

## Appendix E

### Clause 18 Secondments

St John proposed clause changes

Without Prejudice

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**St John propose the following revision to clause 18 Secondments:**

#### **18 Secondments**

- (a) St John may second Communications Officers to perform alternate roles, as required. Secondments are to be filled through an appropriate application process and with the agreement of the employee.
- (b) Employees seconded as trainers will be paid **in accordance with Appendix 1** accordingly:
  - i. ~~Secondments of 3 months or less will be paid the Trainer Allowance as outlined in Appendix 2; or~~
  - ii. ~~Secondments of more than 3 months duration will be paid the Trainer Secondment Rate of Pay as outlined in Appendix 1.~~
- (b) Employees seconded to perform alternate roles will receive a rate of pay as appropriate to the role undertaken, but not less than their base hourly rate of pay.
- (c) Secondment opportunities will have a specified tenure and the employee will return to their usual Communications Officer Classification when the secondment ends.
- (d) Notwithstanding clause 18(d), St John may cease a secondment in the event the employee is unable to fulfil the role to St John's satisfaction.
- (e) All secondments will have the terms set out in writing to the employee prior to the commencement of the secondment.
- (f) **All seconded roles initiated by the State Operations Centre will be advertised along with the intended start date and end date of that position. Nothing in this clause prohibits St John from filling a short-term secondment without advertisement in extenuating circumstances.**