426.88	\$ 2,523.97
RELIEVING PARAMEDIC ALS - YEAR 2	\$ 2,263.03	\$ 2,353.56	\$ 2,447.69	\$ 2,545.61
RELIEVING PARAMEDIC ALS - YEAR 3	\$ 2,282.35	\$ 2,373.66	\$ 2,468.60	\$ 2,567.35
RELIEVING PARAMEDIC ALS - YEAR 4	\$ 2,326.65	\$ 2,419.72	\$ 2,516.49	\$ 2,617.16
RELIEVING PARAMEDIC ALS - YEAR 5	\$ 2,348.82	\$ 2,442.79	\$ 2,540.49	\$ 2,642.12
RELIEVING PARAMEDIC ALS - YEAR 6	\$ 2,370.93	\$ 2,465.78	\$ 2,564.40	\$ 2,667.00
RELIEVING PARAMEDIC ALS - YEAR 7	\$ 2,393.11	\$ 2,488.85	\$ 2,588.38	\$ 2,691.93
RELIEVING PARAMEDIC ALS - YEAR 8	\$ 2,415.52	\$ 2,512.16	\$ 2,612.63	\$ 2,717.15
RELIEVING PARAMEDIC ALS - YEAR 9	\$ 2,438.18	\$ 2,535.71	\$ 2,637.13	\$ 2,742.62
RELIEVING PARAMEDIC ALS - YEAR 10 (introduced in Term 2)	N/A	\$ 2,546.55	\$ 2,659.65	\$ 2,766.06
RELIEVING PARAMEDIC ALS - YEAR 11 (introduced in Term 2)	N/A	\$ 2,557.38	\$ 2,682.18	\$ 2,789.49
RELIEVING PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,568.20	\$ 2,704.70	\$ 2,812.91
SENIOR RESERVE PARAMEDIC ALS - YEAR 1	\$ 2,487.29	\$ 2,586.80	\$ 2,690.25	\$ 2,797.88
SENIOR RESERVE PARAMEDIC ALS - YEAR 2	\$ 2,501.96	\$ 2,602.06	\$ 2,706.11	\$ 2,814.38
SENIOR RESERVE PARAMEDIC ALS - YEAR 3	\$ 2,516.80	\$ 2,617.49	\$ 2,722.16	\$ 2,831.07
SENIOR RESERVE PARAMEDIC ALS - YEAR 4	\$ 2,540.64	\$ 2,642.28	\$ 2,747.96	\$ 2,857.89



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR RESERVE PARAMEDIC ALS - YEAR 5	\$ 2,564.55	\$ 2,667.15	\$ 2,773.81	\$ 2,884.79
SENIOR RESERVE PARAMEDIC ALS - YEAR 6	\$ 2,588.40	\$ 2,691.94	\$ 2,799.60	\$ 2,911.61
SENIOR RESERVE PARAMEDIC ALS - YEAR 7	\$ 2,614.44	\$ 2,719.03	\$ 2,827.77	\$ 2,940.90
SENIOR RESERVE PARAMEDIC ALS - YEAR 8	\$ 2,640.79	\$ 2,746.43	\$ 2,856.27	\$ 2,970.54
SENIOR RESERVE PARAMEDIC ALS - YEAR 9	\$ 2,667.44	\$ 2,774.15	\$ 2,885.10	\$ 3,000.53
SENIOR RESERVE PARAMEDIC ALS - YEAR 10 (introduced in Term 2)	N/A	\$ 2,786.88	\$ 2,911.57	\$ 3,028.05
SENIOR RESERVE PARAMEDIC ALS - YEAR 11 (introduced in Term 2)	N/A	\$ 2,799.61	\$ 2,938.03	\$ 3,055.58
SENIOR RESERVE PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,812.32	\$ 2,964.50	\$ 3,083.10
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 1	\$ 2,487.29	\$ 2,586.80	\$ 2,690.25	\$ 2,797.88
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 2	\$ 2,501.96	\$ 2,602.06	\$ 2,706.11	\$ 2,814.38
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 3	\$ 2,516.80	\$ 2,617.49	\$ 2,722.16	\$ 2,831.07
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 4	\$ 2,540.64	\$ 2,642.28	\$ 2,747.96	\$ 2,857.89
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 5	\$ 2,564.55	\$ 2,667.15	\$ 2,773.81	\$ 2,884.79
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 6	\$ 2,588.40	\$ 2,691.94	\$ 2,799.60	\$ 2,911.61
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 7	\$ 2,614.44	\$ 2,719.03	\$ 2,827.77	\$ 2,940.90
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 8	\$ 2,640.79	\$ 2,746.43	\$ 2,856.27	\$ 2,970.54
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 9	\$ 2,667.44	\$ 2,774.15	\$ 2,885.10	\$ 3,000.53
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 10 (introduced in Term 2)	N/A	\$ 2,786.88	\$ 2,911.57	\$ 3,028.05
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 11 (introduced in Term 2)	N/A	\$ 2,799.61	\$ 2,938.03	\$ 3,055.58
RURAL SENIOR RELIEVING PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,812.32	\$ 2,964.50	\$ 3,083.10
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 1	\$ 3,036.85	\$ 3,158.34	\$ 3,284.65	\$ 3,416.06
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 3	\$ 3,098.85	\$ 3,222.81	\$ 3,351.70	\$ 3,485.79
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 6	\$ 3,156.43	\$ 3,282.70	\$ 3,413.98	\$ 3,550.56
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 9	\$ 3,253.30	\$ 3,383.44	\$ 3,518.76	\$ 3,659.54
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,430.76	\$ 3,617.17	\$ 3,761.87



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 1	\$ 3,036.85	\$ 3,158.34	\$ 3,284.65	\$ 3,416.06
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 3	\$ 3,098.85	\$ 3,222.81	\$ 3,351.70	\$ 3,485.79
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 6	\$ 3,156.43	\$ 3,282.70	\$ 3,413.98	\$ 3,550.56
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 9	\$ 3,253.30	\$ 3,383.44	\$ 3,518.76	\$ 3,659.54
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,430.76	\$ 3,617.17	\$ 3,761.87
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC INTERN	\$ 2,474.60	\$ 2,726.35	\$ 2,835.39	\$ 2,948.82
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 1	\$ 2,553.88	\$ 2,808.81	\$ 2,921.15	\$ 3,038.01
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 2	\$ 2,586.84	\$ 2,843.09	\$ 2,956.79	\$ 3,075.07
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 3	\$ 2,619.70	\$ 2,877.25	\$ 2,992.33	\$ 3,112.03
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 4	\$ 2,645.98	\$ 2,904.59	\$ 3,020.76	\$ 3,141.60
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 5	\$ 2,672.21	\$ 2,931.86	\$ 3,049.12	\$ 3,171.09
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 6	\$ 2,698.38	\$ 2,959.09	\$ 3,077.44	\$ 3,200.54
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 7	\$ 2,723.48	\$ 2,985.18	\$ 3,104.57	\$ 3,228.77
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 8	\$ 2,748.87	\$ 3,011.59	\$ 3,132.04	\$ 3,257.34
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 9	\$ 2,774.50	\$ 3,038.25	\$ 3,159.76	\$ 3,286.16
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 10 (introduced in Term 2)	N/A	\$ 3,051.97	\$ 3,188.29	\$ 3,315.82
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 11 (introduced in Term 2)	N/A	\$ 3,065.68	\$ 3,216.81	\$ 3,345.49
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 3,079.40	\$ 3,245.35	\$ 3,375.16
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 3	\$ 2,843.89	\$ 3,110.41	\$ 3,234.81	\$ 3,364.21
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 6	\$ 2,922.58	\$ 3,192.25	\$ 3,319.93	\$ 3,452.74
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 9	\$ 3,005.26	\$ 3,278.23	\$ 3,409.35	\$ 3,545.73



