



Ambulance Employees Association of Western Australia



WITHOUT PREJUDICE

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

**Presented by The Ambulance Employees Association of Western Australia
for the Enterprise Bargaining Agreement negotiations commencing on
March 2nd 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 – Transport Officer Progression (New Clause)

Progression – New Clause

As with the current Communications Officers EBA, a diagram with all roles and times within those roles before you can apply need to be documented. All Ambulance Transport and Medic positions should be included.

Appendix 2 - Travel Allowance - Travel on Short Notice Overtime (Immediate Call Backs (ICB)) (Clause 17.3)

Travel Allowance

- (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 one (1) hour at overtime rates in addition to actual time worked.
- (b) This entitlement will only apply once during any three (3) hour minimum call out period for which the employee is paid under clause 25(c) of this Agreement.
- (c) In addition to clause 17.3(a) above, a travel allowance in accordance with APPENDIX 2 of this Agreement calculated from residence/accommodation to the 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) For casual country employees working within country regions tasked to attend urgent and emergency calls will be entitled to section 17.3(a). 17.3(b) and 17.3(c) of this Agreement.

Appendix 3 – Uniform Allowance (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

If St John requires an employee to wear any special uniforms, dress, clothing or footwear, St John will reimburse the employee for the reasonable costs of purchasing this clothing or footwear, unless it is provided by St John at no cost to the employee. Where clothing is supplied without cost to the employee, it will remain the property of St John.

The reimbursement will be provided to all employees within this Agreement.

Appendix 4 – Funeral Expenses (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

Where an employee dies due to an accident arising out of their employment or where it can be medically proven that illness resulting in death was directly associated with their employment, reasonable costs of funeral expenses shall be paid by St John.

The expense will be provided to all employees within this Agreement.

Appendix 5 – Secondments (Clause 20)

Secondments

- (a) St John may second employees to perform alternate roles, as required and in agreement with the employee.
- (b) Seconded employees will work a modified roster of an average of 42.5 hours per week as determined by St John, or their normal hours.
- (c) Where St John requires additional days worked beyond the normal roster, employees shall be entitled to days off in lieu on a one-for-one basis.
- (d) Secondment opportunities will have a specified tenure and the employee will return to their substantive classification when the secondment ends.
- (e) Notwithstanding clause 20(d) St John may cease a secondment in the event the employee is unable to fulfil the role to St John's satisfaction. The employee will then return to their substantive position, unless the secondment has ended as a result of serious misconduct, in which case the employee's employment may be terminated.
- (f) Employees seconded to alternate roles will receive a rate of pay as appropriate to the role undertaken, but not less than their usual classification hourly base rate of pay.
- (g) All secondments will have the terms, including the roster that will be worked, set out in writing to the employee prior to acceptance of the secondment.
- (h) All seconded positions will be advertised on Connect, along with the start and finish dates of that secondment.

Appendix 6 – Mental Health Transport Officers Pay Scales (New Clause)

The calculations for the MHTOs is a 5% incremental pay rise per year for years 1-4 and a 5% increment for seniority at the commencement of Year 7. The formula calculation for the night shift penalty is the same as the Ambulance Officers/Paramedic Certified Agreement; calculated at the hourly rate x 1.8585.

MHTO Pay Scales	Base Rate Weekly	Hourly Rate	Excess Hours Penalty	Night Shift Penalty	Total Weekly	Total Annually
MHTO 1 (1 st Year)	\$1,156.72	\$30.44		\$56.57		
MHTO 2 (2 nd Year)	\$1,214.56	\$31.96		\$59.39		
MHTO 3 (3 rd Year)	\$1,275.28	\$33.55		\$62.35		
MHTO 4 (4 th Year)	\$1,339.04	\$35.22		\$65.45		
MHTO 5 (7 th Year)	\$1,405.99	\$36.98		\$68.72		

Appendix 7 – Shift Commencement Checks (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

