

Consolidated Log of Claims

Bargaining Representative	Initials
St John Ambulance	SJA
United Workers Union	UWU
Ambulance Employees Association WA	AEAWA
Steven Jones	SJ
Frank Varady	FV

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
1 Agreement Title			Amend title of the Agreement to include Medics.			<p>26 April 2023 SJA proposed to amend title to 'Patient Transport Services Enterprise Agreement' to align to business unit name.</p> <p>AEAWA, SJ and FV agree in principle.</p> <p>UWU to confirm position.</p> <p>10 May 2023 UWU confirmed in principle agreement to SJA position.</p>	<p>Action – UWU to confirm position.</p> <p>No further action - parties agree in principle.</p>
3 Definitions	Shift Worker	Amend the 'Shift Worker' definition to align with the updated definition in the <i>Ambulance and Patient Transport Industry Award 2020</i> and move to clause 3: ' <i>means an employee who is regularly rostered to work over 7 days a week and is regularly rostered to work on Sundays and Public holidays.</i> '				<p>17 March 2023 SJA circulated proposed Shift Worker definition.</p> <p>UWU provided feedback on the proposed definition and clause 27.1.</p> <p>SJA agreed to consider the feedback and circulate an updated clause for consideration.</p> <p>26 April 2023 SJA proposed amended wording based on UWU's feedback.</p> <p>UWU provided feedback regarding the wording of clause 27.1 (a), (b) and (c).</p> <p>AEAWA agreed in principle.</p> <p>SJA to consider feedback. UWU, SJ and FV to confirm position.</p> <p>10 May 2023 SJA confirmed their response to UWU's previous feedback being to include clarity as to the meaning of 'additional leave'.</p>	<p>Action - SJA to consider feedback and circulate updated clause.</p> <p>Action – SJA to consider feedback. UWU, SJ and FV to confirm position.</p> <p>Action – SJA to propose wording in drafting.</p>
	On Road Tutor	Amend definition for an On Road Tutor to mean 12 months' experience as a Transport Officer or				<p>17 March 2023 SJA proposed amending the definition of an on-road tutor to mean 12 months', instead of 3 years'.</p>	<p>Action – SJA to consider and respond to feedback.</p>

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		equivalent Perth Metropolitan experience.	Terms of Agreement			<p>EBRs provided feedback on current mentor application process, and lack of incentive to perform mentoring duties.</p> <p>FV, SJ, AEAWA confirmed 2 years would be a preferable time period.</p> <p>UWU confirmed that there would need to be consideration as to what incentive is offered prior to considering a reduction in the timeframe.</p> <p>29 March 2023 SJA amended claim to amend definition to mean 2 years'. AEAWA confirmed that 3 years is the preference.</p> <p>SJ and FV confirmed that 2 years is sufficient.</p> <p>UWU confirmed that 2 years seems sufficient but will confirm position once SJA have confirmed their position on the allowance increase.</p> <p>AEAWA queried whether the timeframe will be the full time equivalent.</p> <p>SJA to confirm and update definition accordingly.</p> <p>26 April 2023 SJA proposed updated definition to confirm that an on road tutor is 2 years' full time equivalent experience.</p> <p>EBRs to confirm position.</p> <p>10 May 2023 UWU, FV and AEAWA confirm in principle agreement.</p>	<p>Action – SJA to put forward proposal, including allowance increase.</p> <p>Action - EBRs to confirm position on updated definition.</p> <p>Action – SJ to confirm position</p> <p>No further action – parties agree in principle.</p>
	Allocated Position				(FV) Change 'Allocated Position' definition back to Permanent Position.	<p>24 May 2023 FV Introduced claim.</p> <p>SJA confirmed they do not agree to claim due to the broader impact this would have on other areas, policies and activities.</p> <p>FV withdrew claim.</p>	No further action – claim withdrawn
	Home Station		7 June 2023 New Claim: Review Home Station definition.			7 June 2023 UWU introduced new claim to review the home station definition.	ACTION - SJA to consider new claim.

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4 Application of Agreement	4.4 Commencement Date and Term of Agreement	3-year agreement (2023 – 2026).	3-year agreement (2023 – 2026).	3-year agreement (2023 – 2026), with back pay at the end of the expiry date if negotiations still continue.	(SJ) 3 year agreement (2023 – 2026).	<p>17 March 2023 All parties confirmed in principle agreement to 3-year Agreement.</p> <p>SJA confirmed in principle agreement to back payment, however confirmed this will need to be considered in line with other claims.</p>	No further action- parties agree in principle.	
9 Progression	9.1 Ambulance Transport Officer Progression		New Progression (and correlating pay points) Years: 7, 10, 15 and 20 years.			<p>26 April 2023 UWU to confirm details of claim.</p> <p>10 May 2023 UWU to confirm details via email.</p> <p>24 May 2023 UWU provided following details of claim: <ul style="list-style-type: none"> • Introduction of a 4th year • 7 years = 2%, • 10 years = 3% • 15 years = 5%, • 20 years = 10% </p>	<p>Action – UWU to provide clarity on claim.</p> <p>Action – UWU to confirm details via email.</p> <p>Action – SJA to consider claim</p>	
			New Pay Points [quantum] to be determined.			<p>26 April 2023 UWU yet to confirm quantum.</p> <p>10 May 2023 UWU to confirm details via email.</p>	<p>Action – UWU to provide clarity on claim.</p> <p>Action – UWU to confirm details via email.</p>	
	New Clause - Medic Progression			Medic Progression to reflect current ATO progression (Years 1, 2, 3, 5)			<p>26 April 2023 UWU to confirm details of claim.</p> <p>10 May 2023 UWU to confirm details via email.</p> <p>24 May 2023 UWU provided following details of claim: <ul style="list-style-type: none"> • Introduction of a 4th year • 7 years= 2%, <p>And confirmed this should also apply to MHTO's.</p> </p>	<p>Action – UWU to provide clarity on claim.</p> <p>Action – UWU to confirm details via email.</p> <p>Action – SJA to consider claim</p>
				Further progression at Years 7, 10, 15, 20 years.			<p>26 April 2023 UWU to confirm details of claim.</p> <p>10 May 2023 UWU to confirm details via email.</p> <p>24 May 2023 UWU provided following details of claim:</p>	<p>Action – UWU to provide clarity on claim.</p> <p>Action – UWU to confirm details via email.</p> <p>Action – SJA to consider claim</p>