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
MOBILE INTENSIVE CARE AMBULANCE (MICA) PARAMEDIC (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,322.97	\$ 3,502.42	\$ 3,642.52
RELIEVING PARAMEDIC MICA - YEAR 1	\$ 2,688.84	\$ 2,949.17	\$ 3,067.13	\$ 3,189.83
RELIEVING PARAMEDIC MICA - YEAR 2	\$ 2,721.80	\$ 2,983.45	\$ 3,102.77	\$ 3,226.89
RELIEVING PARAMEDIC MICA - YEAR 3	\$ 2,754.66	\$ 3,017.61	\$ 3,138.31	\$ 3,263.85
RELIEVING PARAMEDIC MICA - YEAR 4	\$ 2,780.95	\$ 3,044.95	\$ 3,166.74	\$ 3,293.41
RELIEVING PARAMEDIC MICA - YEAR 5	\$ 2,807.17	\$ 3,072.23	\$ 3,195.10	\$ 3,322.91
RELIEVING PARAMEDIC MICA - YEAR 6	\$ 2,833.35	\$ 3,099.45	\$ 3,223.42	\$ 3,352.36
RELIEVING PARAMEDIC MICA - YEAR 7	\$ 2,858.44	\$ 3,125.54	\$ 3,250.55	\$ 3,380.58
RELIEVING PARAMEDIC MICA - YEAR 8	\$ 2,883.83	\$ 3,151.96	\$ 3,278.02	\$ 3,409.15
RELIEVING PARAMEDIC MICA - YEAR 9	\$ 2,909.47	\$ 3,178.61	\$ 3,305.74	\$ 3,437.97
RELIEVING PARAMEDIC MICA - YEAR 10 (introduced in Term 2)	N/A	\$ 3,192.33	\$ 3,334.27	\$ 3,467.64
RELIEVING PARAMEDIC MICA - YEAR 11 (introduced in Term 2)	N/A	\$ 3,206.04	\$ 3,362.79	\$ 3,497.31
RELIEVING PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,219.77	\$ 3,391.33	\$ 3,526.98
RELIEVING PARAMEDIC MICA - SRU - YEAR 3	\$ 2,978.86	3,250.78	\$ 3,380.79	\$ 3,516.03
RELIEVING PARAMEDIC MICA - SRU - YEAR 6	\$ 3,057.54	\$ 3,332.62	\$ 3,465.91	\$ 3,604.55
RELIEVING PARAMEDIC MICA - SRU - YEAR 9	\$ 3,140.22	\$ 3,418.59	\$ 3,555.33	\$ 3,697.55
RELIEVING PARAMEDIC MICA - SRU - YEAR 12 (introduced in Term 2)	N/A	\$ 3,463.34	\$ 3,648.40	\$ 3,794.34
SENIOR RESERVE PARAMEDIC MICA - YEAR 1	\$ 2,932.47	\$ 3,202.55	\$ 3,330.64	\$ 3,463.88
SENIOR RESERVE PARAMEDIC MICA - YEAR 2	\$ 2,947.32	\$ 3,217.98	\$ 3,346.68	\$ 3,480.56
SENIOR RESERVE PARAMEDIC MICA - YEAR 3	\$ 2,962.17	\$ 3,233.42	\$ 3,362.74	\$ 3,497.26
SENIOR RESERVE PARAMEDIC MICA - YEAR 4	\$ 2,985.83	\$ 3,258.03	\$ 3,388.34	\$ 3,523.88
SENIOR RESERVE PARAMEDIC MICA - YEAR 5	\$ 3,009.61	\$ 3,282.77	\$ 3,414.06	\$ 3,550.64
SENIOR RESERVE PARAMEDIC MICA - YEAR 6	\$ 3,033.33	\$ 3,307.43	\$ 3,439.72	\$ 3,577.31
SENIOR RESERVE PARAMEDIC MICA - YEAR 7	\$ 3,062.13	\$ 3,337.38	\$ 3,470.86	\$ 3,609.71
SENIOR RESERVE PARAMEDIC MICA - YEAR 8	\$ 3,091.23	\$ 3,367.64	\$ 3,502.33	\$ 3,642.44



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR RESERVE PARAMEDIC MICA - YEAR 9	\$ 3,120.61	\$ 3,398.20	\$ 3,534.11	\$ 3,675.49
SENIOR RESERVE PARAMEDIC MICA - YEAR 10 (introduced in Term 2)	N/A	\$ 3,413.72	\$ 3,566.38	\$ 3,709.05
SENIOR RESERVE PARAMEDIC MICA - YEAR 11 (introduced in Term 2)	N/A	\$ 3,429.22	\$ 3,598.65	\$ 3,742.61
SENIOR RESERVE PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,444.73	\$ 3,630.92	\$ 3,776.17
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 1	\$ 2,932.47	\$ 3,202.55	\$ 3,330.64	\$ 3,463.88
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 2	\$ 2,947.32	\$ 3,217.98	\$ 3,346.68	\$ 3,480.56
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 3	\$ 2,962.17	\$ 3,233.42	\$ 3,362.74	\$ 3,497.26
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 4	\$ 2,985.83	\$ 3,258.03	\$ 3,388.34	\$ 3,523.88
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 5	\$ 3,009.61	\$ 3,282.77	\$ 3,414.06	\$ 3,550.64
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 6	\$ 3,033.33	\$ 3,307.43	\$ 3,439.72	\$ 3,577.31
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 7	\$ 3,062.13	\$ 3,337.38	\$ 3,470.86	\$ 3,609.71
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 8	\$ 3,091.23	\$ 3,367.64	\$ 3,502.33	\$ 3,642.44
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 9	\$ 3,120.61	\$ 3,398.20	\$ 3,534.11	\$ 3,675.49
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 10 (introduced in Term 2)	N/A	\$ 3,413.72	\$ 3,566.38	\$ 3,709.05
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 11 (introduced in Term 2)	N/A	\$ 3,429.22	\$ 3,598.65	\$ 3,742.61
RURAL SENIOR RELIEVING PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,444.73	\$ 3,630.92	\$ 3,776.17
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 3,186.18	\$ 3,466.40	\$ 3,605.04	\$ 3,749.25
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 3,257.60	\$ 3,540.67	\$ 3,682.28	\$ 3,829.59
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 3,352.38	\$ 3,639.25	\$ 3,784.80	\$ 3,936.20
SENIOR RESERVE PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,689.40	\$ 3,889.13	\$ 4,044.71
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 3	\$ 3,186.18	\$ 3,466.40	\$ 3,605.04	\$ 3,749.25
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 6	\$ 3,257.60	\$ 3,540.67	\$ 3,682.28	\$ 3,829.59
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 9	\$ 3,352.38	\$ 3,639.25	\$ 3,784.80	\$ 3,936.20
RURAL SENIOR RELIEVING PARAMEDIC MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,689.40	\$ 3,889.13	\$ 4,044.71



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 1	\$ 3,516.19	\$ 3,809.60	\$ 3,961.98	\$ 4,120.47
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 3	\$ 3,578.48	\$ 3,874.40	\$ 4,029.36	\$ 4,190.55
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 6	\$ 3,641.74	\$ 3,940.18	\$ 4,097.76	\$ 4,261.68
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 9	\$ 3,748.15	\$ 4,050.85	\$ 4,212.86	\$ 4,381.39
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,107.16	\$ 4,330.03	\$ 4,503.24
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 1	\$ 3,516.19	\$ 3,809.60	\$ 3,961.98	\$ 4,120.47
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 3	\$ 3,578.48	\$ 3,874.40	\$ 4,029.36	\$ 4,190.55
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 6	\$ 3,641.74	\$ 3,940.18	\$ 4,097.76	\$ 4,261.68
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 9	\$ 3,748.15	\$ 4,050.85	\$ 4,212.86	\$ 4,381.39
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,107.16	\$ 4,330.03	\$ 4,503.24
AEROMEDICAL				
FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 2,369.50	\$ 2,464.29	\$ 2,562.85	\$ 2,665.39
FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 2,409.56	\$ 2,505.95	\$ 2,606.17	\$ 2,710.45
FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 2,501.30	\$ 2,601.36	\$ 2,705.39	\$ 2,813.63
FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 2,576.59	\$ 2,679.67	\$ 2,786.83	\$ 2,898.33
FLIGHT PARAMEDIC - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,716.43	\$ 2,863.28	\$ 2,977.84
FLIGHT PARAMEDIC - MICA - YEAR 1	\$ 3,180.64	\$ 3,460.63	\$ 3,599.04	\$ 3,743.01
FLIGHT PARAMEDIC - MICA - YEAR 3	\$ 3,244.49	\$ 3,527.03	\$ 3,668.10	\$ 3,814.83
FLIGHT PARAMEDIC - MICA - YEAR 6	\$ 3,300.99	\$ 3,585.79	\$ 3,729.21	\$ 3,878.39
FLIGHT PARAMEDIC - MICA - YEAR 9	\$ 3,396.14	\$ 3,684.75	\$ 3,832.12	\$ 3,985.42
FLIGHT PARAMEDIC - MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,735.59	\$ 3,937.88	\$ 4,095.40
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 1	\$ 2,663.51	\$ 2,770.06	\$ 2,880.84	\$ 2,996.09
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 3	\$ 2,703.86	\$ 2,812.03	\$ 2,924.49	\$ 3,041.49



