

Appendix C

Clause 9 – Progression

St John proposed clause changes

Without Prejudice

St John propose the following addition to Clause 9, Progression:

9.1 ~~Transport Officer~~ Progression

- (a) 'Year of service' in this clause means 12 months service as ~~Transport Officer~~ **in the employees' substantive classification**, with St John.
- (b) ~~An Transport Officer~~ **Employee** in their first year of service with St John will be classified as 1st Year in **Appendix 1** of this Agreement.
- (c) At the completion of the first year of service, an employee will be appointed to 2nd Year in accordance with **Appendix 1** of this Agreement.
- (d) At the completion of the second year of service, an employee will be appointed to 3rd Year in accordance with **Appendix 1** of this Agreement.
- (e) At the completion of the fourth year of service, ~~an employee~~ **Transport Officers and MHTOs** will be appointed to 5th Year in accordance with **Appendix 1** of this Agreement.
- (f) If an employee's employment terminates with St John and the employee is re-employed by St John within two (2) years, the employee will be re-employed at the equivalent classification, as provided in clauses (a) - (e) above, as they were previously employed.
- (g) If an employee's employment terminates with St John and the employee is re-employed by St John more than two (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 four (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) ~~Transport Officers~~/**MHTOs/Medics**;

- (ii) ~~The CPHC~~ **Clinical Education**;
 - (iii) Medical Director; and
 - (iv) ~~Ambulance Operations Executive Director~~ **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) update staff on Clinical Practice Guidelines and Skill Manual changes; and
 - (iv) give an opportunity for staff to make training suggestions and discuss any concerns they have in their role.
- (f) Country employees may be required to undertake training as part of the Continuing Education Program at their Sub-Centre or in Perth at the discretion of St John.