Medics/Country Transport Officers

- (a) St John expects Employees to commence work at their rostered start time and does not encourage or ask Employees to be at work prior to their rostered start time.
- (b) St John does not require or expect a crew to deploy for a job until they have:
 - (i) carried out a full equipment check; or
 - (ii) for a Priority 1 or 0 call (or its equivalent) carried out an emergency equipment check.
- (c) St John acknowledges there are instances where crews voluntarily arrive for work early who accept and deploy for a call before the commencement of the shift or within the first 5 minutes of their shift commencing.
- (d) A crew who accepts and deploys for any call in accordance with clause XX, will be taken as having completed a full equipment check and St John will pay an allowance equivalent to 15 minutes at 200% of the Employee's base hourly rate as specified in Appendix X.
- (e) The crew will be given sufficient time at the completion of that call to conduct a full equipment check to ensure capability for the remainder of the shift.
- (f) Any employee contained within this Agreement will be paid the allowance.

Transport Officers (Country/Metro)

- (a) St John expects Employees to commence work at their rostered start time and does not encourage or ask Employees to be at work prior to their rostered start time.
- (b) St John does not require or expect a crew to deploy for a job until they have carried out a full equipment check; or
- (c) St John acknowledges there are instances where crews voluntarily arrive for work early who accept and deploy for a call before the commencement of the shift or within the first 5 minutes of their shift commencing.
- (d) A crew who accepts and deploys for any call in accordance with clause XX, will be taken as having completed a full equipment check and St John will pay an allowance equivalent to 15 minutes at 200% of the Employee's base hourly rate as specified in Appendix X.
- (e) The crew will be given sufficient time at the completion of that call to conduct a full equipment check to ensure capability for the remainder of the shift.

Appendix 8 – Meal Breaks and Suitable Locations (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) Employees are entitled to one uninterrupted 30-minute paid meal break on shifts of 10 hours or more.
- (b) The meal break will be counted as time worked.
- (c) St John will direct a meal break to be taken:
 - (i) when operationally suitable; and
 - (ii) within the meal break span specified in clause XX.X(d).
- (d) Should the meal break be interrupted, or the Employee is not provided a meal break in accordance with this clause, the Employee may claim a meal break penalty in accordance with the table below:
- (e) Employees are only entitled to claim one meal break penalty per shift.
- (f) St John may direct Employees to take a meal break to be taken:
 - (i) when an Employee is at a facility which provides for access to drinks, food and/or reheat and seating facilities (e.g a hospital, a station or St John property); or
 - (ii) where an Employee notifies they are at a location they would like to take a break (e.g a café, shopping centre or outdoor location).
- (g) St John may direct an Employee to a suitable meal break facility for the purposes of commencing a meal break.
- (h) An Employee who is directed to take a meal break and refuses a meal break will not be entitled to the Meal Break Penalty at clause 24(d) or a subsequent break.
- (i) For the purposes of introducing and managing meal breaks, St John will develop and implement a meal break process based on the following principles:
 - (i) all Employees should receive a 30 minute break within the meal break span;
 - (ii) operational requirements may impact on the availability of a meal break; and
 - (iii) Employees may be required as part of a process to confirm when they are at a depot or suitable meal break location to assist in meal break management.

Effective Date	Meal Break span (period of time in which break can be directed across the middle of the shift)	Meal Break Penalty
July 1 st 2023	5 hours	\$15.00
July 1 st 2024	4 hours	\$18.50
July 1 st 2025	4 hours	\$22.00

Appendix 9 – Medic Tiered Pay Scales (New Clause)

Pay Scales

The calculation for the Medics is a 5% incremental pay rise per year for years 1-4 and a 5% increment for seniority at the commencement of Year 7. The formula calculation for the night shift penalty is the same as the Ambulance Officers/Paramedic Certified Agreement; calculated at the hourly rate x 1.8585.

The Night Shift Payment (located in Appendix 10, identifies the yearly increment of this allowance per pay scale).