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 6	\$ 2,796.32	\$ 2,908.19	\$ 3,024.49	\$ 3,145.49
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 9	\$ 2,881.32	\$ 2,996.58	\$ 3,116.43	\$ 3,241.11
FLIGHT PARAMEDIC EDUCATOR - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,038.11	\$ 3,202.77	\$ 3,330.90
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 1	\$ 3,462.01	\$ 3,753.26	\$ 3,903.37	\$ 4,059.52
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 3	\$ 3,525.85	\$ 3,819.66	\$ 3,972.43	\$ 4,131.34
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 6	\$ 3,588.02	\$ 3,884.31	\$ 4,039.67	\$ 4,201.27
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 9	\$ 3,692.64	\$ 3,993.12	\$ 4,152.83	\$ 4,318.94
MICA FLIGHT PARAMEDIC EDUCATOR - YEAR 12 (introduced in Term 2)	N/A	\$ 4,048.58	\$ 4,268.20	\$ 4,438.93
FLIGHT COORDINATOR - ALS - YEAR 1	\$ 2,693.37	\$ 2,801.12	\$ 2,913.15	\$ 3,029.70
FLIGHT COORDINATOR - ALS - YEAR 3	\$ 2,755.78	\$ 2,866.02	\$ 2,980.64	\$ 3,099.88
FLIGHT COORDINATOR - ALS - YEAR 6	\$ 2,806.51	\$ 2,918.78	\$ 3,035.51	\$ 3,156.95
FLIGHT COORDINATOR - ALS - YEAR 9	\$ 2,891.88	\$ 3,007.57	\$ 3,127.85	\$ 3,252.98
FLIGHT COORDINATOR - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,049.24	\$ 3,214.52	\$ 3,343.12
FLIGHT COORDINATOR - MICA - YEAR 1	\$ 3,248.06	\$ 3,530.76	\$ 3,671.97	\$ 3,818.87
FLIGHT COORDINATOR - MICA - YEAR 3	\$ 3,312.62	\$ 3,597.89	\$ 3,741.79	\$ 3,891.47
FLIGHT COORDINATOR - MICA - YEAR 6	\$ 3,370.51	\$ 3,658.10	\$ 3,804.40	\$ 3,956.60
FLIGHT COORDINATOR - MICA - YEAR 9	\$ 3,467.97	\$ 3,759.46	\$ 3,909.83	\$ 4,066.24
FLIGHT COORDINATOR - MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,811.41	\$ 4,017.91	\$ 4,178.63
MICA FLIGHT SRP PARAMEDIC - YEAR 3	\$ 3,586.77	\$ 3,883.02	\$ 4,038.32	\$ 4,199.87
MICA FLIGHT SRP PARAMEDIC - YEAR 6	\$ 3,636.01	\$ 3,934.22	\$ 4,091.57	\$ 4,255.25
MICA FLIGHT SRP PARAMEDIC - YEAR 9	\$ 3,743.25	\$ 4,045.76	\$ 4,207.58	\$ 4,375.89
MICA FLIGHT SRP PARAMEDIC - YEAR 12 (introduced in Term 2)	N/A	\$ 4,102.01	\$ 4,324.60	\$ 4,497.59
REGIONAL OPERATIONS MANAGEMENT				
TEAM MANAGER ALS - YEAR 1	\$ 2,687.95	\$ 2,795.48	\$ 2,907.28	\$ 3,023.59
TEAM MANAGER ALS - YEAR 3	\$ 2,750.60	\$ 2,860.63	\$ 2,975.03	\$ 3,094.06



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
TEAM MANAGER ALS - YEAR 6	\$ 2,801.21	\$ 2,913.28	\$ 3,029.78	\$ 3,151.00
TEAM MANAGER ALS - YEAR 9	\$ 2,886.39	\$ 3,001.86	\$ 3,121.91	\$ 3,246.80
TEAM MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,043.46	\$ 3,208.41	\$ 3,336.77
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 1	\$ 2,899.21	\$ 3,015.19	\$ 3,135.78	\$ 3,261.24
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 3	\$ 2,961.87	\$ 3,080.36	\$ 3,203.55	\$ 3,331.72
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 6	\$ 3,016.71	\$ 3,137.39	\$ 3,262.87	\$ 3,393.40
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 9	\$ 3,109.04	\$ 3,233.41	\$ 3,362.73	\$ 3,497.25
ALS AMBULANCE RESPONSE UNIT (ARU) TEAM MANAGER - YEAR 12 (introduced in Term 2)	N/A	\$ 3,278.48	\$ 3,456.46	\$ 3,594.74
TEAM MANAGER MICA - YEAR 1	\$ 3,145.23	\$ 3,423.81	\$ 3,560.75	\$ 3,703.20
TEAM MANAGER MICA - YEAR 3	\$ 3,206.87	\$ 3,487.92	\$ 3,627.41	\$ 3,772.52
TEAM MANAGER MICA - YEAR 6	\$ 3,262.67	\$ 3,545.95	\$ 3,687.77	\$ 3,835.30
TEAM MANAGER MICA - YEAR 9	\$ 3,356.56	\$ 3,643.58	\$ 3,789.31	\$ 3,940.89
TEAM MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,693.81	\$ 3,893.78	\$ 4,049.53
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 1	\$ 3,379.62	\$ 3,667.58	\$ 3,814.26	\$ 3,966.84
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 3	\$ 3,441.38	\$ 3,731.80	\$ 3,881.05	\$ 4,036.30
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 6	\$ 3,501.88	\$ 3,794.72	\$ 3,946.50	\$ 4,104.38
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 9	\$ 3,603.65	\$ 3,900.56	\$ 4,056.56	\$ 4,218.84
TEAM MANAGER MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,954.63	\$ 4,169.05	\$ 4,335.81
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 1	\$ 2,790.78	\$ 2,902.43	\$ 3,018.50	\$ 3,139.26
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 3	\$ 2,852.41	\$ 2,966.52	\$ 3,085.17	\$ 3,208.60
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 6	\$ 2,905.05	\$ 3,021.26	\$ 3,142.10	\$ 3,267.81
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 9	\$ 2,993.63	\$ 3,113.39	\$ 3,237.90	\$ 3,367.44
FLIGHT PARAMEDIC TEAM MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,156.66	\$ 3,327.88	\$ 3,461.02
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 1	\$ 3,687.87	\$ 3,988.15	\$ 4,147.67	\$ 4,313.58
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 3	\$ 3,753.33	\$ 4,056.24	\$ 4,218.47	\$ 4,387.21



