



Ambulance Employees Association of Western Australia



WITHOUT PREJUDICE

**This document contains the Log of Claims for the Communications Officers
2023-2026 Certified Agreement.**

**Presented by The Ambulance Employees Association of Western Australia
for the Enterprise Bargaining Agreement negotiations commencing on
February 22nd 2023.**

The AEAWA are negotiating a 3-year agreement with a nominal expiry date of 30th June, 2026. The claim is also for back pay dated back to the start of the Agreement if negotiations are still ongoing.



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Appendix 1 – New Locations (Clause 15.10)

15.10 New Locations

- (a) Except as otherwise provided in this Agreement, an Employee is entitled to travel allowance when:
 - (i) attending Continuing Education Program courses as approved by St John; or
 - (ii) rostered to work away from the Employee's work location or and receives a minimum of 7 days' notice.
- (b) An Employee is not entitled to travel allowance when:
 - (i) working at the Employee's preferred location; and
 - (ii) attending training for promotional purposes.
- (c) Travel allowance is paid at the rate in Appendix X of this Agreement for all forms of travel, subject to:
 - (i) the distances set out in the Distance Matrix; and
 - (ii) the distance calculated by the return trip distance in kilometres, from the Employee's preferred location to the Rostered location.
- (d) If an Employee is directed with at least 2 hours' notice, as described in clause XX.XX(x) of this Agreement, before the beginning of the shift, to report to another location, that Employee must proceed to that location in their own transport and will be paid applicable travel allowance.
- (e) An employee who temporarily works at a new location (either roster changed, or on a shift-by-shift basis) may be entitled to travel allowance at the applicable rate per kilometre, as prescribed by the Australian Taxation Office, if the distance calculated from home residence to the new location by the shortest road journey exceeds the distance calculated from home residence to the Belmont State Operations Centre by the shortest road journey. Payment Will be made for the excess kilometres only.
- (f) An employee who attends a work location and is then tasked to attend another may be entitled to travel allowance at the applicable rate per kilometre, as prescribed by the Australian Taxation Office, between the two locations.
- (g) With respect to job share and part time Employees, this allowance will be paid in full to the Employee who accrues it, and not pro-rated.
- (h) Clause XX.X does not apply to casual Employees.

Travel Allowance - Changing of Rostered Station (less than 7 days' notice)

- (a) In addition to the provisions of clause XX.X of this Agreement, when less than 7 calendar days' notice of change of current rostered location is given and excess travel is involved, the Employee shall be paid:
 - (i) a daily allowance in accordance with Appendix X of this Agreement, or part thereof, for each kilometre travelled in excess of the employee's current rostered location; and
 - (ii) excess travelling time at the Employee's hourly base rate of pay calculated at 1 minute per kilometre travelled in both directions.
- (b) Travelling distance and time will only be payable for 7 days, from the first shift whilst the rostered location is changed, after which the travel allowance provision of clause XX.X of this Agreement will apply.

Travel Allowance - Travel on Short Notice Overtime (Immediate Call Backs (ICB))

- (a) If St John requires an Employee to work an overtime shift with less than 90 minutes' notice, the Employee will be entitled to travel time of 1 hour at overtime rates in addition to actual time worked.
- (b) This entitlement will only apply once during any 3-hour minimum call out period for which the Employee is paid under clause XX.X(x) of this Agreement.
- (c) In addition to clause XX.X(X) above, a travel allowance in accordance with Appendix X of this Agreement, calculated from preferred work location to the rostered work location and return, by the shortest road journey may be claimed.
- (d) With respect to job share and part time Employees, this allowance will be paid in full to the Employee who accrues it, and not pro-rated.
- (e) Clause XX.X does not apply to Casual Employees.

Travel Allowance - Mutual Exchange Duty Cover

- (a) An Employee who is standing in for another Employee is entitled to travel allowance as outlined in clause XX.X of this Agreement, subject to:
 - (i) the criteria in clauses XX.X(x) to XX.X(x) being applicable; and
 - (ii) the allowance paid will not be greater than the allowance to which the replaced Employee would have received.
- (b) With respect to job share and part time Employees, this allowance will be paid in full to the Employee who accrues it, and not pro-rated.
- (c) Clause XX.X does not apply to Casual Employees.