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						<ul style="list-style-type: none"> • 10 years = 3% • 15 years = 5%, • 20 years = 10% And confirmed this should also apply to MHTO's.	
			Pay points to recognise paramedic qualifications.			<p>29 March 2023 SJA sought further information regarding UWU's claim. UWU to provide claim's quantum.</p> <p>26 April 2023 UWU yet to confirm quantum.</p> <p>10 May 2023 UWU to confirm details via email.</p> <p>24 May 2023 UWU confirmed the claim is for an additional 2% or 3% onto their based rate.</p>	<p>Action – UWU to provide quantum for claim</p> <p>Action – UWU to confirm details via email.</p> <p>Action – SJA to consider claim.</p>
10 Casuals	(b)				(FV) Casual Employee will receive a minimum of four (4) hours per shift at the hourly rate for the applicable classification	<p>17 March 2023 FV introduced claim, confirming intention of claim is to compensate those who are called in and then sent home through no fault of their own, e.g., due to rostering errors.</p> <p>SJA confirmed position is to maintain 3 hours, which is aligned to the Award and cost would need to be considered, as this may apply to training and other circumstances.</p> <p>UWU queried how many country jobs are short term engagements. UWU reiterated support of FV's claim.</p> <p>29 March 2023 SJA provided update that the answer regarding how many country jobs are short term engagements, will need to be determined manually and that it is still being looked into.</p>	Action – SJA to confirm the Percentage of Country jobs which are short term engagements.
	(f)	Amend clause 10 (f) to introduce requirement for a casual employee to complete 21.25 hours each quarter.				<p>17 March 2023 SJA circulated proposed clause to introduce a requirement for casuals to work 21.25 hours per quarter, rather than 85 hours per annum.</p> <p>UWU advised of the need to include a mechanism for exempting employees from the requirement (e.g. for the purposes of travel or ill health).</p> <p>SJ, FV, AEAWA support the claim on the above proviso.</p>	<p>Action – SJA to consider feedback.</p> <p>Action – SJA to amend draft clause.</p> <p>Action – UWU to confirm position.</p> <p>Action – SJA to consider feedback</p>

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						<p>UWU confirmed need to consult with workforce and confirm some items.</p> <p>29 March 2023 SJA proposed amended clause to introduce safeguards to exempt an employee from the requirement.</p> <p>Feedback provided regarding the position of the wording, SJA to amend.</p> <p>UWU raised whether the clause would create an ongoing employment relationship and how that interacts with casual employment. UWU to confirm position.</p> <p>26 April 2023 SJA sought position on updated clause.</p> <p>UWU provided feedback re whether the clause will create an ongoing employment relationship with casual employees.</p> <p>AEAWA, UWU, SJ and FV agreed in principle.</p> <p>10 May 2023 SJA confirmed that this would not create an ongoing commitment as 21.25 hours per quarter would not necessarily be considered regular and consistent. SJA confirmed if an employee did perform regular hours, they would be offered casual conversion in line with the Fair Work Act.</p> <p>UWU confirmed in principle agreement to the claim, but would continue to look into the question.</p>	No further action – parties agree in principle.
11 Part Time		Amend clause to reflect that the minimum shift length for a part time employee is 4 hours.				<p>17 March 2023 SJA circulated proposed wording to address undertaking.</p>	No further action - parties agree in principle.
14 Job Share	(c) ii				<p>(FV) Each job share employee will work between 20%-80% of a full roster, with the total hours between the employees equalling 100% of a full Roster.</p>	<p>17 March 2023 FV introduced claim.</p> <p>SJA confirmed willing to explore claim, however need to consult with other departments (such as Leave, Rosters and Payroll) to confirm whether there are other impacts to consider.</p>	<p>Action - SJA to consider claim and confirm position.</p> <p>Action – SJA to consider FV feedback.</p> <p>Parties do not agree</p>
	(c) iii				<p>(FV) Each employee will be paid the % of the ordinary time they have worked and relevant</p>	<p>No concerns raised from any other Bargaining Representatives.</p> <p>26 April 2023</p>	

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						<p>allowances of the full-time equivalent position.</p> <p>SJA confirmed that they do not agree to claim due to the challenges that it would create with leave allocation, and that part time remains an option.</p> <p>FV provided feedback that having part time employees would be more challenging for rosters.</p> <p>FV suggested the change would increase the % of Permanent Transport Officers in the workforce.</p> <p>SJA to consider FV feedback.</p> <p>10 May 2023 SJA confirmed position that employees can continue to request part time, but SJA do not agree to change its definition of job share and job share across the organisation.</p> <p>FV disagrees with SJA's position.</p>	
	(c) xi				<p>(FV) Any job share employee or pair with an allocated position may be rostered away from their allocated position for up to a total of 8 weeks in any calendar year;</p>	<p>17 March 2023 FV introduced claim.</p> <p>UWU confirmed support of claim.</p> <p>SJA to consider claim and confirm position.</p> <p>26 April 2023 SJA advised that the current clause provides the flexibility that is needed and at this stage, we do not agree to reduce the time to 8 weeks.</p>	<p>Action - SJA to consider claim and confirm position.</p> <p>Parties do not agree.</p>
	(c) xi (B)				<p>(FV) If a replacement partner is not found within 16 weeks, the remaining job share employee may be rostered with another single job share employee or as a spare on any shift.</p>	<p>17 March 2023 FV introduced claim. FV confirmed the intent of claim is to give employees more time to find another person to job share with.</p> <p>SJA to consider claim and confirm position.</p> <p>26 April 2023 SJA do not agree to claim as 8 weeks is reasonable time to source another partner.</p>	<p>Action - SJA to consider claim and confirm position</p> <p>Parties do not agree</p>
17 Allowances	17.1 – Travel Allowance			Increase costs to align more with the costs associated with cost-of-living CPI.		<p>7 June 2023 SJA confirmed they currently pay above the ATO, SJA will consider all travel allowance claims as a whole and confirm position.</p>	<p>Action – SJA to consider all travel allowance claims.</p>