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 6	\$ 3,820.04	\$ 4,125.60	\$ 4,290.61	\$ 4,462.24
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 9	\$ 3,932.35	\$ 4,242.41	\$ 4,412.09	\$ 4,588.59
FLIGHT PARAMEDIC TEAM MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,301.60	\$ 4,535.25	\$ 4,716.66
SENIOR TEAM MANAGER BLS - YEAR 3	\$ 2,756.87	\$ 2,867.14	\$ 2,981.82	\$ 3,101.11
SENIOR TEAM MANAGER BLS - YEAR 6	\$ 2,808.08	\$ 2,920.39	\$ 3,037.20	\$ 3,158.71
SENIOR TEAM MANAGER BLS - YEAR 9	\$ 2,894.22	\$ 3,009.98	\$ 3,130.37	\$ 3,255.60
SENIOR TEAM MANAGER BLS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,052.05	\$ 3,217.86	\$ 3,346.59
SENIOR TEAM MANAGER ALS - YEAR 1	\$ 2,877.82	\$ 2,992.94	\$ 3,112.63	\$ 3,237.16
SENIOR TEAM MANAGER ALS - YEAR 3	\$ 2,939.74	\$ 3,057.34	\$ 3,179.62	\$ 3,306.83
SENIOR TEAM MANAGER ALS - YEAR 6	\$ 2,994.12	\$ 3,113.89	\$ 3,238.43	\$ 3,367.99
SENIOR TEAM MANAGER ALS - YEAR 9	\$ 3,085.62	\$ 3,209.05	\$ 3,337.39	\$ 3,470.91
SENIOR TEAM MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,253.75	\$ 3,430.37	\$ 3,567.60
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 1	\$ 3,089.07	\$ 3,212.64	\$ 3,341.13	\$ 3,474.80
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 3	\$ 3,151.01	\$ 3,277.06	\$ 3,408.11	\$ 3,544.46
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 6	\$ 3,209.61	\$ 3,338.01	\$ 3,471.51	\$ 3,610.39
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 9	\$ 3,308.27	\$ 3,440.61	\$ 3,578.21	\$ 3,721.36
ALS AMBULANCE RESPONSE UNIT (ARU) SENIOR TEAM MANAGER - YEAR 12 (introduced in Term 2)	N/A	\$ 3,488.78	\$ 3,678.41	\$ 3,825.57
SENIOR TEAM MANAGER MICA - YEAR 1	\$ 3,568.35	\$ 3,863.85	\$ 4,018.39	\$ 4,179.13
SENIOR TEAM MANAGER MICA - YEAR 3	\$ 3,630.65	\$ 3,928.64	\$ 4,085.77	\$ 4,249.21
SENIOR TEAM MANAGER MICA - YEAR 6	\$ 3,694.91	\$ 3,995.48	\$ 4,155.28	\$ 4,321.50
SENIOR TEAM MANAGER MICA - YEAR 9	\$ 3,803.05	\$ 4,107.94	\$ 4,272.24	\$ 4,443.14
SENIOR TEAM MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,165.12	\$ 4,391.20	\$ 4,566.85
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 1	\$ 2,979.98	\$ 3,099.20	\$ 3,223.15	\$ 3,352.09
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 3	\$ 3,041.51	\$ 3,163.18	\$ 3,289.68	\$ 3,421.30
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 6	\$ 3,097.90	\$ 3,221.82	\$ 3,350.68	\$ 3,484.72



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 9	\$ 3,192.86	\$ 3,320.60	\$ 3,453.40	\$ 3,591.56
SENIOR TEAM MANAGER FLIGHT PARAMEDIC - ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,366.96	\$ 3,549.84	\$ 3,691.85
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 1	\$ 3,880.96	\$ 4,188.96	\$ 4,356.50	\$ 4,530.77
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 3	\$ 3,946.42	\$ 4,257.04	\$ 4,427.30	\$ 4,604.41
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 6	\$ 4,017.00	\$ 4,330.45	\$ 4,503.65	\$ 4,683.82
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 9	\$ 4,135.80	\$ 4,454.00	\$ 4,632.14	\$ 4,817.44
SENIOR TEAM MANAGER FLIGHT MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,516.37	\$ 4,761.90	\$ 4,952.38
EDUCATION				
PARAMEDIC EDUCATOR ALS - YEAR 1	\$ 2,473.82	\$ 2,572.79	\$ 2,675.68	\$ 2,782.73
PARAMEDIC EDUCATOR ALS - YEAR 3	\$ 2,548.16	\$ 2,650.10	\$ 2,756.09	\$ 2,866.35
PARAMEDIC EDUCATOR ALS - YEAR 6	\$ 2,594.72	\$ 2,698.51	\$ 2,806.43	\$ 2,918.71
PARAMEDIC EDUCATOR ALS - YEAR 9	\$ 2,673.05	\$ 2,779.99	\$ 2,891.16	\$ 3,006.83
PARAMEDIC EDUCATOR ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,818.24	\$ 2,970.75	\$ 3,089.60
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 1	\$ 2,685.20	\$ 2,792.62	\$ 2,904.30	\$ 3,020.50
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 3	\$ 2,759.49	\$ 2,869.87	\$ 2,984.65	\$ 3,104.06
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 6	\$ 2,810.27	\$ 2,922.70	\$ 3,039.59	\$ 3,161.19
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 9	\$ 2,895.76	\$ 3,011.60	\$ 3,132.04	\$ 3,257.35
ALS AMBULANCE RESPONSE UNIT (ARU) PARAMEDIC EDUCATOR - YEAR 12 (introduced in Term 2)	N/A	\$ 3,053.33	\$ 3,218.85	\$ 3,347.62
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 1	\$ 2,687.95	\$ 2,795.48	\$ 2,907.28	\$ 3,023.59
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 3	\$ 2,750.60	\$ 2,860.63	\$ 2,975.03	\$ 3,094.06
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 6	\$ 2,801.21	\$ 2,913.28	\$ 3,029.78	\$ 3,151.00
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 9	\$ 2,886.39	\$ 3,001.86	\$ 3,121.91	\$ 3,246.80
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS -YEAR 12 (introduced in Term 2)	N/A	\$ 3,043.46	\$ 3,208.41	\$ 3,336.77



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
PARAMEDIC EDUCATOR MICA - YEAR 1	\$ 2,942.55	\$ 3,213.02	\$ 3,341.53	\$ 3,475.21
PARAMEDIC EDUCATOR MICA - YEAR 3	\$ 3,004.79	\$ 3,277.75	\$ 3,408.84	\$ 3,545.22
PARAMEDIC EDUCATOR MICA - YEAR 6	\$ 3,056.52	\$ 3,331.55	\$ 3,464.80	\$ 3,603.41
PARAMEDIC EDUCATOR MICA - YEAR 9	\$ 3,143.62	\$ 3,422.13	\$ 3,559.00	\$ 3,701.36
PARAMEDIC EDUCATOR MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,469.04	\$ 3,656.56	\$ 3,802.82
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 1	\$ 3,176.94	\$ 3,456.79	\$ 3,595.05	\$ 3,738.86
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 3	\$ 3,239.18	\$ 3,521.52	\$ 3,662.37	\$ 3,808.87
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 6	\$ 3,295.63	\$ 3,580.22	\$ 3,723.41	\$ 3,872.36
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 9	\$ 3,390.59	\$ 3,678.98	\$ 3,826.13	\$ 3,979.19
PARAMEDIC EDUCATOR MICA (SINGLE RESPONDER) - YEAR 12 (introduced in Term 2)	N/A	\$ 3,729.75	\$ 3,931.70	\$ 4,088.97
CLINICAL SUPPORT OFFICER - YEAR 1	\$ 3,440.13	\$ 3,730.50	\$ 3,879.71	\$ 4,034.91
CLINICAL SUPPORT OFFICER - YEAR 3	\$ 3,502.25	\$ 3,795.11	\$ 3,946.90	\$ 4,104.79
CLINICAL SUPPORT OFFICER - YEAR 6	\$ 3,563.95	\$ 3,859.28	\$ 4,013.63	\$ 4,174.19
CLINICAL SUPPORT OFFICER - YEAR 9	\$ 3,667.79	\$ 3,967.27	\$ 4,125.94	\$ 4,291.00
CLINICAL SUPPORT OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 4,022.34	\$ 4,240.51	\$ 4,410.14
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 1	\$ 3,530.86	\$ 3,824.86	\$ 3,977.84	\$ 4,136.97
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 3	\$ 3,593.03	\$ 3,889.52	\$ 4,045.09	\$ 4,206.91
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 6	\$ 3,656.52	\$ 3,955.55	\$ 4,113.76	\$ 4,278.32
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 9	\$ 3,763.41	\$ 4,066.71	\$ 4,229.37	\$ 4,398.56
CLINICAL SUPPORT OFFICER (DUAL ROLE) - YEAR 12 (introduced in Term 2)	N/A	\$ 4,123.28	\$ 4,347.05	\$ 4,520.93
COMMUNICATIONS AND CLINICAL TRIAGE				
TRIAGE PRACTITIONER ALS - YEAR 1	\$ 2,522.94	\$ 2,623.87	\$ 2,728.80	\$ 2,837.98
TRIAGE PRACTITIONER ALS - YEAR 3	\$ 2,554.78	\$ 2,656.98	\$ 2,763.24	\$ 2,873.79
TRIAGE PRACTITIONER ALS - YEAR 6	\$ 2,629.29	\$ 2,734.47	\$ 2,843.83	\$ 2,957.61
TRIAGE PRACTITIONER ALS - YEAR 9	\$ 2,708.75	\$ 2,817.11	\$ 2,929.77	\$ 3,046.99