Appendix 2 – Multiple Duties Allowance (New Clause)

15.5 Multiple Duties Allowance

- (a) Employees performing multiple duties will be entitled to claim their current hourly rate and allowances plus the hourly rate and allowances of the extra role they will be performing.
- (b) The Allowance is paid for the period the employee is performing the extra duty and will be paid at the hourly rate.
- (c) The Multiple Duties Allowance can be claimed in the following roles
 - (i) ANC's required to take triple-0 calls.
 - (ii) Country Radio Dispatchers who are required to fill the role of a Country Support Officer.
 - (iii) Extra Duties Officer who is required to take triple-0 calls.
 - (iv) Metropolitan Radio Dispatchers taking both radio channels.
 - (v) Radio Dispatchers required to use the phones to contact crews.
 - (vi) Country Support who answer triple-0 calls.
 - (vii) Operational Support Officers supporting the Country Support.

Appendix 3 – Night Shift Payment (New Clause)

Night Shift Payment

- (a) Employees who are performing work pursuant to the 2, 2, 4, roster described in Clause XX.X of this Agreement will be entitled to receive a 'Night Shift Payment' in accordance with Appendix X in compensation for rostered nightshifts.
- (b) The Night Shift Payment will be paid to employees who are performing work pursuant to the 2,2,4 roster (whether temporarily or permanently).
- (c) The Night Shift Payment will not be paid to employees that do not attend their Rostered night shift, including all periods of personal/carers leave.
- (d) The Night Shift Payment will not be paid to employees when performing overtime. When an employee is working in a secondment position listed in Appendix X and is rostered to work a night shift on a 2,2,4 roster, a Night Shift Payment will be made according to their primary classification as per Appendix 2.
- (e) The Night Shift Payment is payable to employees working the complete night shift whilst on overtime.

Appendix X

Allowances – Communications Officers and Operational Support Officers

Night Shift Payment

First Increase – Operation of the Agreement

Second Increase – 01/07/2024

Third Increase – 01/07/2025

	First Increase	Second Increase	Third Increase	Payment
Percentage increments		5%	5%	
OSO Level 1 (1 st Year)	\$53.91	\$56.60	\$59.43	per shift
OSO Level 2 (2 nd Year)	\$56.60	\$59.43	\$62.40	per shift
OSO Level 3 (3 rd Year)	\$59.43	\$62.40	\$65.52	per shift
OSO Level 4 (4 th Year)	\$62.40	\$65.52	\$68.79	per shift
OSO Level 5 (7 th Year)	\$65.52	\$68.79	\$72.22	per shift

	First Increase	Second Increase	Third Increase	Payment
Percentage increments		5%	5%	
CO Level 1 (1 st Year)	\$60.21	\$63.22	\$66.38	per shift
CO Level 2 (2 nd Year)	\$63.22	\$66.38	\$69.69	per shift
CO Level 3 (3 rd Year)	\$66.38	\$69.69	\$73.17	per shift
CO Level 4 (4 th Year)	\$69.69	\$73.17	\$76.82	per shift
CO Level 5 (7 th Year)	\$73.17	\$76.82	\$80.66	per shift
ANC Level 1 (1 st Year)	\$76.71	\$80.54	\$84.56	per shift
ANC Level 2 (2 nd Year)	\$80.54	\$84.56	\$88.78	per shift
ANC Level 3 (3 rd Year)	\$84.56	\$88.78	\$93.21	per shift
ANC Level 4 (4 th Year)	\$88.78	\$92.31	\$97.87	per shift
ANC Level 5 (7 th Year)	\$92.31	\$97.87	\$102.76	per shift

Appendix 4 – Secondments (New Clause)