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					<p>(FV) Amend Clause 17 (c) (l) to read: The distance calculated by the fastest route return trip distance in kilometres, from the employees Home station to the Rostered Station Subtract 20 klms x agreed cents per Kilometre. The Distance Matrix must be included as an APPENDIX of this agreement. The Appendix must include the Distance between depots and the dollar value of The Time and Travel calculated. Time and Travel calculated using Whereis Website, Fastest Route klms – 20klms x agreed Cents per kilometre. Appendix to include calculation formula.</p>	<p>26 April 2023 SJA sought clarity on claim and advised that the clause has not changed previously.</p> <p>FV advised the change occurred to the travel matrix in July 2018 and that they would provide an email chain explaining what occurred as well as matrix changes.</p> <p>10 May 2023 SJA confirmed following review of FV documents and internal documents, there is no evidence which suggests that the travel matrix was ever based on fastest route, or changed from shortest distance.</p> <p>SJA agreed to look into why the matrix changed in 2018 outside of the negotiations.</p> <p>SJA do not agree to including the matrix as an Appendix of the EA as it is likely to change throughout the life of the Agreement (e.g., due to roadworks).</p>	<p>Action – FV to send email trail and matrix changes to Employee Relations.</p> <p>No further action – Parties do not agree</p>
					<p>(FV) New claim: Add the formula into the Agreement.</p>	<p>10 May 2023 Introduction of new claim</p> <p>24 May 2023 SJA circulated proposed clause to address claim, to include that travel will be calculated by shortest distance.</p> <p>FV advised that shortest distance should be changed to fastest route.</p>	<p>Action - SJA to consider claim.</p>
					<p>(FV) New claim: Where SJA change a casuals rostered shift for any reason, then time and travel will be paid.</p>	<p>10 May 2023 Introduction of new claim</p> <p>7 June 2023 FV provided detail of claim, including that the travel is applicable whenever a shift is changed, following the employee agreeing to the shift. SJA advised that the concept of paying travel is agreeable, however SJA will consider the detail including timeframes where this would be applicable.</p>	<p>Action - SJA to consider new claim.</p> <p>Action – SJA to confirm position.</p>

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					<p>(FV) Remove clause 17.1 (b) (iii). <i>'An employee is not entitled to travel allowance when...rostered to a Preferred Station'</i></p>	<p>26 April 2023 SJA advised that due to preferred positions being chosen by employees, and being able to choose a station close to home SJA do not agree to remove these clauses. SJA confirmed this will have an impact on allocated positions and other Enterprise Agreements which we need to consider.</p>	<p>Action – SJA to consider feedback No further action – parties do not agree.</p>
					<p>(FV) Remove clause 17 (d). <i>'If an employee has one (1) or more Preferred Stations, travel allowance will not be paid when rostered to any of those Preferred Stations.'</i></p>	<p>AEAWA and FV advised that people are removing their names from the list as it takes a long time to get permanent position at your preferred location, and they do not get travel. 10 May 2023 SJA confirmed that their position has not changed and they do not agree to the claim.</p>	
					<p>(FV) Casuals to receive time and travel allowance.</p>	<p>26 April 2023 FV introduced claim and provided justification that casuals who are rostered to a shift and then get moved at short notice should be entitled to time and travel as they may not have picked up the shift otherwise, and clarified that his claim pertains to clause 17.2. SJA advised that casuals are able to decline shifts, that is the nature of casual work. They have an option. UWU advised that based on the clause, it is unclear that casuals are exempt from time and travel. 10 May 2023 SJA advised that casuals are entitled to time and travel for the purposes of CEP. Casuals however are not entitled to time and travel under 17.1 (a) (ii) as casuals do not have a home station based on the nature of casual employment. UWU position remains that they should be able to claim travel given the definition of Home Station applies to Employees. SJA to consider feedback and review definition.</p>	<p>Action – SJA to consider feedback.</p>
	17.3 Travel Allowance - Travel on Short Notice Overtime (Immediate Call Backs (ICB))			Remove 17.3 (e) so that casuals have more incentive to come in for shifts.		<p>26 April 2023 AEAWA advised that SJA is paying ICBs to casuals currently. 10 May 2023 SJA confirmed they do not agree to the claim due to the nature of a casual role.</p>	<p>Action – SJA to consider claim.</p>