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
TRIAGE PRACTITIONER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 2,855.94	\$ 3,010.51	\$ 3,130.96
TRIAGE PRACTITIONER MICA - YEAR 1	\$ 2,979.03	\$ 3,250.96	\$ 3,380.98	\$ 3,516.22
TRIAGE PRACTITIONER MICA - YEAR 3	\$ 3,010.75	\$ 3,283.95	\$ 3,415.30	\$ 3,551.92
TRIAGE PRACTITIONER MICA - YEAR 6	\$ 3,085.26	\$ 3,361.45	\$ 3,495.89	\$ 3,635.73
TRIAGE PRACTITIONER MICA - YEAR 9	\$ 3,173.31	\$ 3,453.01	\$ 3,591.11	\$ 3,734.76
TRIAGE PRACTITIONER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,500.37	\$ 3,689.63	\$ 3,837.21
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 1	\$ 2,944.21	\$ 3,062.00	\$ 3,184.45	\$ 3,311.86
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 3	\$ 3,006.32	\$ 3,126.58	\$ 3,251.63	\$ 3,381.72
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 6	\$ 3,057.58	\$ 3,179.90	\$ 3,307.07	\$ 3,439.37
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 9	\$ 3,143.83	\$ 3,269.59	\$ 3,400.36	\$ 3,536.39
TEAM LEADER CLINICAL TRIAGE ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,315.20	\$ 3,495.22	\$ 3,635.05
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 1	\$ 3,414.31	\$ 3,703.65	\$ 3,851.78	\$ 4,005.87
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 3	\$ 3,474.85	\$ 3,766.61	\$ 3,917.27	\$ 4,073.97
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 6	\$ 3,530.80	\$ 3,824.80	\$ 3,977.78	\$ 4,136.91
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 9	\$ 3,625.13	\$ 3,922.91	\$ 4,079.81	\$ 4,243.02
TEAM LEADER CLINICAL TRIAGE MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,977.32	\$ 4,192.99	\$ 4,360.73
PATIENT MANAGEMENT COORDINATOR - YEAR 1	\$ 2,522.94	\$ 2,623.87	\$ 2,728.80	\$ 2,837.98
PATIENT MANAGEMENT COORDINATOR - YEAR 3	\$ 2,554.78	\$ 2,656.98	\$ 2,763.24	\$ 2,873.79
PATIENT MANAGEMENT COORDINATOR - YEAR 6	\$ 2,629.29	\$ 2,734.47	\$ 2,843.83	\$ 2,957.61
PATIENT MANAGEMENT COORDINATOR - YEAR 9	\$ 2,708.75	\$ 2,817.11	\$ 2,929.77	\$ 3,046.99
PATIENT MANAGEMENT COORDINATOR - YEAR 12 (introduced in Term 2)	N/A	\$ 2,855.94	\$ 3,010.51	\$ 3,130.96
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 1	\$ 2,742.79	\$ 2,852.52	\$ 2,966.60	\$ 3,085.28
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 3	\$ 2,805.50	\$ 2,917.73	\$ 3,034.43	\$ 3,155.83
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 6	\$ 2,857.18	\$ 2,971.48	\$ 3,090.31	\$ 3,213.95



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 9	\$ 2,944.21	\$ 3,062.00	\$ 3,184.45	\$ 3,311.85
COMMUNICATIONS SUPPORT PARAMEDIC ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,104.48	\$ 3,272.84	\$ 3,403.78
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 1	\$ 3,199.00	\$ 3,479.72	\$ 3,618.90	\$ 3,763.66
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 3	\$ 3,261.72	\$ 3,544.95	\$ 3,686.73	\$ 3,834.21
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 6	\$ 3,318.58	\$ 3,604.09	\$ 3,748.24	\$ 3,898.19
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 9	\$ 3,414.32	\$ 3,703.67	\$ 3,851.80	\$ 4,005.88
COMMUNICATIONS SUPPORT PARAMEDIC MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 3,754.77	\$ 3,958.15	\$ 4,116.47
DUTY MANAGER ALS - YEAR 1	\$ 3,117.63	\$ 3,242.34	\$ 3,372.01	\$ 3,506.92
DUTY MANAGER ALS - YEAR 3	\$ 3,180.40	\$ 3,307.63	\$ 3,439.92	\$ 3,577.54
DUTY MANAGER ALS - YEAR 6	\$ 3,239.59	\$ 3,369.19	\$ 3,503.94	\$ 3,644.12
DUTY MANAGER ALS - YEAR 9	\$ 3,339.21	\$ 3,472.79	\$ 3,611.68	\$ 3,756.17
DUTY MANAGER ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,521.44	\$ 3,712.88	\$ 3,861.42
DUTY MANAGER MICA - YEAR 1	\$ 3,600.48	\$ 3,897.27	\$ 4,053.15	\$ 4,215.29
DUTY MANAGER MICA - YEAR 3	\$ 3,662.66	\$ 3,961.93	\$ 4,120.39	\$ 4,285.22
DUTY MANAGER MICA - YEAR 6	\$ 3,727.58	\$ 4,029.46	\$ 4,190.62	\$ 4,358.25
DUTY MANAGER MICA - YEAR 9	\$ 3,836.79	\$ 4,143.03	\$ 4,308.73	\$ 4,481.09
DUTY MANAGER MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,200.74	\$ 4,428.78	\$ 4,605.94
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 1	\$ 2,916.92	\$ 3,033.61	\$ 3,154.94	\$ 3,281.16
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 3	\$ 2,979.64	\$ 3,098.83	\$ 3,222.77	\$ 3,351.70
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 6	\$ 3,031.32	\$ 3,152.58	\$ 3,278.66	\$ 3,409.83
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 9	\$ 3,118.35	\$ 3,243.10	\$ 3,372.81	\$ 3,507.73
COMMUNICATIONS CENTRE CLINICIAN ALS - YEAR 12 (introduced in Term 2)	N/A	\$ 3,288.30	\$ 3,466.83	\$ 3,605.53
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 1	\$ 3,444.54	\$ 3,735.09	\$ 3,884.48	\$ 4,039.87
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 3	\$ 3,506.65	\$ 3,799.69	\$ 3,951.66	\$ 4,109.74
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 6	\$ 3,568.42	\$ 3,863.92	\$ 4,018.46	\$ 4,179.21