Secondments

- (a) St John may second an Employee to perform alternate roles, as required. Secondments are to be filled through an appropriate application process and with the agreement of the employee.
- (b) Employees seconded as trainers will be paid the Trainer Secondment Rate as outlined in Appendix X for each day the employee is performing that role.
- (c) Employees seconded to perform alternate roles will receive a rate of pay as appropriate to the role undertaken, but not less than their base hourly rate of pay.
- (d) Secondment opportunities will have a specified tenure and the employee will return to their usual Classification when the secondment ends.
- (e) Notwithstanding clause 18(d), St John may cease a secondment in the event the employee is unable to fulfil the role to St John's satisfaction.
- (f) All secondments will have the terms set out in writing to the employee prior to the commencement of the secondment.
- (g) All seconded roles will be advertised along with the start date and end date of that position.

Appendix 5 - Personal/Carer's Leave (Clause 23.2.2)

23.2.2 General

- (a) Employees are entitled to personal/ carer's leave per year, the equivalent of 3.0 shift rotations (capped at 12 shifts).
- (b) Personal/ carer's leave is paid at the employees' usual weekly rate of pay as outlined in Appendix X.
- (c) Personal/ carer's leave will accrue progressively and is cumulative, but is not paid out on termination of employment.
- (d) St John may require an employee, and the employee must provide, satisfactory documentary evidence in relation to a period of personal leave. The employee must provide to St John a medical certificate from a registered health practitioner. If it is not reasonably practicable to provide a medical certificate, the employee may provide a statutory declaration which sets out the reasons for the employee's absence from work and the estimated duration of the employee's incapacity.
- (e) Employees are not entitled to accrue personal/carers' leave during any periods of unauthorised leave, leave without pay (including while on salary continuance), unpaid parental leave (including periods covered by the Paid Parental Leave other than the paid parental leave period of 12 weeks as provided by St John in clause 23.6(b), or periods of approved Workers' Compensation.
- (f) An Employee is entitled to an additional 4-days of sick leave that do not accrue and can only be taken once per year when an employee tests positive to COVID. Employees who access this leave must prove they have COVID through a recent PCR test.

Appendix 6 - Special Leave (Clause 23.10)

- (a) Special leave is paid leave which may be granted by St John, subject to operational requirements.
- (b) An employee can apply for special leave up to 3 months in advance, provided that any such application is made by completing the appropriate documentation.
- (c) An employee will not be granted special leave if he or she has, or will have, more than 48 hours owing to St John or where the approval will have a negative effect on staffing levels as determined by St John.
- (d) St John will provide a specified number of Special Leave positions. The positions will be based on 8% of the total number of communications officers in rostered positions. The available special leave positions will be calculated separately for day/early shifts and night/late shifts.
- (e) Subject to the provisions of this clause, Special Leave will be granted to those who make an application first.
- (f) Additional employees may be granted a Special Leave absence at St John's discretion, in consideration of exceptional circumstances submitted by the employee.
- (g) While on special leave, the employee will continue to be paid Ordinary Time.
- (h) The time taken on special leave will be:
 - (i) In lieu of extra hours worked by the employee in advance (Time Accrued in Advance); or
 - (ii) paid back by the employee by either:
 - (A) working shifts in addition to their normal roster, at a time after the special leave; or
 - (B) paying an equivalent amount to St John as a cash payment; or
 - (C) debited against the employee's accrued annual leave entitlement before the employee next proceeds on rostered annual leave.
- (i) If an employee owes St John special leave hours, St John may at its discretion pay only 50% of an employee's overtime with the other 50% reducing the amount of owed hours.
- (j) If an employee does not have time accrued in advance of taking special leave, St John and the employee must agree to one of the payback provisions (or a combination) as set out in clause 23.10(h)(ii) above before special leave is taken.
- (k) If an employee's employment is terminated before the employee has paid back any outstanding special leave, the employee authorises St John to deduct and retain monies equal to the value of the number of hours outstanding from any final monies owed to the employee.
- (l) An employee may accumulate Time Accrued in Advance by working up to a maximum of 96 hours. The employee must advise St John in writing that they wish to accrue such time in advance to be taken as special leave.