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						<p>AEAWA advised the claim isn't for the whole of organisation and it is only for Country ATOs who are doing P1s in the community.</p> <p>SJA to give consideration to claim.</p> <p>24 May 2023 AEAWA provided examples of where ICB's have been paid to casuals and a discussion was held in relation to interaction of volunteer and transport officer roles. SJA to consider feedback and confirm position on claim.</p>	
		Amend subclause (iii) to reflect that mentoring can be extended as required.		New claim: Extend the mentoring period to 20 days.		<p>29 March 2023 SJA advised that further mentoring is achievable in clause 17.5 (c) SJA withdrew claim.</p> <p>26 April 2023 AEAWA produced claim to extend the mentoring period. SJA to consider claim.</p> <p>10 May 2023 UWU, AEAWA, SJA confirmed in principle agreement to the claim.</p> <p>24 May 2023 SJ confirmed in principle agreement.</p>	<p>No further action – claim withdrawn.</p> <p>Action – SJA to consider claim.</p> <p>Action – SJ to confirm position</p> <p>No further action – parties agree in principle.</p>
					(FV) Newly appointed Transport Officers, who have previously completed St John operational Ambulance hours, will be required to complete their first five (5) shifts of on road duties under the guidance of an On Road Tutor.	<p>29 March 2023 SJA do not agree to increase the mentoring requirements, as they can already be increased in accordance with clause 17.5 (c).</p>	No further action – parties do not agree.
	17.5 On road tutor allowance		Increase value of On Road Tutor Allowance			<p>29 March 2023 SJA advised consideration has been given to increasing the allowance so that it is equal to the % uplift on the base salary of that in the Paramedic Agreement. SJA to confirm position.</p> <p>26 April 2023</p>	<p>Action – SJA to put forward proposal, including allowance increase.</p> <p>Action – SJA to confirm mentor allowance</p>

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						<p>SJA proposed increase to the allowance from \$19.07 per shift to \$26 per shift, being 85% of the TO base.</p> <p>AEAWA confirmed they agree in principle to the percentile uplift, however produced claim to extend the mentoring period and queried which TO rate was used.</p> <p>SJA to consider claim and feedback regarding mentoring.</p> <p>10 May 2023 SJA confirmed that a framework is being built for mentees to be able to provide feedback.</p> <p>Parties agree in principle to the claim.</p>	<p>calculation is based on the TO2 rate.</p> <p>Action - SJA to confirm whether the mentoring documents allows for an opportunity to hold discussion to extend mentoring between mentee/mentor.</p> <p>No further action – parties agree in principle.</p>
	17.10 Watches/Glasses Allowance		Increase Allowances per year by 10%.	A 5% increase across all allowances.		<p>26 April 2023 SJA confirmed that consideration is being given to the costings in relation to these claims.</p> <p>SJ and FV confirmed support of UWU claim for 10% increase.</p> <p>10 May 2023 SJA confirmed they will provide position in writing following consideration of the costings.</p> <p>24 May 2023 SJA confirmed in principle agreement to increase allowance by 10%, bringing the allowance to \$220.</p>	<p>Action – SJA to confirm position</p> <p>No further action, parties agree in principle.</p>
	New Clause - Uniform Allowance			An allowance when officers are seconded and supply their own clothing.		<p>26 April 2023 AEAWA confirmed that the claim is to replicate the uniform allowance in the Paramedic EA, in the case that an employee is required to supply their own uniform.</p> <p>UWU confirmed support for claim.</p> <p>10 May 2023 SJA proposed wording and confirmed in principle agreement to the claim.</p> <p>24 May 2023 SJ confirmed in principle agreement.</p>	<p>Action – SJA to consider claim and confirm position.</p> <p>Action – SJ to confirm position</p> <p>No further action – parties agree in principle</p>
	New Clause – Funeral Allowance			Align with other operational agreements.		<p>26 April 2023 SJA confirmed in principle agreement to claim.</p>	<p>No further action – parties agree in principle.</p>
	New Clause – Duty Allowance			Include an allowance for working on the Wheelchair		<p>26 April 2023</p>	

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				Vehicle, Multi Patient Transport Vehicle.		SJ and AEAWA confirmed the quantum for allowance to be the equivalent of an employees' hourly rate per shift.	Action – SJA to consider claims and confirm position
					(SJ) Include an allowance for working on the Wheelchair Vehicle, Multi Patient Transfer Vehicle, and NETS Vehicle.	EBRs confirmed reasons for the allowances as follows: - Wheelchair vehicle: due to being a single operator and the resulting added responsibility. - MPT: due to the specialist licence and short notice. - NETS: due to the need to have completed Priority 1 driver training and short notice.	Action - UWU to provide a quantum for allowance.
			Inclusion of a Wheelchair Vehicle Allowance.			10 May 2023 UWU confirmed they will provide a quantum in writing.	Action - UWU to provide a quantum for allowance, SJA to consider all claims.
			29 May 2023 New claim: Inclusion of a CPAT Vehicle allowance.			24 May 2023 UWU provided quantum of \$30 per shift. 7 June 2023 SJA proposed that all vehicle allowance claims be rolled into a 'specialist vehicle allowance'. Parties to consider quantum for a specialist vehicle allowance.	Action - Parties to propose an allowance quantum for consideration.
	New Clause – Country and Zone Allowances		Medic allowances to reflect those available to SAO/Paramedic Interns/AP.			10 May 2023 UWU confirmed that the allowances are all of those included in the Paramedic Agreement. UWU to confirm via email the specific allowances and quantum's for SJA consideration. 24 May 2023 UWU confirmed the allowances to be considered are: <ul style="list-style-type: none"> • Overtime Meal Allowance • Air-conditioning Allowance • Funeral Expenses • Country Allowance - General • Country Allowance - Removal Expenses Reimbursement • Country Allowance - Proximity Allowance • Country Allowance - On Call Phone Allowance • Country Allowance - On Call Roster Allowance • Country Allowance - Country Travel Reimbursement and Allowance • Country Allowance - Country Posting Rent Assistance • Country Relief Employee Expenses Allowance • Country Relief Accommodation Expenses Allowance • Country Allowance - Remote Location Allowance • Country Allowance - Country Training Travel Allowance • North West Allowance 	Action – UWU to confirm specific allowances and quantum's via email. Action – SJA to consider claim.
						SJ and FV confirmed they support this claim.	