CLASSIFICATION	WEEKLY ROLLED-IN RATE OF PAY			
	FFPPOA 21 October 2024	FFPPOA 21 October 2025	FFPPOA 21 October 2026	FFPPOA 21 October 2027
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 9	\$ 3,672.37	\$ 3,972.03	\$ 4,130.89	\$ 4,296.14
COMMUNICATIONS CENTRE CLINICIAN MICA - YEAR 12 (introduced in Term 2)	N/A	\$ 4,027.19	\$ 4,245.61	\$ 4,415.44
ROSTERING				
RESOURCING OFFICER - TRAINEE	\$ 2,243.90	\$ 2,333.66	\$ 2,426.99	\$ 2,524.09
RESOURCING OFFICER - YEAR 1	\$ 2,664.93	\$ 2,771.54	\$ 2,882.38	\$ 2,997.70
RESOURCING OFFICER - YEAR 3	\$ 2,727.23	\$ 2,836.33	\$ 2,949.77	\$ 3,067.79
RESOURCING OFFICER - YEAR 6	\$ 2,777.37	\$ 2,888.48	\$ 3,004.00	\$ 3,124.19
RESOURCING OFFICER - YEAR 9	\$ 2,861.72	\$ 2,976.20	\$ 3,095.23	\$ 3,219.06
RESOURCING OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 3,017.40	\$ 3,180.94	\$ 3,308.19
SENIOR RESOURCING OFFICER - YEAR 1	\$ 3,041.68	\$ 3,163.36	\$ 3,289.88	\$ 3,421.49
SENIOR RESOURCING OFFICER - YEAR 3	\$ 3,131.12	\$ 3,256.38	\$ 3,386.61	\$ 3,522.10
SENIOR RESOURCING OFFICER - YEAR 6	\$ 3,184.68	\$ 3,312.08	\$ 3,444.54	\$ 3,582.34
SENIOR RESOURCING OFFICER - YEAR 9	\$ 3,274.78	\$ 3,405.80	\$ 3,542.00	\$ 3,683.70
SENIOR RESOURCING OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 3,453.44	\$ 3,641.12	\$ 3,786.77
RESOURCING PLANNING OFFICER - YEAR 1	\$ 2,801.44	\$ 2,913.52	\$ 3,030.04	\$ 3,151.26
RESOURCING PLANNING OFFICER - YEAR 3	\$ 2,862.67	\$ 2,977.19	\$ 3,096.25	\$ 3,220.13
RESOURCING PLANNING OFFICER - YEAR 6	\$ 2,915.49	\$ 3,032.12	\$ 3,153.39	\$ 3,279.55
RESOURCING PLANNING OFFICER - YEAR 9	\$ 3,004.42	\$ 3,124.61	\$ 3,249.58	\$ 3,379.59
RESOURCING PLANNING OFFICER - YEAR 12 (introduced in Term 2)	N/A	\$ 3,168.06	\$ 3,339.92	\$ 3,473.54



▶ Appendix 3 – Transitional Implementation Arrangements

1. The following transitional implementation arrangements apply from the FFPPOA 21 October 2024.
 - (a) For employees employed in the Clinic Transport Officer, Clinic Transport Communications Officer, Patient Transport Officer, and Ambulance Transport Attendant classifications, the wage rates and increases in Appendices 1 and 2 include the following changes to the operational classification structure:
 - (i) From the FFPPOA 21 October 2024, the addition of Year 2, Year 4, Year 5, Year 7, and Year 8 increments.
 - (ii) From the FFPPOA 21 October 2025, the addition of Year 10, Year 11 and Year 12 increments.
2. The following transitional implementation arrangements apply from the FFPPOA 21 October 2025.
 - (b) For employees in the operational classifications that receive the additional Year 10 and Year 11 increments, pursuant to clause 32.3(b), the wage rates and increases in Appendices 1 and 2 include the following changes to the operational classification structure:
 - (i) a 'Year 10' classification increment that will apply to employees with the requisite experience within the meaning of clause 32.3(b)(i) from the FFPPOA 21 October 2025;
 - (ii) a 'Year 11' classification increment that will apply to employees with the requisite experience within the meaning of clause 32.3(b)(ii) from the FFPPOA 21 October 2025;
 - (c) For employees in the operational classifications that receive an additional Year 12 increment pursuant to clause 32.3(b), the wage rates and increases in Appendices 1 and 2 include the following changes to the operational classification structure:
 - (i) a 'Year 12' classification increment that will apply to employees with the requisite experience within the meaning of clause 32.3(b)(iii) from the FFPPOA 21 October 2025,which means:
 - (ii) Employees who have previously commenced their twelfth (12th) year of employment in the classification on or before the FFPPOA 21 October 2025 will progress to the 'Year 12' increment on that date.
 - (iii) Employees that commence their twelfth (12th) year of employment in the classification after the FFPPOA 21 October 2025 will progress to the 'Year 12' increment in accordance with clause 32.3(b)(iii) (e.g. on



the commencement of their twelfth year of employment in the classification).



▶ Appendix 4 - Classification Specific Uplifts and Calculation of New Increments Applicable to Aggregated Base Rates

The following classification specific uplifts and new increments are applied to calculate the aggregated base rate in accordance with clause 31.

1. CLASSIFICATION SPECIFIC UPLIFTS

1.1 MICA classification increase

Recognises the clinical skill and scene leadership, and ongoing commitment to establishing world-leading best practice in pre-hospital care through active participation in clinical trials and research.

Over the nominal life of the Agreement the following increases will be applied to the aggregated base rates for MICA classifications, as set out below, prior to the calculation of the annual increases set out in clause 31.3:

- (a) Prior to the calculation of the first pay increase from the FFPPOA 21 October 2024 the amount of \$6,500;
- (b) Prior to the calculation of the second pay increase from the FFPPOA 21 October 2025 the amount of \$6,000.
- (c) The increases will apply to the following MICA classifications:
 - (i) Mobile Intensive Care Ambulance (MICA) Paramedic
 - (ii) Mobile Intensive Care Ambulance (MICA) Paramedic – Intern
 - (iii) Mobile Intensive Care Ambulance (MICA) Paramedic (Single Responder)
 - (iv) Relieving Paramedic MICA
 - (v) Senior Relieving Paramedic MICA
 - (vi) Rural Senior Relieving Paramedic MICA
 - (vii) Relieving Paramedic MICA (Single Responder)
 - (viii) Senior Reserve Paramedic MICA (Single Responder)
 - (ix) Rural Senior Relieving Paramedic MICA (Single Responder)
 - (x) Paramedic Community Support Coordinator MICA
 - (xi) Flight Paramedic MICA
 - (xii) MICA Flight Paramedic Educator



- (xiii) Flight Coordinator – MICA
- (xiv) Team Manager MICA
- (xv) Team Manager MICA (Single Responder)
- (xvi) Flight Paramedic Team Manager MICA
- (xvii) Senior Team Manager MICA
- (xviii) Senior Team Manager Flight MICA
- (xix) Paramedic Educator MICA
- (xx) Paramedic Educator MICA (Single Responder)
- (xxi) Clinical Support Officer
- (xxii) Clinical Support Officer (Dual Role)
- (xxiii) Triage Practitioner MICA
- (xxiv) Team Leader Clinical Triage MICA
- (xxv) Communications Support Paramedic MICA
- (xxvi) Duty Manager MICA
- (xxvii) Communications Centre Clinician MICA

1.2 Reliever classification relativity

Prior to the calculation of the first pay increase from the FFPPOA 21 October 2024, the aggregated base rates for following classifications will be uplifted to result in a \$113.20 weekly relativity above the corresponding classification and yearly increments of that classification:

- (a) Relieving Paramedic BLS to Basic Life Support Ambulance Paramedic;
- (b) Relieving Paramedic ALS to Advanced Life Support Paramedic;
- (c) Relieving Paramedic MICA to Mobile Intensive Care Ambulance (MICA) Paramedic; and
- (d) Relieving Paramedic MICA Single Responder to Mobile Intensive Care Ambulance (MICA) Paramedic (Single Responder).

1.3 Fleet classification increase

Over the nominal life of the Agreement the following classification specific increases will be applied to the aggregated base rates for the Fleet Maintenance Officer and Fleet Maintenance Supervisor classifications prior to the introduction of new increments set out in clause 2.2(a) of this Appendix 4 and the calculation of the annual increases set out in clause 31.3:



- (a) Prior to the calculation of the first pay increase and year level increments from the FFPPOA 21 October 2024:
 - (i) the Fleet Maintenance Officer uplifted by amount of \$2,905;
 - (ii) the Fleet Maintenance Supervisor uplifted by the amount of \$6,388; and
 - (iii) the Fleet Maintenance Officer and Fleet Maintenance Supervisor both uplifted by the further amount of \$3,750.
- (b) Prior to the calculation of the second pay increase from the FFPPOA 21 October 2025:
 - (i) the Fleet Maintenance Officer uplifted by amount of \$3,750; and
 - (ii) the Fleet Maintenance Supervisor uplifted by the amount of \$3,750.

