



# Ambulance Employees Association of Western Australia

## 27<sup>th</sup> January 2021 – AEAWA Committee Minutes

### Meeting officially opened by the President and Executive Committee

The AEAWA Committee meeting was officially opened by the President.

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### Committee Attendees

John Thomas, Lee Waller, Marty Kelly, Dave Abbott, Andrew Kerfoot, Gary Davies, Christine Hunter, Cam Fiddock, Conrad Fairhead and Ed Doran.

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### Committee Apologies

Donelle Carver, Dave Higgings, Jon Flockton, Troy Bates, Justin Brennan, Tim Dunlop, Lee Mack, Kam Phagura and Brett Moore.

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### Previous Minutes

Passed by Mr Thomas and Mr Waller.

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### AEAWA Membership

The membership has been increasing at a very fast rate, with up to 19 new members joining last month.

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### The AEAWA Treasurer Report

The accounts of the AEAWA are in a strong position and this was presented to the Committee. The AEAWA Constitution has been passed and 'official' paperwork for the accreditation review of the association has been signed off.

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### The AEAWA Secretary Report

The Secretary provided information on incoming and outgoing correspondence (discussed later in General Business). The website and the database work have been completed by the company sourced to provide the service. Handover of the website to the committee should occur shortly. A meeting is scheduled for Friday for the works to be presented to the committee.

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## Upcoming EBA Negotiations

These EBA negotiations will most likely be a difficult one. The AEAWA will have a total of six (6) seats at the negotiations. At this stage the committee would like to see four (4) metro delegates and two (country delegates (preferably from north and south as their issues are quite different).

The Executive committee will meet within the next week or so to finalise the bargaining team. The draft for the AEAWA log of claims is almost completed and consists of the requests from over 200 members who filled out the EBA Negotiations Survey.

Claims from specialist areas such as 'Special Ops' and 'CSPs' are also near completion. At this stage, the EBA negotiations commence on February 17th, 2021 and we would urge all members to review committee updates on the website (when uploaded to the server) and on Facebook and emails.

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## Security Issues at East Bunbury Depot

No movement on this security issue seems to be occurring. SJA seem to be very complacent regarding depot and crew security and safety. This issue has been raised on numerous occasions. The AEAWA will arrange a further meeting with SJA regarding this issue.

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## Acoustic Shock in the SOC

Again, yet another acoustic shock incident has occurred in SOC. Although the officer did not receive any lasting effects, this issue is unacceptable and brings the numbers of incidents to over 30 and at least 4 of our colleagues in the room have had long lasting effects. Issues occurring are; loud acoustic shrieks piercing down the head phones, SOC officers hearing their own voices echoing back at them, constant differences in sound volumes and instances where radio dispatchers can here another dispatcher through their head sets.

**The AEAWA will again write to WorkSafe WA and the SJA Executive as the time for discussions about poor, unsafe and antiquated radio systems have ended. For the safety of ALL SOC employees, this issue must be rectified immediately.**

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## Boost in Emergency Service Personnel

Recent statements from the Premier Mark McGowan have revealed a significant boost in emergency personnel numbers across the State and the South West. 1,000 Police Officers and 87 Fire-fighters; not much discussion for ambulance personnel. With the workload in the metropolitan area causing detriment and poorer outcomes for the people of Western Australia the AEAWA believes that any injection of personnel into the service HAS to be significant.

There is current talk of boosting our numbers through a total of 74 direct entrant paramedics, commencing a graduate paramedic program and placing 18 officers into country regions.

**The AEAWA will write to the SJA Executive to ascertain what increase in numbers is expected and when will those officers be introduced into the system.**

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## Issues with student paramedic progression

Over the past few years there has been a number of SAOs who have failed a Curtin unit and have found themselves in a fight to save their employment with SJA. Some officers have progressed whilst others have been terminated. The progression clause is quite ambiguous and leaves a lot open for interpretation.

**The AEAWA are currently reviewing the fairness of this document for any future cases that require supportive actions.**

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## Leave Without Pay

The leave without pay process appears to be unfair and not at all transparent. Some officers have received leave without pay after applying, while others have been denied.

**The AEAWA will write to the SJA Executive asking why the process allows some but not all to have their requested leave approved. It appears to be personality driven.**

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## Overtime Process

Currently the methods used for OT is to text officers, some texts go out in blocks so certain officers are alerted earlier than other. Different service providers send and receive message quicker than others.