Medic Pay Scales	Base Rate Weekly	Hourly Rate	Excess Hours Penalty	Night Shift Penalty	Total Weekly	Total Annually
Medic 1 (1 st Year)	\$1,174.20	\$30.90		\$57.42		
Medic 2 (2 nd Year)	\$1,232.91	\$32.44		\$60.28		
Medic 3 (3 rd Year)	\$1,294.55	\$34.06		\$63.30		
Medic 4 (4 th Year)	\$1,359.27	\$35.76		\$66.45		
Medic 5 (7 th Year)	\$1,427.23	\$37.54		\$69.76		

Appendix 10 – Night Shift Payment (New Clause)

The first increment (back dated to the cessation of the previous Agreement) will commence July 1st 2023, the second increment will commence July 1st 2024 and the third and final increment will commence 1st 2024 to the end of that Agreement (30th June 2022),

Medics who complete the full night shift	First Increase	Second Increase	Third Increase	Payment
Percentage increments		5%	5%	
Medic 1 (1 st Year)	\$57.42	\$60.28	\$63.30	Per Shift
Medic 2 (2 nd Year)	\$60.28	\$63.30	\$66.45	Per Shift
Medic 3 (3 rd Year)	\$63.30	\$66.45	\$69.76	Per Shift
Medic 4 (4 th Year)	\$66.45	\$69.76	\$73.24	Per Shift
Medic 5 (7 th Year)	\$69.76	\$73.24	\$76.90	Per Shift

Transport Officers who complete the full night shift	First Increase	Second Increase	Third Increase	Payment
Percentage increments		5%	5%	
Transport 1 (1 st Year)	\$57.42	\$60.28	\$63.30	Per Shift
Transport 2 (2 nd Year)	\$60.28	\$63.30	\$66.45	Per Shift
Transport 3 (3 rd Year)	\$63.30	\$66.45	\$69.76	Per Shift
Transport 4 (4 th Year)	\$66.45	\$69.76	\$73.24	Per Shift
Transport 5 (7 th Year)	\$69.76	\$73.24	\$76.90	Per Shift

MHTOs who complete the full night shift	First Increase	Second Increase	Third Increase	Payment
Percentage increments		5%	5%	
MHTO 1 (1 st Year)	\$57.83	\$59.39	\$62.35	Per Shift
MHTO 2 (2 nd Year)	\$59.39	\$62.35	\$66.45	Per Shift
MHTO 3 (3 rd Year)	\$62.35	\$66.45	\$68.72	Per Shift
MHTO 4 (4 th Year)	\$65.45	\$68.72	\$72.15	Per Shift
MHTO 5 (7 th Year)	\$68.72	\$72.15	\$75.75	Per Shift

Appendix 11 – Special Leave - Medics

23.10 Special Leave

- (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 Medics 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 X.XX 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) An Employee can accumulate up to a maximum of 96 hours in Advance (calculated on a double the hours worked basis capped at 96 hours)
- (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 12 – Working With Volunteers - General

Imported from the Ambulance Officers/Paramedics Agreement

St John recognises the importance of the Employees' role in ensuring the success of the country volunteer model.