After the application of the first classification-specific increase set out in clause 1.3(a) above and prior to the calculation of the first pay increase from the FFPPOA 21 October 2024, the aggregated base rates for the Fleet Maintenance Officer and Fleet Maintenance Supervisor classification will have new Year 3, Year 6, and Year 9 increments calculated as follows:

- (c) the new Year 3 increment is a 2.5% increase on the uplifted Year 1 aggregated base rate calculated in accordance with 1.3(a);
- (d) the new Year 6 increment is a 2% increase on the new Year 3 aggregated base rate; and
- (e) the new Year 9 increment is a 3.3% increase on the new Year 6 aggregated base rate.

1.4 Rosters Senior Resourcing Officer

Prior to the calculation of the first pay increase from the FFPPOA 21 October 2024, the following increases will be applied to the Senior Resourcing Officer classification increments.

The Year 1 increment aggregated base rate will be uplifted to the Year 9 increment aggregated base rate.

The Year 3, Year 6 and Year 9 increment aggregated base rate amounts uplifted to maintain the relativities between AVEA 2020 Rosters Senior Resourcing Officer aggregated base rate increments, as follows:

- (a) Year 3 is a 3.45% increase on Year 1 aggregated base rate;
- (b) Year 6 is a 2.00% increase on Year 3 aggregated base rate; and
- (c) Year 9 is a 3.30% increase on Year 6 aggregated base rate.

1.5 Team Leader Clinical Triage (ALS and MICA)



Prior to the calculation of the first pay increase from the FFPPOA 21 October 2024, the following increases will be applied to the Team Leader Clinical Triage ALS and MICA classification increments:

The Year 1 increment aggregated base rate will be uplifted to the AVEA 2020 Term 4 Year 9 increment aggregated base rate.

The Year 3, Year 6 and Year 9 increment aggregated base rate amounts are uplifted to maintain the relativities between AVEA 2020 Triage Practitioner aggregated base rates, as follows:

- (a) Year 3 is a 2.49% increase on the Year 1 aggregated base rate;
- (b) Year 6 is a 2.00% increase on the Year 3 aggregated base rate; and
- (c) Year 9 is a 3.30% increase on the Year 6 aggregated base rate.

2. NEW INCREMENTS

2.1 Patient Transport

Prior to the calculation of the first pay increase from the FFPPOA 21 October 2024, additional year increments Year 2, Year 4, Year 5, Year 7, Year 8 will be introduced to the Clinic Transport Officer, Patient Transport Officer, Ambulance Transport Attendant and Clinic Transport Communications Officer classifications. The increases for each new increment will be equally divided between existing increments.

2.2 New increments up to Year 12 for selected classifications from the date of the second pay increase

Prior to the calculation of the second pay increase from the FFPPOA 21 October 2025, the following changes will be applied:

- (a) The introduction of a Year 12 increment for all classifications, including Fleet classifications, that have a Year 6, and Year 9 increment or unless otherwise specified herein. The Year 12 increment will have a 1.5% relativity above the Year 9 aggregated base rate increment prior to the application of the second pay increase in clause 31.3(b).
- (b) The introduction of additional increments of Year 10, Year 11, and Year 12 to classifications included in the Career Structure for ALS Paramedics and MICA Paramedics in clause 32.8. The relativity to the aggregated base rate from Year 9 to Year 12 increments will be 1.5% and equally divided between the Year 10, Year 11 and Year 12 increments.
- (c) The introduction of additional increments of Year 10, Year 11, Year 12 to the Clinic Transport Officer, Patient Transport Officer, Ambulance Transport Attendant and Clinic Transport Communications Officer classifications. The relativity from Year 9 to Year 12 aggregated base rate increments will be 1.5% and equally divided between for the Year 10, Year 11 and Year 12 increments.

2.3 Additional relativity from the date of the third pay increase

Prior to the calculation of the third pay increase from the FFPPOA 21 October 2026, the following changes will be applied:



- (a) The Year 12 increment will have a 3% relativity above the Year 9 aggregated base rate increment prior to the application of the pay increase in clause 31.3(c).
- (b) The total increase to the aggregated base rate from Year 9 to Year 12 increments will be 3% relativity above the Year 9 aggregated base rate and equally divided between the Year 10, Year 11 and Year 12 increments.



▶ Appendix 5 - Salary Packaging Arrangements

1. BASIS FOR SALARY PACKAGING

- 1.1 Employees engaged under this Agreement may make application to AV 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 AV or the Victorian Government for compensation for any loss of benefits and AV 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 AV of providing salary sacrifice/package to employees, these costs will be paid by the participating employee or they 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 AV 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, AV 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 AV. 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 AV and will be fully reimbursed to AV 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 AV 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 AV 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 AV'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 AV 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 AV 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 subclause 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) AV will not be responsible for any salary packaging arrangements entered into by an employee that results in adverse financial consequences to that employee. AV 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 pre-packaged 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, AV 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) AV 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 6 - 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 of this Appendix 6, 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 AV 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, AV 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 AV. 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 51.
- 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)

3. PROBATIONARY PERIOD

Subject to clause 30 of this Agreement all Graduate Paramedics will serve a probationary period of six months from the date of commencing employment with AV as a Graduate Paramedic before their appointment is confirmed.

4. ALLOWANCES

4.1 This clause deals with allowances for Graduate Paramedics where AV 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 that:

- (a) resides more than 45 km from the venue of a compulsory AV training course/induction as a part of the Graduate Paramedic program; and
- (b) is required to live away from home

will be entitled to:

- (c) an allowance to cover the cost of reasonable accommodation; and
- (d) meal allowances for breakfast and dinner in accordance with clause 36.9(d) of this Agreement (Overnight Travel / Living Away From Home); and
- (e) an Incidental Expenses Allowance in accordance with Appendix 10.

4.3 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 referred to in clause 4.2 of Appendix 6. 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.

4.4 Graduate paramedics will be reimbursed for the use of a private vehicle in accordance with clause 36.18(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.

5. ON CALL

A Graduate Paramedic will not be placed “on call” in accordance with clause 53 of this Agreement to respond to cases alone without a qualified Ambulance Paramedic.



▶ Appendix 7 - 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 AV.
- (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

CSOs 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 CSOs takes into account these duties and the Tertiary Institution Secondment provisions in clause 40 do not apply to CSOs.

3. COMMENCEMENT AND FINISHING PROVISIONS

The CSO position requires roster flexibility for the benefit of both AV 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 8 - 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) AV 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 AV 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 9 - Ambulance Victoria Rolled-In Rate Of Pay

April 2018 Roster Shift Cycle quantum values

Roster lines	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 x 8 hour shift

14 hour shift = 2 x 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 37.1(d) 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, based on Year 3 salary rates (i.e. BLS @ EAPB3, ALS @ EAPA3 and MICA @ EMAP3).

