



Ambulance Employees Association of Western Australia

February 5th, 2020 – AEAWA Committee Minutes

Meeting officially opened by the President and Executive Committee

The AEAWA Committee meeting was officially opened by the President.

Committee Attendees

John Thomas, Donelle Carver, Lee Waller, Dave Higgins, Dave Abbott, Marty Kelly, Kieran Hutchinson and Michael Hardwick

Committee Apologies

Jon Flockton, Gary Davies, Earl Stamp, Lee Mack, Tim Dunlop, Conrad Fairhead and Dave Bryant.

Previous Minutes

Passed by Mr Thomas and Mrs Carver

Registration under ASIC and FWC

The AEAWA are able to move from the State to Federal arena as an association. Directors of the association will need to be established (new ABN etc) and those Directors will form part of the AEA. Meetings interstate have been arranged and a total of 4-5 delegates from the committee will attend. This will make the association stronger.

John will provide information to the committee shortly.

SOC Bargaining and Pre-meetings.

The SOC EBA is approaching and meetings will soon commence with SOC members. Delegates have been appointed for the upcoming EBA negotiations and SOC members will be made aware of who those members are and meeting schedules shortly.

Lee W will contact SOC members shortly to commence the process.

Transport Officer Bargaining and Pre-meetings.

The Patient Transport EBA is approaching and meetings will soon commence with our members in Transport. Delegates have been appointed for the upcoming EBA negotiations and Transport members will be made aware of who those members are and meeting schedules shortly.

After numerous discussions with many Transport Officers, a recruitment drive for future members has commenced. This came after numerous officers approached the AEA to join as members. Some Transport Officers would also like to join the committee to assist with their negotiations, and general matters relating to their role. Any Transport Officer who would like to join the committee is strongly urged to contact the AEA.

Financial Position

Feedback from AEA members has been the dispersal of information. The AEAWA committee has tasked an IT specialist to assist in setting up multiple platforms for members to receive information. Administrators for the website and the various social media platforms were discussed.

Kieran H, Dave H and Lee W will handle these platforms and will present that information at the next committee meeting.

General Recruitment

There are still officers throughout the workforce who are not aligned with anyone body in relation to employee representation. Delegates are urged to promote the AEA where appropriate.

All Committee members tasked with this role. Feedback will occur via email amongst the committee.

Legal Representation

As there have been multiple incidents lately of disciplinary matters amongst the members, multiple representations from AEA delegates have occurred. Very few incidents require more than one of the committees experienced delegates to assist in the matter. However, of late some members have felt the need that a Lawyer is required to assist in the matter.

The AEAWA are currently writing a policy relating to when other parties (other than your representative) are required to get involved in the process. This along with Lawyers' fees were discussed.

Dave H to write the policy and present at the next AEA meeting.

Portfolio Distribution

As there are multiple meetings (Commission, EBA, JCC & SOC) along with employee representations of late, for continuity it was decided to assign a committee member to a portfolio to assist where required. For the time being Paramedics (Country/Metropolitan/224/Day Van), SOC and Transport have been assigned with a delegate.

Information will soon be made available on the AEAWA website shortly.

General Business

Item 1 - AEAWA Delegate Meetings

All AEA delegates are urged to account for time and specific tasks they have performed over the previous month. Representations, meetings and other association matters should be recorded. Confidentiality is of upmost importance. Officer names and incidents that could potentially identify an officer should never be disseminated.

All delegates to provide that information once a month and the committee meetings.

Item 2 - Transport Officer App

The Transport Officers have an app in which they communicate with, it would be wise to contact our Transport Officers to see if they would like for the AEA to communicate to our members via this medium.

Lee W will assist with this and relay back to the committee ASAP.

Item 3 - Student Paramedic Presentation

The college have invited the AEAWA committee (Wednesday March 5th) to talk to the new employees about to commence their careers on the road. In the past we have had numerous delegates present to the students, this will be an ongoing process for each upcoming school. The committee will explain our role, why we are required and what we can do for them as a group.

John T, Donelle C, Lee W, Dave A will provide the presentation.

Item 4 - SOC Students Presentation

The college have invited the AEAWA committee (Thursday March 6th) to talk to the new employees about to commence their careers in SOC. The committee will explain our role, why we are required and what we can do for them as a group.

John T, Donelle C, Lee W, Dave A will provide the presentation.

Item 5 - AEAWA Logo

Discussions have taken place regarding the AEAWA logo. Do we require a new one, should we align with South Australia etc.

Dave H will provide numerous logo examples at an upcoming committee meeting.

The AEAWA Treasurer Report

The accounts of the AEAWA are in a strong position and was presented to the Committee. Revue of association fees and revenue for upcoming financial year was discussed.

Marty K will provide the committee with further details.

The AEAWA Secretary Report

The Secretary provided information on incoming and outgoing correspondence, which included letters to and from St John Ambulance, the Department of Health and other various ambulance specific unions and associations.

AEAWA Membership

A total of 30 new members joined the AEAWA this fortnight. Currently Dave H is greeting the associations newest members as they create an account with us. This has been working well and will continue in the future.

Membership Correspondence

Item 1 – Code of Conduct Policy

SJA have become very heavy handed with this policy, and numerous officers have in the Committee's opinion been dealt harsh punishments without a shred of evidence being presented. SJA believe 'on the balance of probabilities' most employees are in the wrong. Certain ER staff seem to use this more than others.

The Committee are in discussion with SJA management about the unfairness of this Policy.

Item 2 – Overtime Policy

Many believe the way SJA provides employees with OT is unfair, certain officers always appear to be given more opportunities than others. It does not seem a fair and equitable process.

The Committee will always push for fair processes, and the OT Policy will be an agenda item at the upcoming JCC meetings.

Next Committee Meeting

The next AEAWA Committee meeting - TBA

Meeting officially closed by the President

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



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