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	New Clause – Medic Mentor Allowance		Medics who are required to mentor new Medics, will be paid an allowance.			<p>10 May 2023 UWU confirmed quantum for the medic mentor allowance to be based on 85% of the average hourly base rate, as similarly proposed and agreed for Transport Officers.</p> <p>24 May 2023 SJA confirmed in principle agreement to apply the same formula as has been applied to Transport Officers, to Medics and MHTO's.</p>	<p>Action – SJA to consider claim.</p> <p>Action – SJA to finalise detail of the claim</p>
	New Clause – Night Shift Allowance		Night Shift Payment in line with Metro Ambulance.			<p>10 May 2023 UWU confirmed that the claim is for Medics only and quantum is the same as the Paramedic Agreement.</p>	Action – SJA to consider claim.
	New Clause – Surge/ relief across the state			<ul style="list-style-type: none"> Country Allowance – If on call is required an allowance be allocated. Country Allowance – Country Travel Reimbursement and Allowance Country Allowance – Country Posting Rent Assistance Country Relief Employees Expenses Allowance Country Relief Accommodation Allowance Country Allowance – Remote Location Allowance 			
20 Secondments	New Clause			All roles to be advertised with commencement and finishing dates contained in the advertisement.		<p>17 March 2023 SJ introduced claim.</p> <p>SJA confirmed support of claim.</p>	No further action – parties agree in principle.
					(SJ) All secondments to be advertised on Connect.	All parties agree in principle.	
21 Mental Health Transport Officers	New Clause			Tiered pay scales		<p>10 May 2023 AEAWA confirmed claim is to introduce MHTO pay scales (either 3 or 5 level), with 5% annual increment increases.</p>	Action – SJA to consider claim.
	New Clause			Suitable Areas for Meal Breaks			

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22 Medic	22.2 – Working with a Medic				(FV) Amend clause (c) to A Transport Officer who was employed prior to the commencement of the Transport Officers Enterprise Agreement 2020 will not be required to work with a Medic unless agreed between the employee and St John.	<p>10 May 2023 SJA, UWU and AEAWA confirmed in principle agreement to the claim and circulated proposed clause.</p> <p>24 May 2023 SJ confirmed in principle agreement</p>	<p>Action – SJ to confirm position</p> <p>No further action – parties agree in principle.</p>
	22.3 – Working with an Ambulance Paramedic or Ambulance Officer			The Medic/Medic tutoring component needs to be written here. Discussion needs to occur in light of the recent SJA changes regarding this role.			
	New Clause			Introduction of Tiered pay scales		7 June 2023 AEAWA proposed draft clause and quantum. SJA will consider all claims for Medic progression.	Action – SJA to consider claim.
	New Clause			Pre shift checks		7 June 2023 AEAWA proposed draft clause. It was identified during the discussions that the concerns are as a result of being pressured to go to jobs at their start time. SJA confirmed they would address the concerns and confirm response to claim.	Action – SJA to consider claim.
	New Clause			Suitable areas for meal breaks			
	New Clause			Night shift payment		10 May 2023 AEAWA confirmed that the claim is for Medics only and quantum is the same as the Paramedic Agreement.	Action – SJA to consider claim.
	New Clause			Special leave increase			
	New Clause			Working with Volunteers		7 June 2023 AEAWA introduced claim and clarified that the claim is not for an allowance, but for training requirements.	Action – SJA to consider claim.
	New Clause			Roster Changes before and after the commencement of shifts		<p>7 June 2023 AEAWA put forward a proposed clause.</p> <p>UWU provided feedback that subclause (c) should read 'that SJA will provide transport or an allowance in lieu'.</p> <p>SJA will consider proposed clause.</p>	Action – SJA to consider claim.
	New Clause			Mentoring Allowance		10 May 2023 AEAWA confirmed the claim is for the value to be of 85% of the proposed Medic 2 hourly rate.	Action – SJA to consider claim.

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						<p>24 May 2023 SJA confirmed in principle agreement to apply the same formula as has been applied to Transport Officers, to Medics and MHTO's.</p>	SJA to finalise detail of claim
23 Hours of Work and Shifts	23.1 – General	Amend clause to reflect that any shift which is worked past midnight (therefore on 2 days), the day the shift commences will be considered the day worked.				<p>10 May 2023 SJA proposed the claim.</p> <p>FV and AEAWA confirmed in principle agreement to the claim and circulated proposed clause.</p> <p>UWU to confirm position.</p> <p>24 May 2023 UWU raised concerns regarding the concept, and how this may interact with the public holidays clause.</p>	<p>Action – UWU and SJ to confirm position.</p> <p>Action – SJA to consider feedback.</p>
					<p>(FV) Two weeks additional leave per year can be taken at the employees discretion. Additional leave can be taken as a single (1) day up to 10 working day block.</p>	<p>7 June 2023 FV introduced claim, that the 2 weeks additional leave does not need to be roster, but instead taken upon request.</p> <p>SJA advised of the need to manage leave accruals and raised concerns that if the clause is too prescriptive, people end up with less flexibility.</p>	Action – SJA to confirm position.
					<p>(FV) Should St John introduce a roster as outlined in clause 23.1(b)(iii) an employee who was employed prior to the commencement of the St John WA Transport Officers Enterprise Agreement 2020 will be eligible for a grandparenting arrangement and will not be required to work the roster unless agreed between the employee and St John.</p>	<p>10 May 2023 SJA, UWU and AEAWA confirmed in principle agreement to the claim and circulated proposed clause.</p> <p>24 May 2023 SJ confirmed in principle agreement.</p>	<p>Action – SJ to confirm position</p> <p>No further action – claim withdrawn.</p>
	23.2 – Filling an Allocated Position				<p>(FV) Allocated positions interchangeable between consenting Officers.</p>	<p>24 May 2023 SJA advised that the current policy is being reviewed in consultation with UWU and AEAWA and this feedback would be considered as part of this review.</p> <p>FV withdrew claim.</p>	No further action – claim withdrawn.