(i) **Aggregated Weekly Base Rate**

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

(ii) **Shift Penalty**

AP Base + CEP/MICA allow. + SIPS Shift Penalty per shift (B)
 (\$36.25) meal allow. x 4.5% =

(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%)**

Aggregated Weekly Base Rate x Number of Additional Night Shifts x 0.5%	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 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 Sunday 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 Weekly RIR Penalty Payment
(RIR penalty is rounded to the nearest
5c) =

(x) **Summary of Total Weekly Wage**

Aggregated Weekly Base Rate (A) + Total weekly wage
Weekly RIR Penalty Payment



► Appendix 10 - Allowance and Penalty Rates over the Life of the Agreement

Table 10(a) – Allowances subject to indexation

Allowance	Effective FFPPOA 21 October 2024	Effective FFPPOA 21 October 2025	Effective FFPPOA 21 October 2026	Effective FFPPOA 21 October 2027
Operational Crewing Allowance - Clause 36.12	\$0.79 per hour	\$0.81 per hour	\$0.83 per hour	\$0.85 per hour
Single Officer Allowance – Clause 36.13	\$2.94 per hour	\$3.03 per hour	\$3.12 per hour	\$3.21 per hour
Communications Centre Allowance - Clause 36.5				
Per shift of 8 hours	\$9.95 per shift	\$10.25 per shift	\$10.56 per shift	\$10.88 per shift
Per rostered hour in excess of 8 hours	\$1.25 per hour	\$1.29 per hour	\$1.33 per hour	\$1.37 per hour
Program Required Support Allowance - Clause 36.6	\$6.25 per hour	\$6.44 per hour	\$6.63 per hour	\$6.83 per hour
Living Away from Home Allowance - Clause 36.9(a)	\$30.51 per night	\$31.43 per night	\$32.37 per night	\$33.34 per night
On-Call Allowance - Clause 53.2(a)	\$9.35 per hour	\$9.63 per hour	\$9.92 per hour	\$10.22 per hour
Non-Rostered On-Call - Clause 54	\$18.69 per hour	\$19.25 per hour	\$19.83 per hour	\$20.42 per hour
Incidental Expenses - Clause 4.2(e) of Appendix 6	\$22.48 per day	\$23.15 per day	\$23.84 per day	\$24.56 per day



Unsociable hours on-call allowance - Clause 36.19	\$13.45 per hour	\$13.85 per hour	\$14.27 per hour	\$14.70 per hour
Late Crib Meal Allowances				
Late Crib Meal Allowance - 1st Hour – Clause 36.8(a)(i)	\$4.94 per hour	\$5.09 per hour	\$5.24 per hour	\$5.40 per hour
Late Crib Meal Allowance - 2nd Hour – Clause 36.8(a)(ii)	\$4.94 per hour	\$5.09 per hour	\$5.24 per hour	\$5.40 per hour
Late Crib Meal Allowance - 3rd & Subsequent Hours – 36.8(a)(iii)	\$9.89 per hour	\$10.19 per hour	\$10.50 per hour	\$10.82 per hour

Table 10(b) – Allowances and penalties not subject to indexation

Allowance / Penalty	Effective first full pay period commencing on or after 21 October 2024 for the life of the Agreement (unless otherwise specified)
Unsociable shift incentive – Clause 37.3	\$185.00 per shift
Roster Cycle Allocation Paramedic Allowance – Clause 44.6(a)(i)	\$65.00 per shift
Flexible Shift Paramedic Allowance – Clause 44.6(a)(ii)	\$100.00 per shift
ACO Availability Allowance – Clause 46.10	\$5.00 per hour – effective 10 November 2025
Interrupted meal allowance – Clause 36.7(b)	\$7.25 per occasion
Overtime meal allowance – Clause 36.7(c)	\$9.06 per occasion



► Appendix 11 - Transitional Provisions – Right To Request Casual Conversion

- (a) This Appendix applies up until the end of 25 February 2025 in respect of employees who commenced employment with AV before 26 August 2024.
- (b) An employee engaged as a regular casual employee may request in writing that their employment be converted to full-time or part-time employment if:
 - (i) the employee has not, at any time in the period of 6 months immediately preceding the request, refused an offer by AV of conversion to permanent employment;
 - (ii) AV has not, at any time during that period, given the employee a notice stating that AV is not offering them conversion to permanent employment in accordance with the Act; and
 - (iii) AV has not, at any time during that period, refused a request by the employee on reasonable grounds in accordance with sub-clause (f).
- (c) A regular casual employee is a casual employee who has:
 - (i) been employed by AV for a period of 12 months, beginning the day the employment started; and
 - (ii) in the period of 6 months immediately preceding the request worked a regular 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.
- (d) A regular casual employee who has worked equivalent full-time hours over the preceding period of 6 months' casual employment may request to have their employment converted to full-time employment.
- (e) A regular casual employee who has worked less than equivalent full-time hours over the preceding period of 6 months' casual employment may request to have their employment converted to part-time employment consistent with the pattern of hours previously worked.
- (f) Where a regular casual employee seeks to convert to full-time or part-time employment, AV may agree to or refuse the request, but the request may only be refused on reasonable grounds which are based on facts that are known (or reasonably foreseeable) at the time of refusing the request and after there has been consultation with the employee.
- (g) Reasonable grounds for refusal include that:
 - (i) 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 at sub-clause (c);



- (ii) the regular casual employee's position will cease to exist within the next 6 months;
 - (iii) the hours of work which the regular casual employee is required to perform will be significantly reduced in the next 6 months;
 - (iv) 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; or
 - (v) granting the request would not comply with a recruitment or selection process required by or under a law of the Commonwealth or a State or Territory.
- (h) AV must give the employee a written response within 21 days of the request being made stating whether the request is granted or refused. Where AV refuses a regular casual employee's request to convert, AV must provide the casual employee with its reasons for refusal and details of those reasons. If the employee does not accept AV's refusal, this will constitute a dispute that will be dealt with under the dispute resolution procedure in clause 14 of the Agreement.
- (i) For the avoidance of doubt, where the employee has performed duty at multiple locations in the period of 6 months immediately preceding the request, there is no obligation on AV to offer the employee a position at a particular location. Where the employee worked a majority of their hours during that period at a particular location AV will take this into consideration.
- (j) Where it is agreed that a regular casual employee will have their employment converted to full-time or part-time employment as provided for in this clause, AV and the employee must discuss and record in writing:
 - (i) the form of employment to which the employee will convert – that is, full-time or part-time employment;
 - (ii) the employee's hours of work after the conversion takes effect;
 - (iii) the day the employee's conversion to full-time or part-time employment takes effect (which must be the first day of the employee's first full pay period that starts after AV gives a written response granting the request under sub-clause (h), unless AV and the employee otherwise agree); and
 - (iv) if it is agreed that the employee will become a part-time employee, the matters referred to in clause 23.4 of the Agreement.
- (k) 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.
- (l) AV 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.



- (m) A casual employee's right to request to convert is not affected if AV fails to comply with the requirements in sub-clause (l) above.
- (n) Offers by AV for conversion from casual employment to full-time or part-time employment are provided for in the NES.



▶ Appendix 12 - Consultation Over New Paramedic Classifications

- 1.1 AV will consult VAU and UWU about the proposed introduction of the new classifications of Paramedic Practitioner Candidate and Paramedic Practitioner, defined as follows:
- (a) **Paramedic Practitioner Candidate** is a Paramedic who is undertaking or has completed a prescribed Master of Paramedic Practitioner (or equivalent) qualification and is undertaking the required AV training program, including supervised clinical practice. The principal duties of a Paramedic Practitioner Candidate will be to provide emergency and generalist primary health care in a variety of health settings which may include primary care, aged care, community health and remote and isolated environments.
 - (b) **Paramedic Practitioner** is a Paramedic who has completed a prescribed Master of Paramedic Practitioner (or equivalent) qualification and has completed the required AV training program and supervised practice and is employed by AV in such a role. The principal duties of a Paramedic Practitioner will be to provide emergency and generalist primary health care in a variety of health settings which may include primary care, aged care, community health and remote and isolated environments.
- 1.2 The purpose of the consultation will be to consider appropriate pay rates for the new classifications that the parties wish to be included in the replacement agreement.
- 1.3 The Parties will negotiate in good faith prior to introduction of the new classifications and the rates of pay that will be paid by AV in accordance with the replacement Agreement.



▶ Executed as an Agreement

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

Signature of Authorised Person: _____

Name in Full: _____

Address: _____

Position: _____

Date: _____

In the presence of this Witness:

Signature of Witness: _____

Name in Full: _____

Address: _____

Position: _____

Date: _____



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

Signature of Authorised Person: _____

Name in Full: _____

Address: _____

Position: _____

Date: _____

In the presence of this Witness:

Signature of Witness: _____

Name in Full: _____

Address: _____

Position: _____

Date: _____



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

Signature of Authorised Person: _____

Name in Full: _____

Address: _____

Position: _____

Date: _____

In the presence of this Witness:

Signature of Witness: _____

Name in Full: _____

Address: _____

Position: _____

Date: _____





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In an emergency dial Triple Zero (000)

Ambulance Victoria
PO Box 2000
Doncaster VIC 3108

T 03 9840 3500