



Ambulance Employees Association of Western Australia

EBA Negotiations 4x4 Member Survey

Dear member,

You will have seen recent communication regarding the St John proposal to establish a mechanism to appoint officers permanently to a 4X4 roster as Rotational/Spare, that is, to work permanently on a 4X4 roster without holding an allocated position on 4X4.

St John have argued that this is necessary to allow them to fill short notice absence (sick leave), in much the same way that 224 spares are allocated to fill unplanned leave and book-offs. St John have indicated a need for approximately 64 officers to move from 224 (roughly 16 per shift), onto a 4X4 shift pattern.

It is important to note that the initial appointment would be by **lowest service sequence number** (essentially based on the start date of an officers paid operational role as AO/AP), and not on AP numbers which are highly variable depending on previous roles within the organisation (such as EHS).

It is also important to note that the successful applicants would still be able to **retain their 224 permanent position for 2 years**, before it became available to other staff. It is St John's view, that these 64 officers should cover not only absences due to sick leave, but also absences due to annual leave, long service leave, and country relief.

It is our view that the current ability of 224 officers to cover absences caused by annual leave and long service leave, is an important and valuable means of obtaining RESPITE from nights on 224.

The AEAWA negotiation team feel that if this mechanism is not implemented with appropriate equity and fairness built in, it will **further damage morale on 224**.

Seeing an opportunity to secure greater equity in the allocation of day ambulance rostering by 224 staff, we have proposed to **limit** the number of officers St John would be allowed to permanently allocated to 4X4 spare, and ensure **all long term absence is offered to 224 officers as RESPITE, via a list system**.

The AEAWA negotiation team feel that if this mechanism is not implemented with appropriate equity and fairness built in, it will **further damage morale on 224**.

Seeing an opportunity to secure greater equity in the allocation of day ambulance rostering by 224 staff, we have proposed to **limit** the number of officers St John would be allowed to permanently allocated to 4X4 spare, and ensure **all long term absence is offered to 224 officers as RESPITE, via a list system.**

This, to date, has been rejected by St John, who want all absences covered by these 64 permanent spare/rotational offers.

As you can imagine, this will **vastly reduce or eliminate the ability for an average 224 officer to be rostered to 4X4, as any vacancy will be covered by the 64 officers.**

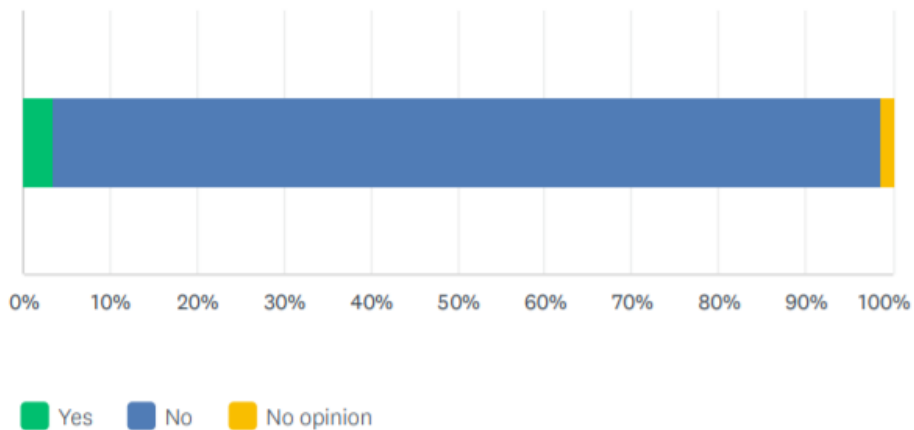
We need your help to understand the view of our membership, and to gauge the strength of feeling in relation to this proposal to help shape our position going forward.

Please take a moment to view the answers below:

EBA Negotiations - 4X4 Roster Survey

Q1 Do you support the St John proposal to allocate approximately 64 officers (16 per shift) permanently to 4X4 roster as 'spare/rotational' to cover the vast majority of absences (incl annual leave) that occur on 4X4?

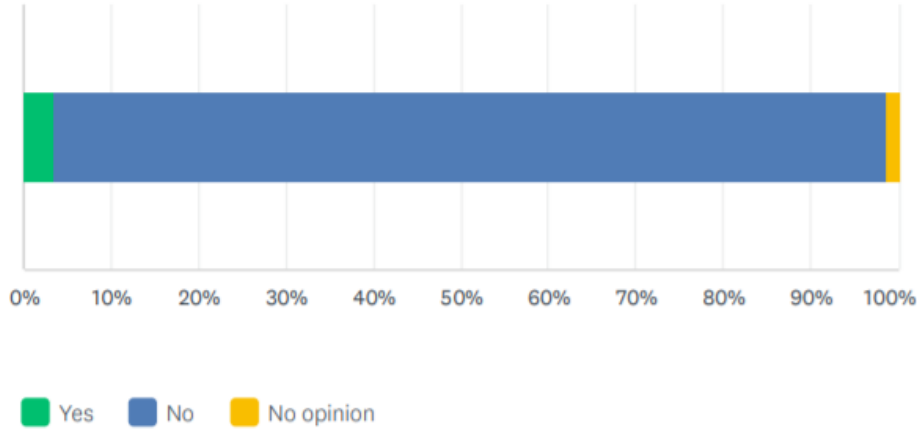
Answered: 411 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	3.41%	14
No	95.13%	391
No opinion	1.46%	6
TOTAL		411