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
			Amend clause to reflect the provisions in the Ambulance Officers'/Paramedics Agreement.			24 May 2023 UWU confirmed that this clause should be aligned to the Paramedic EA given that the Policy applies to both cohorts, to create consistency across each cohort.	Action – SJA to consider the claim.
	New Clause – Meal Break			All crews to be allocated meal breaks at suitable locations and if interrupted a spoilt meal allowance will be paid.		26 April 2023 All parties held a general discussion regarding meal breaks with the following concerns raised: - Breaks being allocated while outside of meal break window without agreement. - WHS concerns with meal breaks not being allocated. - Defining what a suitable location is. - Crews being allocated meal breaks in lieu of driving time. 10 May 2023 SJA sought AEAWA and UWU’s quantum for their respective claims. AEAWA and UWU confirmed their quantum, being proportionate to meal breaks penalty in the Paramedic EA.	Action – SJA to consider feedback and confirm position Action – SJA to consider meal break claims.
			Either a Paid Penalty for a broken or unallocated meal break, or credit to special leave.				
					(SJ) 30 minutes to be added to officers timecard for any meal break not given while on shift.		
	New Clause – Facilities		St John must provide facilities for the taking of meal breaks: <ul style="list-style-type: none"> • Toileting/handwashing facilities • Seating • Access to microwave etc 				
	New Clause - Driving Time for Meal Break				(SJ) Allowance to be given for crews to drive to suitable location eg: depot to be able to use amenities and not eat in the vehicle. Wheelchair vehicles that are single officer operated in particular, have to spend a considerable time driving currently during a meal break. A lot of the patients are from a private address, which is not an appropriate location to commence a meal break.		

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
	New Clause – Roster Publication					<p>(FV) Roster Published 2 weeks prior to commencement date. Exchanges allowed between agreeing ATO's. Exchanges must be submitted within 1 week. St John Ambulance cannot refuse a roster change agreed to by consenting Officers.</p> <p>24 May 2023 SJA confirmed that FV's concerns may be addressed as part of the current Roster project. SJA to provide and update on the 'Roster verse' project.</p>	Action - SJA to provide update on Roster project.
24 Shift Penalties	(b)		Change Sunday Penalty to double time.			<p>10 May 2023 UWU confirmed justification for claim being that people want more money.</p> <p>FV advised that working on a Sunday is an inconvenience to peoples' lives.</p> <p>24 May 2023 SJA consider the current penalty to be fair, and do not agree to increase any further.</p>	<p>Action – SJA to consider claim</p> <p>Parties do not agree.</p>
25 Overtime		Amend overtime clause to include that where work is performed outside of the ordinary hours prescribed in clause 23, including any set roster, requiring:				<p>17 March 2023 SJA circulated draft clause to address undertaking.</p> <p>UWU provided feedback on the draft clause in that it should be verbatim with the Award to avoid differences between the proposed clause and undertaking.</p> <p>SJA to amend and circulate updated clause.</p> <p>26 April 2023 All parties agree in principle to the proposed clause.</p>	<p>Action - SJA to consider feedback and circulate updated clause.</p> <p>No further action – parties agree in principle.</p>

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
		additional shift at triple time (300%).					
26 Superannuation		Amend subclause (c) to include that contributions shall also be paid into a stapled fund if the employee does not nominate a fund or scheme.				<p>29 March 2023 SJA proposed amendment to include that contributions will be paid into a stapled fund if the employee does not nominate a fund or scheme.</p> <p>AEAWA and SJ agree in principle to proposed clause.</p> <p>FV advised that HESTA is the logical choice if possible.</p> <p>UWU confirmed preference for the default fund is HESTA, given they are the health industry super fund.</p> <p>26 April 2023 SJA confirmed that their default Superfund will remain at REST.</p> <p>UWU provided feedback that EAs normally include that 'employers will make enquiries with the ATO to determine if any stapled fund exists'.</p> <p>SJA advised this is likely already practice but will confirm.</p> <p>AEAWA, SJ and FV agreed in principle to proposed clause.</p> <p>10 May 2023 SJA confirmed no further changes will be made to clause, SJA practice is in line with legislation.</p> <p>UWU to confirm position.</p> <p>24 May 2023 UWU confirmed in principle agreement.</p>	<p>Action - SJA to consider feedback regarding the default fund being Hesta, instead of REST.</p> <p>Action – SJA to confirm current practice on determining an employee’s default fund.</p> <p>Action – UWU to confirm position.</p>
27 Leave Entitlements	27.1 – Annual Leave	Amend clause 27.1 to reflect that an Employee on Annual Leave who is sick, is entitled to personal leave in accordance with Clause 33.4 of the Agreement, for the period where they can produce a certificate from a registered medical practitioner.				<p>29 March 2023 SJA circulated proposed clause.</p> <p>Feedback provided from UWU in relation to the operation of subclause (m) and whether the evidence requirements are inconsistent with the NES.</p> <p>26 April 2023 SJA confirmed that section 107(5) of the Act allows us to make suggestions as to the evidence that is required, and therefore does not agree to make any amendments to the evidence requirements.</p> <p>AEAWA, UWU, FV and SJ agree in principle.</p>	<p>Action - SJA to consider feedback.</p> <p>No further action – parties agree in principle.</p>
			If personal leave/carers leave is taken whilst on				