- (a) Where Employees are required to work with volunteers, St John will, as soon as practicable, ensure that volunteers receive volunteer driver training and have acquired a minimum set of skills. St John will ensure all volunteers working with a Medic will have received driver training within 3 months of commencing as a volunteer.
- (b) The minimum skill set required of volunteers will be determined by St John in consultation with the Union and employee representatives.
- (c) The standard crew at a Country Location, will be as determined by St John and will generally consist of one employee and one clinical volunteer ambulance officer, with the exception of Bunbury Station, where St John retains the ability, with the agreement of the employee, to form a crew with a clinical volunteer ambulance officer.
- (d) An employee who is working at a Country Location is entitled to receive a 'Working with Volunteers' allowance in accordance with Appendix X for each shift worked by the Employee which involves the Employee working (for all or part of that shift) as part of a crew with a volunteer.
- (e) An Employee working as part of an operational crew with a volunteer will be required to mentor, provide support and assist with skill development of that volunteer as part of the operational crew.
- (f) Employees are not required to conduct training of volunteers while part of an operational crew, other than to the volunteer who forms part of that operational crew.
- (g) An Employee who is working at a Country Location (other than an Employee receiving the North West Allowance) may be requested to conduct training of volunteers when not on shift. This will be subject to agreement between St John and the Employee.
- (h) However, an Employee is not entitled to receive the 'Working with Volunteers' payment where the Employee:
 - (i) is performing Immediate Call Back work, unless the Immediate Call Back is for a full shift with a volunteer; or
 - (ii) is performing work at a community/sport event.

Imported from the Ambulance Officers/Paramedics Agreement

- (a) If an employee contained within this Agreement is rostered to work on a particular day, St John may direct the Employee, prior to or after the commencement of work on that day, to work at another Station or roster for the length of their original rostered shift, in accordance with this Agreement.
- (b) For any location changes St John will as far as practicable provide at least 2 hours' notice prior to the commencement of the shift. If notice is given at least 2 hours prior to the commencement of the shift, it is the responsibility of all Employees to report to their designated work location at the commencement of their shift in their own time, by their own means.
- (c) If notification is within 2 hours or after the commencement of the shift, St John will, if required, provide transport. This is not applicable to Immediate Call Backs.

Appendix 14 - Mentoring Allowance – Medics (New Clause)

Imported from the Ambulance Transport Officers Agreement

- (a) Newly appointed Medics, who have not previously completed St John operational Ambulance hours, will be required to complete their first shifts of on road duties under the guidance of an On Road Tutor (Medic). The number of required shifts will be:
 - (i) 10-15 shifts where two newly appointed Transport Officers are working together with an On Road Tutor; or
 - (ii) 10 shifts where one newly appointed Medic is working one-on-one with an On Road Tutor (Medic); or
 - (iii) A combination of (i) and (ii) above to a minimum of 10 and a maximum of 15 shifts as determined by St John.

- (b) Newly appointed Medics, who have previously completed St John operational Ambulance hours, will be required to complete their first two (2) shifts of on road duties under the guidance of an On Road Tutor.

- (c) If a newly appointed Medic is not able to be signed off as competent after completing the shifts required in either clause XX.X (a) or XX.X (b), they will be provided additional shifts under the guidance of an On Road Tutor at the discretion of St John.

- (d) During this period the newly appointed Medic will be required to complete a logbook which must be countersigned at the end of each shift by the On Road Tutor with whom they are working.

Appendix 15 – Special Leave (Clause 27.17)

Imported from the Ambulance Officers/Paramedics Agreement

- (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 three (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 they have, or will have, more than 42.5 hours owing to St John.
- (d) While on special leave, the employee will continue to be paid ordinary time.
- (e) 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.
- (f) 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.
- (g) 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 XX.XX(e)(ii) above before special leave is taken.
- (h) 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.
- (i) An employee may accumulate Time Accrued in Advance by working up to a maximum double their weekly rostered hours (capped at 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.
- (j) If an employee has accumulated their maximum Accrued hours in Advance, they may be granted additional hours to be paid back to St John as per clause XX.XX.
- (k) Any accrued time which has not been taken as special leave will be paid out on termination of the employee's employment.
- (l) Special leave will not be granted during the Christmas Day, Boxing Day, New Year's Eve, New Year's Day, Australia Day, and the Easter Period (Good Friday to Easter Monday) or any other public holidays which have been proclaimed in Western Australia.

