

St John Ambulance Western Australia Ltd

Communications Officers Enterprise Agreement 2023

Without Prejudice – St John Ambulance Western Australia Ltd Log of Claims

8 August 2023

Enterprise Agreement

- 3 year agreement (2023 – 2026).

Wage Increases

- Wage increase of 4% from 1 July 2023.
- Wage increases for all employees of 3% to apply from:
 - o 1 July 2024
 - o 1 July 2025

Aims and Objectives (clause 2)

In accordance with Appendix A

- Amend the Aims and Objectives of the Agreement to maximise equity amongst employees.

Definitions (clause 3)

In accordance with Appendix B

- Amend the 'Shift Employee' definition to align with the updated definition in the Ambulance and Patient Transport Industry Award 2020: '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.'

Progression (clause 9)

In accordance with Appendix C

- Amend clause 9 to reflect that progression is applicable to all employees.

Allowances (clause 15)

In accordance with Appendix D

- Amend subclause (b) to increase the number of employees who can receive the Extra Duties Allowance at any given time from 1 employee to 2 employees; and
- Introduction of a travel allowance clause to confirm employees' entitlement to travel allowance.

Secondments (clause 18)

In accordance with Appendix E

- Removal of the Trainer Allowance, to reflect that all trainer secondments will be paid in line with the Trainer Secondment Rate of Pay, specified in Appendix 1 of the Agreement.
- Introduce subclause to reflect that all seconded roles initiated by the State Operations Centre will be advertised along with the intended start date and end date of that position; and

Hours of Work and Shifts (clause 19)

In accordance with Appendix F

- Increase breaks for 12 hours shifts from 2x 10 minutes breaks and 2x 15 minute breaks, to 4x 15 minute breaks.

Superannuation (clause 20)

In accordance with Appendix G

- 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.

Annual Leave (clause 23.1)

In accordance with Appendix H

- Amend subclause (e) to remove reference to worker's compensation to align with current legislation.
- Amend subclause (k) to reflect that an employee on Annual Leave who is sick, is entitled to personal leave in accordance with Clause 23.2.2 of the Agreement, for the period where they can produce a certificate from a registered medical practitioner.

Personal Leave (clause 23.2)

In accordance with Appendix I

- Amend subclause 23.2.1 (a) to reflect that Personal/carer's leave increases by 2 shifts per annum.

Public Holidays (clause 23.4)

In accordance with Appendix J

- Amend subclause (a) to reflect that Public Holidays include those that are newly proclaimed, Federal and/or State.

Special Leave (clause 23.10)

In accordance with Appendix K

- Increase the number of special leave positions in the State Operations Centre from 2 per shift, to 3 per shift.
- Increase special leave accruals from a maximum positive accrual of 48 hours to a maximum positive accrual of 96 hours; and

St John - without prejudice

Family and Domestic Violence Leave – Paid Leave (clause 23.14)

In accordance with Appendix L

- Amend Clause 27.18 to include 10 days paid Family and Domestic Violence leave to reflect what is provided for in the NES.
- Amend Clause 23.12, Leave without Pay accordingly.

Paid Cultural/Ceremonial Leave (New Clause – 23.15)

In accordance with proposed clause – Appendix M

- Introduction of 5 days paid cultural and ceremonial leave for First Nations Employees.

Appendix 1

- Introduction of an Operations Support Officer (OSO) classification with progression, starting at the current OSO rate of pay:
 - o Year 1 - \$30.17 per hour
 - o Year 2 - \$30.50 per hour
 - o Year 3 - \$30.81 per hour

Appendix 2

- Align the value of the Ambulance Network Coordinator Allowance to the Dispatcher Allowance.