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
			annual leave, then the employee will be recredited the annual leave (similar to AP agreement).			UWU noted that it is still more restrictive than the NES.	
		Amend subclause (e) to remove reference to worker's compensation to align with current legislation.					
	27.2 – Personal Leave - General				(SJ) Increase to 20 days per calendar year.	24 May 2023	Action - SJA to consider amended claims.
				Add in the two extra Sick Leave Days for all employees contained within the ATO Agreement.		AEAWA increased their claim to align with SJ claim of 20 days per year, due to the new requirement to exhaust personal leave prior to accessing covid leave.	
					(FV) Sick Leave 10 Full days and 5 Half days for Full time employees. Half days not accumulative to Full days. Half day pay when taken.	FV amended claim to an additional 5 full days of personal leave. SJA to consider amended claims.	
					(FV) Sick Days for Casual employees.	24 May 2023 FV withdrew claim.	
	27.7 – Public Holidays	Amend clause 27.7 (e) to ensure that shift workers are an exception to the clause.				29 March 2023 UWU advised that there are potential inconsistencies between the claim and the NES and provided feedback regarding distinguishing between Annual Leave and Additional Leave. UWU to confirm position.	Action – UWU to confirm position.
			Clause to the effect that public holidays include those that are newly proclaimed, Federal and/or State.			29 March 2023 SJA circulated proposed clause. Parties to provide feedback.	Action- Parties to confirm position.
						(FV) Payment for any work performed on a public holiday will be at a rate of double time for all hours worked on a public holiday. This payment is for hours worked on the Public Holiday and is NOT 29 March 2023 SJA sought clarity on the claim to confirm whether or not the claim was for triple time, or double time. FV confirmed the claim is for triple time. 10 May 2023 SJA provided position that they do not agree to triple time for those working on public holidays.	Action – SJA to consider claim. Parties do not agree.

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed	
					inclusive of the ordinary hours paid.			
	27.8 – Long Service Leave	Amend Clause 27.8 to reflect that an Employee on Long Service Leave who is sick, is entitled to personal leave in accordance with Clause 33.4 of the Agreement, for the period where they can produce a certificate from a registered medical practitioner.				29 March 2023 SJA confirmed that this already exists in the Agreement, and that the claim is withdrawn.	No further action – claim withdrawn.	
	27.14 – Special Leave		Review Clause 27.14 to bring in line with AP EBA.			24 May 2023 UWU confirmed that special leave should be aligned to the Paramedic Agreement. SJA to consider the differences and confirm position.	Action - SJA to propose amended Special Leave Clause to resolve special leave claims.	
				Change Section (d) to St John will provide a specified number of Special Leave positions. The positions will be based on 8% of the total number of Officers.		24 May 2023 AEAWA confirmed they would like to see the number of special leave spots equate to 8% of total officers SJA can consider a 7%, with consideration given to costs and Country operations.		
				(i) Special leave be accrued at 2 x officers contracted shift pattern with a ceiling of 96 hours.		24 May 2023 SJA confirmed they conceptually agree to increasing the accruals to 96 hours positive, but will not agree to increasing the negative accrual		
				(j) Special leave be accrued at 2 x officers contracted shift pattern with a ceiling of 96 hours				
						(FV) An employee may accumulate Time Accrued in Advance by working up to a maximum of 85 hours.		
					Amend block out days to gazetted public holidays.			24 May 2023 SJA agree in principle to this claim.
	27.18 Family and Domestic Violence Leave	Amend clause 27.18 to include 10 days paid Family and Domestic Violence leave to				29 March 2023 SJA proposed updated clause. UWU provided feedback on the employee definition and	Action – SJA to consider feedback and provide updated clause.	

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
		Terms of Agreement					
		reflect what is provided for in the NES.				<p>sought clarity as to whether subclause (d) should read 10 days, instead of 5.</p> <p>26 April 2023 SJA provided updated clause to address feedback from last meeting.</p> <p>UWU raised concerns regarding the notice requirements being inconsistent with Section 107 of the Act.</p> <p>SJA to consider feedback.</p> <p>AEAWA, FV and SJ agree in principle.</p> <p>10 May 2023 UWU confirmed in principle agreement to the redrafted clause. However, will consider the definition of 'Employee' being included.</p> <p>24 May 2023 UWU confirmed in principle agreement to drafting.</p>	<p>Action – SJA to consider feedback.</p> <p>Action – UWU to confirm position on the definition of 'Employee'.</p> <p>No further action – parties agree in principle.</p>
32 Termination of Employment	32.3 Termination by Employee	Amend clause 32.3 (c) to reflect that where an employee fails to provide the required notice, St John may deduct from the employee's wages an amount equivalent to the notice period to provide, unless otherwise agreed with the employee.				<p>29 March 2023 SJA proposed wording to address the undertaking.</p> <p>UWU provided general feedback regarding the wording. UWU to provide feedback.</p> <p>26 April 2023 SJA circulated updated clause. All parties agree in principle.</p>	<p>Action – UWU to confirm position.</p> <p>No further action – parties agree in principle.</p>
	32.5 Termination by Redundancy	Amend clause 32.5 to reflect that any employee who is eligible for a redundancy payment under the transition to retirement clause, will be provided the amount prescribed in subclause 32.5 (a).				<p>29 March 2023 SJA proposed wording to address the undertaking.</p> <p>No feedback provided.</p>	<p>No further action – parties agree in principle.</p>
						<p>(FV) Amend redundancy payments:</p> <ul style="list-style-type: none"> < 1 year = Nil. Change to 2 Weeks Pay. 	<p>29 March 2023 SJA confirmed position is to maintain the alignment of the redundancy payments to the NES. SJA consider that these payments are fair and reasonable.</p> <p>No further action – parties do not agree.</p> <p>Action – SJA to consider FV amended claim.</p>

