

Appendix C – Progression

St John proposed clause changes

Without Prejudice

St John propose the below amendments to clause 9:

9 Progression

9.1 Communication Officer Progression

- (a) An Employee is appointed to a Classification at the discretion of St John.
- (b) After 12 months' service at a particular salary point in a Classification, an Employee shall be eligible for progression to the next salary point in that Classification if the Employee has:
 - (i) acquired and used new or enhanced skills, experience and knowledge within the ambit of the Classification and in accordance with the priorities of St John;
 - (ii) undertaken relevant in-service or the Continuing Education Program, as required and provided by St John from time to time; and
 - (iii) given satisfactory performance over the preceding 12 months.
- (c) St John may vary the progression and/or appointment of an Employee to any Classification based on his or her experience and qualifications.
- (d) If an Employee's employment terminates with St John and the Employee is re-employed by St John within 2 years, the Employee will be re-employed at the equivalent Classification as he or she was previously employed.
- (e) If an Employee's employment terminates with St John and the Employee is re-employed by St John more than 2 years later, the Employee will be re-employed at a Classification as determined by St John.

9.2 Continuing Education Program

- (a) Employees must successfully complete training as required by St John as part of the Continuing Education Program.
- (b) Training will be scheduled by St John and Employees will be required to attend a minimum of 4 days over a period of 24 months.
- (c) Where possible, training will be scheduled during normal working hours or as otherwise agreed between St John and the Employee.
- (d) Training will be tailored to ensure that relevant skills and knowledge are refreshed. To assist in this process, St John will seek information from a range of staff and areas, including:
 - (i) Communications Officers/Ambulance Network Coordinators/**Operations Support Officers**;
 - (ii) ~~The CPHC~~ **Clinical Education**;
 - (iii) Medical Executive Director; and
 - (iv) ~~Executive Director, Ambulance Operations~~ **Chief Emergency Officer**.
- (e) It is the intention that the training will achieve the following:
 - (i) maintain knowledge and skills to an optimum level;
 - (ii) update staff on new skills and practices;
 - (iii) give an opportunity for staff to make training suggestions, and discuss any concerns they have in their role.