Appendix 16 – Special Leave – Accrual (Clause 27.17)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) An Employee in a metropolitan or country location can accrue Special Leave subject to the following:
 - (i) an Employee will not be eligible to accrue or access more than their allotted total of hours of special leave on any one occasion (inclusive of positive balances and negative balances).
 - (ii) an Employee can accrue special leave at double their weekly rate of usual working Hours (capped at 96 hours).
 - (iii) an Employee can accrue up to 48 hours negative.
- (b) If an Employee in a metropolitan or country location has accumulated a 48 hour negative balance it may be paid back to St John as per clause 27.17(d) below.
- (c) An Employee will not be granted special leave if they have or will have more than 48 hours owing to St John.
- (d) The time taken on special leave will be paid back by the Employee by either:
 - (i) working shifts in addition to their normal roster, at a time after the special leave (1 hour worked equates to 1 hour paid back); or
 - (ii) paying an equivalent amount to St John as a cash payment based on single time their primary position rate of pay with penalties and allowances; or
 - (iii) debited against the Employee's accrued annual leave entitlement before the Employee next proceeds on rostered annual leave (1-hour annual leave equates to 1-hour paid back).
- (e) If an Employee owes St John special leave hours, St John will pay only 50% of an Employee's overtime with the other 50% reducing the amount of owed hours.
- (f) An Employee with extenuating circumstances may apply to Staff Deployment to delay repayment of special leave hours with overtime. There is a requirement that these arrangements must be approved by Staff Deployment in advance.
- (g) St John will not withhold payment of overtime referred to in clause XX.XX(e) above, when that overtime has been earned on a shift extension unless agreed between St John and the Employee.
- (h) If an Employee does not have time accrued in advance of taking special leave, the Employee agrees to pay back the Special Leave with one of the payback provisions (or a combination) as set out in

Appendix 17 – Personal/Carer’s Leave – General (Clause 27.2)

Sick Leave

Currently there are 10 sick days annually that accrue for all fulltime/parttime and job sharers within this Agreement. The AEAWA would like to increase the 10 to the 12 in line with the Ambulance Officers/Paramedics Agreement.

The sick leave calculation 27.2 (b) calculation requires updating. Employees working an alternate pattern of shifts, will receive Personal Leave based on the following calculation:

$(12 \text{ shifts (hours)}/\text{average hours per week}) \times \text{ordinary hours worked} = \text{annual personal leave entitlement (hours)}$.

COVID LEAVE

The AEAWA would like an additional 5 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 18 - Duty Allowance (New Clause)

For employees rostered changed on short notice

- (a) Any employee contained within this Agreement who is rostered into the position of WCV, MPTV or the CPAT vehicle with less than seven days' notice will be paid a Duty Allowance.
- (b) The duty allowance will be paid for performing the entire shift or part therefore for each employee.
- (c) The allowance paid will be the Employees hourly rate paid as the Duty Allowance for the shift or part thereof.

Appendix 19 - Single Day Return Transfers (New Clause)

Allowance

- (a) Any employee contained within this Agreement who is required to transfer a patient(s) long distances (>400kms round trip) will be entitled to an allowance of \$33.00.
- (b) This allowance will be paid on top of the normal overtime meal allowance if the employee extends over the designated shift length.

Appendix 20 – Cleaning Time (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) St John will allow 30 minutes paid time to each Employee for cleaning and checking of a vehicle prior to commencing special duties or special functions.
- (b) Where necessary, St John will allow reasonable paid time not exceeding 30 minutes to an Employee for cleaning (including any changing connected therewith) after the Employee returns from a call or other duties.
- (c) St John will arrange for Stations to be professionally cleaned each week. Employees are responsible for maintaining the cleanliness of Stations and Employees will not be allowed extra time or allowance for maintaining general Station cleanliness.

Appendix 21 – Country Allowance – On Call Allowance (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) Except where a mobile phone is provided, if an Employee is required to be “on call” St John will:
 - (i) pay for all costs associated with connecting a telephone to the Employee's residence; and
 - (ii) pay all rental charges plus 20 percent of all calls charged.

- (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.