- (m) If an employee has accumulated 48 hours' Time Accrued in Advance, they may be granted an additional 48 hours to be paid back to St John as per clause 23.10(h)(ii).
- (n) Any accrued time which has not been taken as special leave will be paid out on termination of the employee's employment.
- (o) Special leave will not be granted during any of the gazetted public holiday periods (Christmas Day, Boxing Day, New Years Eve, New Years Day, Australia Day, and the Easter Period (Good Friday to Easter Monday) or any other public holidays which have been proclaimed in Western Australia.
- (p) Special leave can only be cancelled if at least 24 hours' written notice is given through the special leave form

Appendix 7 - Allotted Screen Breaks (New Clause)

- (a) Employees within the SOC, Wangara Hub (or any other proclaimed new location), will have access to 'off screen' breaks throughout their shift.

- (b) Off screen breaks of 15-minutes will be taken by the employee in accordance with the employees rostered shift.
 - (i) Employees working 6 hours (and below) will be allocated a paid 15-minute 'off screen break', which will be taken within the middle four hours of their shift.
 - (ii) Employees working 6 – 10 hours will be allocated a paid 15-minute 'off screen break', which will be taken within the middle four hours of their shift.
 - (iii) Employees working 10 hours (and above) will be allocated two paid 15-minute 'off screen breaks', which will be taken within two hours of shift commencement (first break) and before two hours before end of shift (second break).

Appendix 8 – Rates of Pay

St John Ambulance Western Australia Ltd Rates of Pay - Communications Officers Enterprise Agreement 2020