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
					(FV) Pay increase for Medic Transport Officers base wage. 10% 2023 6% 2024 4% 2025		
					(FV) Pay increase for Ambulance Transport Officers base wage. 8% 2023 5% 2024 4% 2025		
	Cost of Living Payment				(SJ) \$3000 to be paid upon a 'YES' vote to all employees covered by this agreement. Salary increases for Transport Officers have been well below CPI for the last two agreements while SJA have continued to have increased revenue. Transport Officers are some of the lowest paid staff in the organisation.		
			Increase Excess Hours Penalty by 10% per year.				
		Introduce new classification to Appendix 1, 'Trainer – Medic'.				7 June 2023 SJA proposed creating an additional classification, to reflect that there are medic trainers. All parties agree to the concept of the new classification. SJA to propose a figure for consideration.	Action – SJA to propose hourly base rate for consideration.
		Amend classification name from 'CPHC Trainer' to 'Trainer - Transport Officer'.					
Appendix 2 - Allowances			Increase Allowances per year by 10%.				
				A 5% increase across all allowances.			
					(FV) Pay increase for Medic Transport Officers Allowances. 10% 2023 6% 2024		

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
					4% 2025		
					(FV) Pay increase for Ambulance Transport Officers allowances. 8% 2023 5% 2024 4% 2025		
Miscellaneous	New Clause – Health & Wellbeing				(SJ) Health and Wellbeing Allowance - Increase to \$550 in line with other agreements. Cheapest gym membership currently is \$777 per year (Snap Fitness). Allowance to also include purchasing of fitness equipment.	29 March 2023 SJA agree in principle to align the \$550 organisation wide. SJA confirmed that consideration will be given to the purchasing of equipment.	Action – SJA to confirm position on hiring of equipment.
					(FV) Expand Health and Wellbeing \$500.00 payment to include Holistic Approaches to well being.	29 March 2023 SJA sought clarity as to what holistic approaches may include. FV confirmed one example was reiki. SJA committed to providing updated policy which provides clarity on what can be claimed.	Action – SJA to circulate updated Health and Wellbeing policy.
	New Clause - Union Delegate Rights		Clause to reflect the wording contained in the MOU between St John and United Workers Union			29 March 2023 SJA does not agree to include union delegate rights in the Enterprise Agreement. SJA continue to operate in line with the MOU. UWU maintain claim.	No further action – parties do not agree.
	New Clause - Medic CEP		Medics to have access to AP CEP			7 June 2023 SJA confirmed that they do not agree to the claim, however do agree to amend clause 9.2 (d) to reflect that St John will seek information from all employees covered by the Agreement to ensure training is tailored.	No further action – parties in part.
	New Clause - Medic Mentoring with AP		Medics to receive 24 weeks Mentoring with an AP in Metro Ambulance.			7 June 2023 SJA confirmed that this claim is not able to be facilitated based on current resourcing, noting a separate pathway is now in place for Medic mentoring. St John confirmed the claim is not agreed to.	No further action – parties do not agree.
	New Clause - Medic Pathway to Metro Ambulance		After a [quantum] of years, Medics to be guaranteed a placement in the next AP intake.			7 June 2023 UWU introduced claim, Medics would like guarantee of a spot in the Paramedic intake, however are mindful that there would need to be some sort of caveat. SJA have recently communicated to Medics regarding their	No further action – parties do not agree.

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
						progression pathway, and SJA do not agree to automatic progression.	
	New Clause Single Day Return Transfers (Meals)			Add clause to pay the Meal of the crew on long extended single day transfers.		<p>7 June 2023 AEAWA introduced claim, and advised that employees are generally out of pocket the second day if they stay in Country overnight as there is a \$60 cap.</p> <p>UWU, SJ and FV confirmed support for claim.</p> <p>SJA to consider claim.</p>	Action – SJA to consider claim.
	New Clause – Cleaning Time			Include a clause allowing crews to clean after calls if necessary and after shift cessation.		<p>7 June 2023 AEAWA introduced claim for 30 minutes cleaning time to be provided at the end of an employee’s shift where necessary.</p>	Action – SJA to consider claim.
	New Clause – Fatigue Management			Include a fatigue management policy for all transport crews state-wide		<p>24 May 2023 SJA advised there is a fatigue management procedure which is owned by Safety. AEAWA to confirm whether this resolves their claim.</p> <p>AEAWA confirmed via email that the claim is to include the ‘Fatigue management’ clause from the Paramedic EA into the Transport EA.</p> <p>SJA to consider.</p>	Action – SJA to consider claim.
	New Clause – Reasonable Overtime			Develop a clause defining reasonable overtime.		<p>7 June 2023 AEAWA introduced claim to include a clause defining Reasonable Overtime.</p> <p>Discussion held regarding employees’ entitlements surrounding reasonable overtime in accordance with the Fair Work Act.</p>	Action – SJA to consider proposed clause.
	New Clause – Daily Loading			(FV) 15% Daily Loading paid to any Transport crew that is sent to a Priority 3,2 or 1 Community job during any single shift. In the calculation of a Priority Job Loading, each day will stand alone.		<p>7 June 2023 FV introduced claim and advised that the additional skills being utilised in priority cases should be compensated for.</p> <p>The claim is for 15% daily loading for Transport Officers who attends a P3, P2, or P1.</p> <p>UWU, AEAWA and SJ confirmed they would support this claim.</p>	Action – SJA to consider claim.

Clause	Subclause	SJA Log of Claims	UWU Log of Claims	AEAWA Log of Claims	EBR Log of Claims	Actions/ Comments	To Be Completed
	New Clause - Progression			Progression Policy		<p>7 June 2023 AEAWA introduced claim to have a discretionary clause to external documents that specify progression pathways for all employees.</p>	<p>Action – SJA to consider claim.</p>