**The AEAWA have always been in constant discussions with management over fair and equitable overtime dispersal. At this stage the organisation is reviewing an app-based system, so all officers received the information at the same time.**

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## Performance Management in the SOC

SJA managers have decided to increase performance management of our SOC colleagues. The organisation wants to receive their 'ACE' accreditation through the Academy and despite forcing staff to use faulty, unsafe and outdated radio equipment, work with 70% less resourcing than the Government Inquiry into the service had set and declining to cover these individuals through workers compensation claims, the micro-management of these individuals has now reached a new level.

**The SOC membership ALWAYS have the support of the AEAWA committee, and we strive to ensure NO officer is left with a negative leave balance due to an injury at work. The AEAWA are currently responding to the SJA Executive about this new poorly implemented process.**

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## Further Fair Work Commission Hearings

Again, the AEAWA will be in the Commission to assist an officer this coming week.

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## Join the AEAWA Committee

The AEAWA now consists of 39 Committee members, some of whom are new, and others are well versed in industrial issues. If you would like to join this team and assist your colleagues in furthering our profession and keeping the establishment honest then contact a Committee member.

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## General Business

### Item 1 - Cleaning Ambulances post suspected or confirmed COVID cases.

The Committee received some concerns from the membership relating to the following areas;

1. A member wrote to the AEAWA with concerns over cleaning of ambulances. There has been plenty of discussions regarding crews and PPE, but nothing relating to the cleaning of the vehicles once the crew has completed the call.

The AEAWA are of a strong belief that if you transport any patients who identify with the below criteria.

- Confirmed COVID cases,
- Suspected COVID cases.
- Any call on our AMBICAD that states 'COVID' 'Precautions', 'Consider PPE'.
- And in reference to the DOH guidelines; any patients with.

- fever of 37.5C or above.
- fever in last few days (night sweats or chills).
- coughing, SOB, sore throat, runny nose.
- loss of smell or taste.
- Any person in self-isolation/quarantine.
- Any person in contact with someone in self-isolation/quarantine.

**The vehicle is to be washed thoroughly with hospital strength detergents. If there are no facilities at the hospital to do this or no equipment available, then you state you need a P8 Card to clean your vehicle at the closest depot before you take any further calls. The call you make is NOT a request. This is following the World Health Organizations and the Department of Health's directive.**

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### **Item 2 - AP1 officers in country regions**

A member wrote to the AEAWA with concerns over AP1's tasked to country areas to work.

**The AEAWA have written to SJA regarding this. AP1s ARE NOT to be rostered to country regions. The minimum of AP2 was set by the organisation.**

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### **Item 3 - 9-hour break**

A member wrote to the AEAWA with concerns over being advised by a manager that they were not entitled to the 9-hour break.

**The AEAWA would like to remind officers of the current Certified Agreement which states.**

#### **OVERTIME**

(a) Except as otherwise provided in this Agreement, any work performed outside the ordinary hours prescribed in clause 26 of this Agreement, will be deemed overtime and will be paid at the rate of double time.

(b) In the calculation of overtime each day shall stand alone.

(c) An employee recalled for duty outside normal rostered hours will be paid at overtime rates for a minimum of 3 hours.

(d) Where overtime is necessary it will, wherever reasonably practicable, be arranged so that the employee will have at least 9 consecutive hours off work between shifts.

**(e) Where an employee at the direction of St John works overtime where they will not receive 9-consecutive hours off duty between the completion of a rostered shift and the commencement of the next rostered shift, the employee will:**

**(i) be released from duty until the employee has had 9 consecutive hours off**

**(ii) duty without loss of pay; or (iii) if directed by St John to resume work without 9 hours off duty be paid at double time until released from duty; and**

**(iii) will be entitled to be absent until the employee has had 9 consecutive hours off duty without loss of pay.**

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### **Item 4 - Patient Transport officers and dual transfers**

A member wrote to the AEAWA with concerns over being tasked to pick up two patients from the same location and transferring them to two separate locations. Crews have been asked to arrange staff members from the first facility to look after the patient in the back whilst they transfer one patient so they can return to transport the other.

**The AEAWA will write to management regarding this. It is the committee's opinion that this is an unsafe practice and should NOT occur. If the patient deteriorates who is at fault? Clarification from SJA Executive is currently being sought.**

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## Next Committee Meeting

The AEAWA Committee will meet again Wednesday 11th February 2021 (09:00-11:00).

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## Meeting officially closed by the President

The Committee will re-convene in two weeks' time.

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## Contact Us

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