First phase of three increments (5%) effective from 1 July 2023

Classification	Weekly Base Rate	Hourly Rate	Rotating Shift Allowance	Rotating OT Shift Allow	Weekly Wage	Annual Wage
ANC 1 st Year (DN*)	\$1,646.98	\$43.34	\$407.41	\$29.79	\$2,084.19	\$108,725.90
ANC 2 nd Year (DN*)	\$1,729.32	\$45.50	\$427.78	\$31.27	\$2,188.39	\$114,162.19
ANC 3 rd Year (DN*)	\$1,815.78	\$47.77	\$449.16	\$32.83	\$2,297.80	\$119,870.29
ANC 4 th Year (DN*)	\$1,906.56	\$50.15	\$471.61	\$34.47	\$2,412.69	\$125,863.80
ANC 7 th Year (DN*)	\$2,001.88	\$56.65	\$495.19	\$36.19	\$2,533.32	\$132,156.99
CO Trainer Secondment	\$1,653.29	\$43.51	\$408.97	\$23.39	\$2,092.18	\$109,945.37
CO 1 st Year (DN*)	\$1,292.84	\$34.02	\$256.02	\$23.39	\$1,636.04	\$85,347.11
CO 2 nd Year (DN*)	\$1,357.48	\$35.72	\$268.82	\$24.55	\$1,717.84	\$89,614.46
CO 3 rd Year (DN*)	\$1,425.35	\$37.50	\$282.26	\$25.77	\$1,803.73	\$94,095.18
CO 4 th Year (DN*)	\$1,496.61	\$39.37	\$296.37	\$27.05	\$1,893.91	\$98,799.93
CO 7 th Year (DN*)	\$1,571.44	\$41.33	\$311.18	\$28.40	\$1,988.60	\$107,739.92
CO 1 st Year (DNA*)	\$1,292.84	\$34.02	\$256.02		\$1,548.86	\$80,799.11
CO 2 nd Year (DNA*)	\$1,357.48	\$35.72	\$263.14		\$1,591.96	\$83,048.21
CO 3 rd Year (DNA*)	\$1,425.35	\$37.50	\$279.39		\$1,690.29	\$88,176.77
CO 4 th Year (DNA*)	\$1,496.61	\$39.37	\$294.27		\$1,780.28	\$92,871.64
CO 7 th Year (DNA*)	\$1,571.44	\$41.33	\$308.98		\$1,869.29	\$97,515.22
Classification Ave Weekly Hours - 24.5	Weekly Base Rate	Hourly Rate	Weekend Penalty		Weekly Wage	Annual Wage
CO 1 st Year P/T (4,4,7 hr days*)	\$833.54	\$34.02	\$119.08		\$952.62	\$49,695.22
CO 2 nd Year P/T (4,4,7 hr days*)	\$856.74	\$34.96	\$122.38		\$979.13	\$51,078.35
CO 3 rd Year P/T (4,4,7 hr days*)	\$909.65	\$37.12	\$129.94		\$1,039.60	\$54,232.83
CO 4 th Year P/T (4,4,7 hr days*)	\$958.09	\$39.10	\$136.86		\$1,094.96	\$56,070.39
CO 7 th Year P/T (4,4,7 hr days*)	\$1,005.99	\$41.05	\$143.70		\$1,149.70	\$58,873.90
CO 1 st Year P/T (4,4,10 hr days*)	\$1,190.78	\$34.02	\$170.11		\$1,360.89	\$70,993.18
CO 2 nd Year P/T (4,4,10 hr days*)	\$1,223.92	\$34.96	\$174.84		\$1,398.66	\$72,969.06
CO 3 rd Year P/T (4,4,10 hr days*)	\$1,299.51	\$37.12	\$185.64		\$1,485.15	\$76,617.51
CO 4 th Year P/T (4,4,10 hr days*)	\$1,368.69	\$39.10	\$195.53		\$1,564.22	\$80,448.39
CO 7 th Year P/T (4,4,10 hr days*)	\$1,437.12	\$41.05	\$205.30		\$1,642.43	\$84,470.80
Classification	Weekly Base Rate	Hourly Rate	Weekend Penalty	Rotating OT Shift Allow	Weekly Wage	Annual Wage
OSO 1 st Year (DN*)	\$1,102.56	\$29.01		\$18.29	*No Formula	\$57,517.00
OSO 2 nd Year (DN*)	\$1,157.68	\$30.46		\$19.20	*No Formula	\$60,392.85
OSO 3 rd Year (DN*)	\$1,215.56	\$31.98		\$20.16	*No Formula	\$63,412.49
OSO 4 th Year (DN*)	\$1,276.33	\$33.57		\$21.16	*No Formula	\$66,583.11
OSO 7 th Year (DN*)	\$1,340.14	\$35.24		\$22.21	*No Formula	\$69,912.26

*No Formula; the AEAWA does not have the OSO full pay rate to be able to calculate the weekly wage component.

Appendix 9 – Fair and Equitable Hours

Employees working in the various roles within the SOC and Wangara Hub (or any new proclaimed location) are to be provided fair and equitable hours within the position they are working.

To maintain fairness the employer shall.

- (a) Maintain a record of all working hours within the SOC, Wangara Hub or any new location daily.
- (b) Record all Employee hours worked across the numerous roles (Inclusive of employees working across shift patterns).
- (c) Allocate Employees to the various roles/positions within the SOC, Wangara Hub or any new location to maintain an equal spread of hours across the various positions.
- (d) Delegate the calculation of Employee hours to the shift Duty manager.
- (e) Maintain the calculation of hours database for any potential Employee dispute.

Appendix 10 – Extra Duties Allowance (Clause 15.2)

15.2 Extra Duties Allowance

- (a) A Communications Officer at each shift location (State Operations Centre, Wangara Hub or any other nominated location). will be appointed to the Extra Duties position on a daily basis by the Duty Manager State Operations Centre. The Communications Officer will undertake extra duties as directed by St John and receive an Extra Duties Allowance in accordance with Appendix X of this Agreement.
- (b) The Extra Duties Allowance will only be paid to 1 employee per shift location (State Operations Centre, Wangara Hub or any other nominated location).
- (c) The Extra Duties Allowance will only be paid to an employee undertaking extra duties whilst on duty