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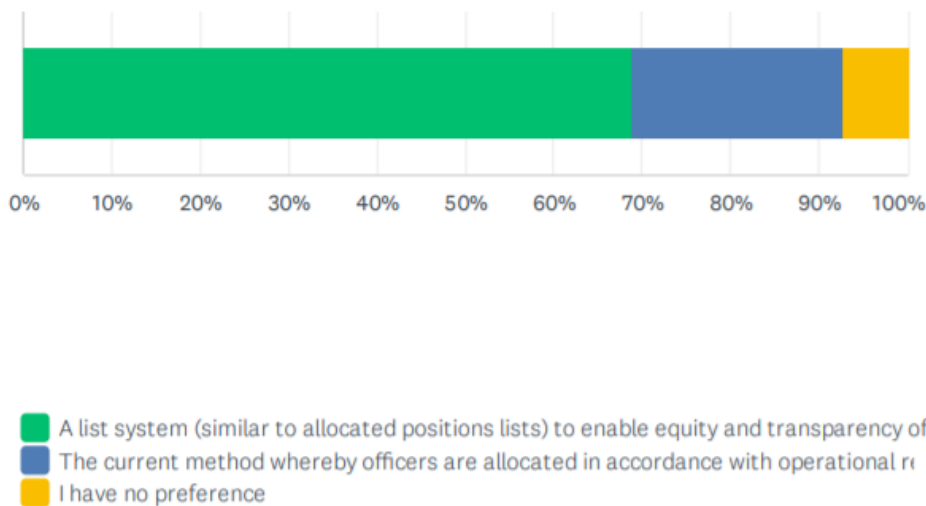
Answered: 411 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	3.41%	14
No	95.13%	391
No opinion	1.46%	6
TOTAL		411

Q3 In terms of the allocation of planned leave block cover on 4X4 for 224 officers, please indicate which is your preference:

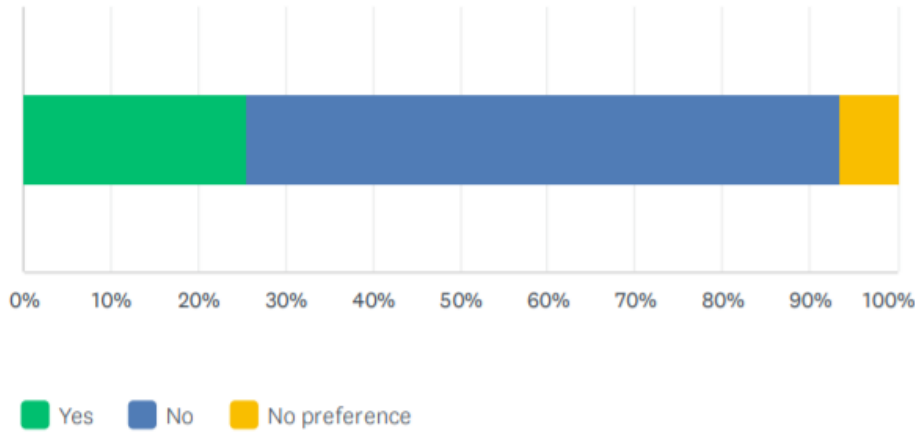
Answered: 411 Skipped: 0



ANSWER CHOICES	RESPONSES	
A list system (similar to allocated positions lists) to enable equity and transparency of allocation of 4x4 rosters	68.86%	283
The current method whereby officers are allocated in accordance with operational requirements, or requests put to an Area Manager	23.84%	98
I have no preference	7.30%	30
TOTAL		411

Q4 Regardless of eventual numbers allocated to permanent 4X4, do you support these officers being able to RETAIN their 224 permanent position for 2 years?

Answered: 411 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	25.55%	105
No	67.88%	279
No preference	6.57%	27
TOTAL		411

Q5 Given that St John have offered to withdraw all other claims on shift permanency and allocated positions if an agreement can be reached on a system of 4X4 rostering as above, please indicate your position:

Answered: 411 Skipped: 0



ANSWER CHOICES	RESPONSES	
I'm willing to fight any changes (at all costs) which will see less respite opportunities from nights for 224 officers	3.41%	14
I'm willing to make concession in this area to remove other threats to permanent positions and permanent shift allocation	95.13%	391
I've no strong opinion either way	1.46%	6
TOTAL		411



Contact Us

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