Appendix 22 – Country Allowance – On Call Roster Allowance (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) An Employee required to be "on call" shall:
 - (i) be required to remain contactable;
 - (ii) respond if there is a call; and
 - (iii) be entitled to a payment equivalent to 0.5% of the Employees weekly base rate of pay, as prescribed in Appendix X of this Agreement, for each hour or part thereof the employee is rostered on call.

- (b) An Employee is "on call" when rostered on the on call roster as determined by St John.

- (c) If an Employee is called out for duty while on call, the Employee will be paid at the rate of double time for the actual hours or part thereof on duty, but will not be entitled to be paid the on-call allowance prescribed in clause XX.X above during this time. The Employee will be paid a minimum payment of 2 hours per call but the Employee will not receive additional payments for subsequent calls attended during the 2 hour period.

- (d) An Employee on call is permitted to temporarily leave the Station or home provided the Employee has made satisfactory arrangements for the proper carrying out of the service during the employee's absence.

Appendix 23 – Country Allowance – Country Posting Rent Assistance (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) The maximum amount of rent that a Posting Employee will pay for accommodation is \$114.87 per week. St John will be liable for the remaining cost of the agreed accommodation.
- (b) The amount in clause XX.XX(a) above will increase by 2% on the first full pay period on or after 1 July each year of the Agreement's nominal operating period.

Appendix 24 – Country Relief - Employees Expenses Allowance (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) A Relief Employee shall be entitled to an allowance of \$233 per week upon the receipt by St John of a valid statutory declaration that the employee is “maintaining a home” prior to commencing the relief appointment, and will continue to be “maintaining a home” for the duration of the relief period.
- (b) An Employee who does not provide St John with a Statutory Declaration that the Employee is “maintaining a home will not be entitled to the allowance in clause XX.XX(a) above.
- (c) If a Relief Employee is required to do work for a period of less than 1 week (7 days), then the allowance in clause XX.XX(a) above will be paid on a proportionate basis.

Appendix 25 – Country Relief - Accommodation Expenses Allowance (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) Relief Employees working in a country Sub-Centre will be provided with paid accommodation and breakfast in a hotel, motel, or such other accommodation as agreed by St John.
- (b) A Relief Employee who elects not to stay in accommodation provided by St John must provide to St John a valid Statutory Declaration that the employee is “maintaining a home” prior to commencing the relief appointment. An Employee will then be entitled to receive an allowance as follows:
 - (i) \$500 per week without the production of receipts; or
 - (ii) up to \$709.83 per week upon receipt by St John of all valid tax receipts substantiating actual, relevant expenditure.
- (c) An Employee who does not provide St John with a Statutory Declaration that the employee is “maintaining a home” will not be entitled to the allowance in clause XX.XX(b) above.
- (d) If a Relief Employee is required to do work for a period of less than 1-week (7 days), then the allowance set out in clause XX.XX(b) above will be paid on a proportionate basis.

Appendix 26 – Fatigue Management (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (b) The parties recognise that fatigue is an issue of primary concern and acknowledge that the following work-related factors can contribute to fatigue:
 - (i) Shift length
 - (ii) Start and finish times
 - (iii) Breaks within and between shifts
 - (iv) Amount of overtime, especially shift extension overtime
 - (v) Workload management
 - (vi) Employee personal responsibility
- (c) The Consultative Committee will meet to discuss issues in relation to fatigue management that arise during the term of this Agreement.
- (d) The Consultative Committee may consider and recommend changes on any fatigue related issues.
- (e) If the parties to this Agreement make a decision in relation to fatigue which results in a proposed variation to the terms of this Agreement, a variation will be sought according to the requirements of the Fair Work Act.
- (f) If a dispute arises in relation to fatigue management, the dispute will be dealt with in accordance with the dispute settling procedure set out in clause XX.