Appendix 11 – Long Service Leave – General

Long Service Leave – General

- (a) Subject to the additional provisions of this clause, the provisions of the Long Service Leave Act 1958 (WA) will apply to each Employee.
- (b) Employees are not entitled to accrue long service leave during any periods of:
- (i) unauthorised leave or leave without pay (including while on salary continuance); or
 - (ii) unpaid parental leave (including periods covered by the Paid Parental Leave Scheme other than the paid parental leave period of 12 weeks as provided by St John in clause XX.XX(x)).
- (c) Each Employee is entitled to paid long service leave at ordinary time on the following basis:
- (i) at the completion of 10 years' of continuous service – 13 weeks;
 - (ii) at the completion of each subsequent 7 years' of continuous service - 13 weeks; and
 - (iii) an Employee will be able to access pro rata long service leave after 7 years' of continuous service, scheduled in 4 week blocks and approved by St John based on operational requirements.
- (d) Further to clause XX.X(c) above, an Employee will receive:
- (i) a pro rata long service leave payment, in respect of the number of years of completed service since the Employee last became entitled to leave under clause XX.X(c) above; and where applicable:
 - A. pro rata long service leave payment if the Employee:
 - AA. has completed at least 7 years' continuous service with St John; and
 - BB. employment ends.
 - B. a pro rata long service leave payment if the Employee is:
 - AA. at least 55 years' old; and
 - BB. resigns; and
 - CC. has completed at least 12 months' continuous service with St John; or
 - C. a pro rata long service leave payment if the Employee:
 - AA. has completed at least 12 months' continuous service with St John; and
 - BB. the Employees employment is ended by St John on the account of ill health, or as a result of an accident; or
 - D. a pro rata long service leave payment if the Employee;
 - AA. has completed at least 3 years' continuous service with St John; and
 - BB. resigns to enter an In Vitro Fertilisation programme provided written confirmation is provided from the appropriate medical authority of the dates of the involvement in the programme; or
 - E. a pro rata long service leave payment to the executor of the relevant estate if the Employee:
 - AA. dies; and
 - BB. completed between 12 months and less than 3 years' continuous service with St John; or
 - F. a pro rata long service leave payment, if:
 - AA. the Employee's employment is terminated by the Employee's death or is terminated by St John for any reason other than for serious misconduct; and
 - BB. the Employee has completed at least 3 years' continuous employment with St John but less than 10 years' service.

- (e) A part-time Employee is entitled to pro rata long service leave. If the hours of a part-time Employee have varied, payment shall be at the rate based on the average number of hours worked over the full qualifying period.
- (f) A part-time Employee who, during the qualifying period, has been continuously employed on both part-time and full-time employment, will be paid at a rate determined by the proportion of the service on a part-time basis to that on a full-time basis.
- (g) The long service leave prescribed in this clause may, by agreement between St John and the Employee, be taken in more than 1 portion provided that no portion shall be less than 4 consecutive weeks.
- (h) An Employee is not entitled to long service leave with respect to any service for which St John and the Employee has agreed in writing to receive additional remuneration to compensate in lieu of long service leave in accordance with clause XX.XX of this Agreement.
- (i) Any period during long service leave for which paid personal/carer's leave has been approved shall be given as additional long service at a time convenient to St John.
- (j) For the purpose of long service leave, "service" means service as an employee of St John and shall be deemed to include:
 - (i) absences on annual leave, long service leave or public holidays;
 - (ii) absences on paid personal/carer's leave;
 - (iii) periods on an approved rostered day off;
 - (iv) absences on approved unpaid personal leave except that portion of a continuous absence which exceeds 3 months;
 - (v) absences on approved unpaid leave, other than unpaid personal leave, but not exceeding 2 weeks in any qualifying period;
 - (vi) absences on National Service or other military service/training, but only if the employee, as soon as reasonably practicable after the completion of any such service, resumes employment with St John;
 - (vii) absences on Workers' Compensation for any period not exceeding 6 months
- (k) Subject to clause 33.9(j), service shall not be deemed to have been broken if the employment is ended by St John for any reason other than misconduct and:
 - (i) if the Employee resumes employment with St John no later than 6 months from the day on which the employment was ended; and
 - (ii) payment for pro rata long service leave has not been made.
- (l) The service of an Employee shall be deemed NOT to include any other absence of the Employee except as provided in clause XX.X (j) above.
- (m) Long service leave shall be taken at a time convenient to St John but not less than 30 days' notice shall be given to each Employee of the day on which the long service leave is to commence, except in cases where the Employee and St John agree to a lesser period of notice, or in other exceptional circumstances.
- (n) Long service leave must be taken within 6 months of becoming due unless agreed otherwise between the Employee and St John.
- (o) Except for shift Employees, if a public holiday falls on a day during an Employee's absence on long service leave, the Employee's absence shall be extended by an additional day.
- (p) An Employee cannot undertake any form of employment for hire or reward, while on long service leave.

