



Ambulance Employees Association of Western Australia



AEAWA Paramedic/Ambulance Officers Log of Claims 2021-2024

Term of Agreement

3-year term

Nominal expiry 30 June 2024

Pay & Allowances Clause 17.2

2.5% on all allowances including NW allowance and Night shift allowance

Section 6 Consultative Committee

Introduce independent arbitrator to facilitate all meetings as offered by the Fair Work Commissioner

Section 7 Introduction to change

Replace existing clause with proposed wording.

Tabled as Introduction to Change Appendix.

Section 9 Progression

Full review of current policy.

Committee would like to review this policy.

Section 14. Job share

Clause to be updated to include ALL country positions.

Section 17.3

Expand clause to include unsociable hours for 224 shift patterns to include remuneration for working a Friday or Saturday night on completion of that existing rotation.

Amount of \$100 per Friday night. Amount of \$200 per Saturday night. Must complete the set of 4 which encompasses any of these nights.

Section 18.3 (a) Travel on Short Notice Overtime I.C.B.

Amend clause to reflect 'triple time' for full time officers.

Section 18.6

Increase for tutoring allowance to be commensurate with responsibilities of undertaking the role.

Average for CPHC secondment tutoring students equates to \$238.40 pw = \$59.60 per day.

Section 18 New clause

Venues chosen. North Fremantle. Details to be sent out shortly to the membership for attendance.

AEAWA Delegate Training

1. Change classification from USAR to Special Operations due to increased diversity of role.
 2. Pay parity with CCP & CSP as the team is highly trained and specialised with higher responsibility.
 3. Clarification sought in relation to secondment proposal and where Special Operations sit.
-

Clinical Support Role

Discuss with Secondment proposals.

New Clause.

Section 25 Secondments

Secondment clause only applies to classifications contained within the Certified Agreement, therefore officers who engage in positions pertaining to management for a period of 12 weeks of greater will forfeit their allocated position.

List of Pool positions and officers

All pool and future pools be available on the intranet with officers assigned into those pools.

New Clause.

26.1(g) New Clause – Pre Vehicle Checks

Crew are allocated a designated 30mins to check vehicle, medications and S8 check prior to commencing duties.

New Clause.

26.1(h) New Clause – Paid Meal Break

All pool and future pools be available on the intranet with officers assigned into those pools.

New Clause.

26.7(a) Comply with Station Manager Appointments

Comply with current clause regarding appointment of Station Managers.

26.11 New Clause – Examination Flexibility

Flexibility to paid absence to comply with University examinations.

26.13 New Clause – Spare Officers

Spare officers to be rostered to the station closest to their residential address.

26.16 Reduced Shift Extensions

Crews given late calls that will incur overtime must be released at the first opportunity a vehicle becomes available And overrides community calls waiting excluding Priority 1's.

26.6 Allocated Positions and Staffing

27 & 47 crews which have exceeded the agreed 12 months in a location be made permanent allocated vehicles and the demand vehicles be made allocated positions and filled in conjunction with Section 26.9 of the Agreement.

Expansion of 224 Crews

A current ratio of 1.5-day vehicles to 1 x 224 be maintained across the fleet and future expansion of the fleet be in keeping with the current ratio. This would necessitate an increase of 12 new 224 vehicles.

Current 66-day Vehicles and 41-Night Vehicles.

26.13(c) New Clause

Officers rostered spare receive remuneration for the roster.

29.1 Increased Leave Flexibility

Increase leave flexibility including frequency and leave at half pay as shown in proposed clause change.

Tabled as Increased Leave Flexibility Appendix.

29 New Clause – Mental Health Days

Include 2 additional mental health days.

Tabled as Mental Health Days Appendix.

29 New Clause – Pandemic Leave

Include Pandemic Leave.

Tabled as Pandemic Leave Appendix.

29.14(b) Increased Special Leave

Increase Special leave numbers from 6% to 8%

In line with increase of overall staff.

29.14(d) Increased Special Leave

Special leave hours Increase to 96-accrual positive and 96-negative.

29.14(i) Removal of Clause

Remove clause to enable portability across service.

29.19(c) New clause – Defense Leave

Increase paid leave to 10 days per annum in line with other Emergency Services.

29 New clause - Deferred Salary scheme

Deferred salary scheme as currently operating in other industries.

31 Review the Policy for Return to Work.

Policy for Return to Work be reviewed and agreed between representative groups.

Legal advice presented to show Clause discriminatory.

35 Dispute Settling Procedure

Remove (b) to streamline process. Also, additions to policy to quantify Misconduct and Serious misconduct.

Proposed changes.

Uniforms

1. A new uniform with uniformity of badges.
 2. North West officers to be issued a climate friendly uniform.
 3. Appropriate maternity uniforms be made available to officers.
-

Career Progression

A fair and transparent process be agreed and if required outsourced to negate bias within current process.

Change of Name/Designation

Paramedics AP1 and above be renamed Intensive Care Paramedic.

Clause 27 – Overtime

Insert sub clause to outline what is deemed as reasonable overtime.

Tabled in Appendix

Establishment Vehicles

Where the number of vehicles fall below establishment after 2400 hrs. all calls are to be categorised as either Priority 1 or Priority 3.

Single Crew Activity Limitation

Unless specified in the role such as CP, CSP, CCP single officers are not to be deployed as responders or other duties unless specifically engaged for such.



Contact Us

Email: info@aeawa.com.au

Ambulance Employees Association of Western Australia
PO Box 1007,
Joondalup 6919

ABN: 66 550 017 640