Appendix 27 – Reasonable Overtime (New Clause)

Imported from the Ambulance Officers/Paramedics Agreement

- (a) St John may require Employees to work reasonable overtime at applicable overtime rates of pay.
- (b) An Employee may refuse to work overtime in circumstances where the working of such overtime would result in the Employee working hours which are unreasonable.
- (c) In determining whether the requirement to work overtime hours is unreasonable for the purposes of clause XX.X(b), the following must be taken into account by the Employee and St John:
 - (i) any risk to the Employee's health and safety from working the overtime;
 - (ii) the dispatch priority of the case which will incur overtime;
 - (iii) the availability of other resources which would avoid or minimise the occurrence of overtime;
 - (iv) the Employee's personal circumstances including any family responsibilities;
 - (v) the needs of the organisation to provide pre-hospital care in an emergency setting;
 - (vi) the notice given by the Employee of their unavailability to work overtime and the circumstances referred in XX.X(c)(iv); or
 - (vii) any other relevant matter.
- (d) Notice given in accordance with clause 31.2(c)(vi) should be given to the relevant manager as designated by St John and occur as soon as reasonably practicable and where possible, prior to or at the commencement of the Employee's rostered shift.
- (e) Where an Employee considers a requirement to work overtime hours to be unreasonable, the Employee must as soon as reasonably practicable, advise the relevant manager why the Employee regards the overtime as unreasonable and whether they intend to work the overtime. The discussion must take into account the circumstances set out in clause XX.X(c).
- (f) The discussion in clause XX.X(e) must not delay the Employee responding to a priority 1 or priority 0 (dual response) (or their equivalent) case.
- (g) Any case determined by St John at the time of dispatch to be reasonable, taking into account the circumstances set out in clause XX.X(c), which is subsequently:
 - (i) downgraded following attendance and clinical assessment by the responding crew; and
 - (ii) in which is ramped on arrival at hospital requires St John to take reasonable steps to reduce the overtime.
- (h) For the purposes of managing overtime, St John will develop and implement a reasonable overtime operational process based on the following principles:
 - (i) the overriding principle is that Employees should, wherever possible be released at rostered shift end or as soon as practicable following the shift;
 - (i) Employee may opt into overtime; and
 - (ii) Wherever practicable preference will be given to release crews/Employees who have (in order):

- A. provided notice in accordance with clause 31.2(c)(vi);
- B. not opted into overtime; and
- C. opted into overtime.

Appendix 28 – Health and Wellbeing Allowance (New Clause)

To align with other St John classifications (Communications Officers and Paramedics)

- (a) An Employee may claim an annual Health and Wellbeing allowance to the total cost of \$550.00.
 - (i) the allowance can purchase approved equipment and/or interventions
 - (ii) the allowance can be used to rent approved equipment and/or interventions

Appendix 29 – On Road Tutor Allowance

Allowances - Transport Officers

First Increase - 01/07/2023

Second Increase - 01/07/2024

Third Increase - 01/07/2025

Description of Allowance	First Increase	Second Increase	Third Increase	Payment
Percentage increments		5%	5%	
On Road Tutor Allowance	\$26.00	\$27.30	\$28.66	Per Day
Overtime Meals Allowance	\$16.73	\$17.56	\$18.43	Per Meal
Description of Allowance				
Relief Mental Health Transport Officer Allowance	\$7.01	\$7.36	\$7.72	Per Hour
Travel Allowance	0.81	0.81	0.81	Per km

Appendix 30 – Watches and Glasses Reimbursement

Watches / Glasses Reimbursement

- (a) St John will reimburse, up to a maximum of \$200, towards the replacement or repair of an Employee's watch and/or spectacles, including prescription sunglasses, which are:
 - (i) used in the course of the employee's employment; and
 - (ii) are lost, damaged or destroyed whilst on duty.

- (b) Clause 19.13(a) does not apply if the item was lost, damaged or destroyed through the Employee's own negligence, unless it is claimable under the Workers' Compensation and Injury Management Act 1981 (WA).