- (q) Except as otherwise provided for in this Agreement, any long service leave that the Employee has become entitled to under clauses XX.X(c) and XX.X(d) above is payable upon termination of employment.
- (r) If an Employee works continuously for at least 12 months in a higher classification than the Employee was originally employed, and takes long service leave no later than 2 weeks after finishing in the higher classification, the Employee is to be paid at the higher classification rate of pay.
- (s) Where St John requires employees to submit to health assessments and where following such assessment St John terminates the employment of an Employee, the employee shall be entitled to payment for credits accrued for long service leave

Appendix 12 – SOC and Wangara Hub Career Pathways

- (a) A career pathway that is fair and transparent should be included into the Communications Officers Certified Agreement.
- (b) Each position is to show what each officer needs to achieve to progress to the next or different level.
- (c) Every role/classification within the SOC, Wangara Hub, or any other working location should be shown within this pathway.

Appendix 13 – Public Holidays

Amend clause for the block out days to only include the gazetted Public Holidays in Western Australia.

Appendix 14 – Shift Development Officer (New Clause)

Place the classification of Shift Development Officer into the Certified Agreement

Information regarding the SDO should be placed here.

Shift Development Officer Pay Scales	Base Rate Weekly	Hourly Rate	Excess Hours Penalty	Night Shift Penalty	Total Weekly	Total Annually
SDO 1 (1 st Year)	\$1,292.84	\$34.02	\$256.02		\$1,548.86	\$80,799.11
SDO 2 (2 nd Year)	\$1,357.48	\$35.72	\$263.14		\$1,591.96	\$83,048.21
SDO 3 (3 rd Year)	\$1,425.35	\$37.50	\$279.39		\$1,690.29	\$88,176.77
SDO 4 (4 th Year)	\$1,496.61	\$39.37	\$294.27		\$1,780.28	\$92,871.64
SDO 5 (7 th Year)	\$1,571.44	\$41.33	\$308.98		\$1,869.29	\$97,515.22

Appendix 15 – Allowances – Communications Officers

St John Ambulance Western Australia Ltd

Allowances - Communications Officers Enterprise Agreement 2020

First Increase – 1 July 2023
 Second Increase – 1 July 2024
 Third Increase - 1 July 2025

Description of Allowance	1 July 2023	1 July 2024	1 July 2025	Payment
Increment	5%	5%	5%	
Communications Certificate Allowance*	\$55.34	\$55.34	\$55.34	per week
Extra Duties Allowance	\$1.78	\$1.86	\$1.95	per hour
Country Support Allowance	\$3.46	\$3.63	\$3.81	per hour
ANC Allowance	\$5.50	\$5.77	\$6.05	per hour
Overtime Meal Allowance	\$17.40	\$18.27	\$19.18	per meal
Mentoring Allowance	\$20.83	\$21.87	\$22.96	per day
Dispatcher Allowance	\$6.81	\$7.15	\$7.50	per hour
Trainer Allowance	\$21.57	\$22.64	\$23.77	per shift