

St John Ambulance Western Australia Ltd

Communications Officers Enterprise Agreement 2023

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

15 September 2023

Enterprise Agreement

- 3 year agreement (2023 – 2026).

Wage Increases

- Wage increase of 5% back paid to 1 July 2023;
- Wage increases of 4% to apply from 1 July 2024; and
- Wage increases of 3.5% to apply from 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.
- Move subclause 15.4 (c) to separate other relief roles from the ANC 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.

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- 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.
- Amend subclause (a) by replacing 'Communications Officers' with 'employees'.
- Amend subclause (c) by replacing 'Communications Officers Classification' with 'Classification'.

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:
 - 1 shift per annum in the first year of the Agreement; and
 - 2 shifts per annum from the second year of the Agreement.

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

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 23.14 (e) to clarify that the paid Family and Domestic Violence leave is available from the commencement of employment.
- 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.
- Amend Clause 23.15(a) by removing the word 'recognised'.

Long Service Leave (New Clause – 23.5)

In accordance with proposed clause – Appendix N

- Amend subclause (b) to reflect an entitlement to access pro-rata long service leave after 7 years of employment.

Appendix 1

- Introduction of an Operations Support Officer (OSO) Classification with 4 years of progression, starting at the current OSO rate of pay:
 - Year 1 - \$30.47 per hour
 - Year 2 - \$30.80 per hour
 - Year 3 - \$31.11 per hour
 - Year 4 - \$31.45 per hour
- Introduction of a 4th year of progression for the ANC Classification:
 - Year 1 - \$43.34 per hour
 - Year 2 - \$44.49 per hour
 - Year 3 - \$45.62 per hour
 - Year 4 - \$46.76 per hour

Appendix 2

- The following allowances to be increased by 5% in the first year, 4% from 1 July 2024 and 3.5% from 1 July 2025:
 - Extra Duties Allowance
 - Country Support Allowance
 - Ambulance Network Allowance
 - Overtime Meal Allowance
 - Mentoring Allowance
 - Dispatcher Allowance
- Align the value of the ANC Allowance to the Dispatcher Allowance, being:
 - 1 July 2023 - \$6.81 per hour
 - 1 July 2024 - \$7.09 per hour
 - 1 July 2025 – \$7.33 per hour