

Appendix K

Clause 17 – Allowances (Country)

St John proposed clause changes

Without Prejudice

St John propose the following additions to Clause 17, Allowances:

17.13 Location Allowance (Zone & Country)

- (a) In addition to any other allowances prescribed in this Agreement, an employee working in specific locations will receive an allowance in accordance with **Appendix 2** of this Agreement.

17.14 Air- conditioning Allowance

- (a) Permanent employees as per **clause 17.13.1(i)** will be paid this allowance when required by St John to permanently reside north of the 26th parallel, and including:
 - (i) Kalgoorlie; and
 - (ii) Norseman.
- (b) The amount will be in accordance with **Appendix 2** of this Agreement.

17.15 Country Allowance - General

- (a) Employees working in the country (collectively referred to as Country Employees) will be categorised as either:
 - (i) Permanent - if the employee is appointed on a permanent basis at a country location; or
 - (ii) Posting - if the employee is appointed to work at a country location between 30-52 weeks; or
 - (iii) Relief - if the employee is appointed to work at a country location up to 30 weeks in one period.
- (b) Posting employees may, with the agreement of St John, extend the posting period at the country location. If this occurs, the employee will remain a posting employee.
- (c) An employee permanently appointed to a county location who is appointed to work in an alternative position at the same country location in accordance with **clause 17.13.1(i)** or **(ii)** above, will be entitled to receive the allowances that apply to a Permanent appointment. This will include any relevant allowances associated with the alternative position and/or country location. The employee will not be eligible to receive the Country Allowances that apply to Posting or Relief appointments. Specifically, the following do not apply:
 - (i) **Clause 17.19** Country Allowance – Country Travel Reimbursement and Allowance
 - (ii) **Clause 17.20** Country Allowance – Country Posting Rent Assistance

(iii) **Clause 17.21** Country Relief Employee Expenses Allowance

(iv) **Clause 17.22** Country Relief Accommodation Expenses Allowance

(d) An employee permanently appointed to a country location who is appointed to work in an alternative position in the same region and St John determines they are not required to relocate to perform the role, will be entitled to receive the allowances that apply to a Permanent appointment as outlined above in **clause (b)**.

17.16 Country Allowance - Removal Expenses Reimbursement

(a) St John will pay all reasonable removal expenses when employees are:

(iii) on permanent and/or posting placement; and

(iv) transferring between the Metropolitan region and a Country Sub-Centre; or

(v) transferring between Country Sub-Centres.

17.17 Country Allowance - On Call Phone Allowance

(a) Except where a mobile phone is provided, if an employee is required to be "on call" St John will:

(i) pay for all costs associated with connecting a telephone to the employee's residence; and

(ii) pay all rental charges plus 20 percent of all calls charged.

(b) With respect to job share and part time employees, this allowance will be paid in full to the employee who accrues it, and not pro-rated.

17.18 Country Allowance - On Call Roster Allowance

(a) An employee required to be "on call" shall:

(i) be required to remain contactable;

(ii) respond if there is a call; and

(iii) be entitled to a payment as prescribed in **Appendix 2** of this Agreement, for each hour or part thereof the employee is rostered on call.

(b) An employee is "on call" when rostered on the on call roster as determined by St John.

(c) If an employee is called out for duty while on call, the employee will be paid at the rate of double time for the actual hours or part thereof on duty, but will not be entitled to be paid the on-call allowance prescribed in **clause 17.18(iii)** above during this time. The employee will be paid a minimum payment of 2 hours per call but the employee will not receive additional payments for subsequent calls attended during the 2 hour period.

(d) An employee on call is permitted to temporarily leave the Station or home provided the employee has made satisfactory arrangements for the proper carrying out of the service during the employee's absence.

(e) An employee will be free from on-call duty every second weekend and for an average of 8 days in every period of 16 consecutive days.

(f) With respect to job share and part time employees, this allowance will be paid in full to the employee who accrues it, and not pro-rated.

17.19 Country Allowance - Country Travel Reimbursement and Allowance

(a) Where an employee is either travelling to a country location for the purposes of relocating to the country or relocating back from working in the country:

- (i) **clauses xx, xx, xx and xx** do not apply; and
- (ii) the employee will be reimbursed the actual fuel costs for the road journey, unless bus or air fares are provided; and
- (iii) the employee will be paid an allowance of double time for pre-calculated journey times, dependent upon mode of travel, if the journey is undertaken on a rostered day off.

(b) With respect to job share and part time employees, this allowance will be paid in full to the employee who accrues it, and not pro-rated.

17.20 Country Allowance - Country Posting Rent Assistance

- (a) The maximum amount of rent that a posting employee will pay for accommodation is \$119.51 per week. St John will be liable for the remaining cost of the agreed accommodation.
- (b) The amount in **clause (a)** above will increase by 2% on the first full pay period on or after 1 July each year of the Agreement's nominal operating period.

17.21 Country Relief Employee Expenses Allowance

- (a) Where St John agrees for a Relief employee to source their own accommodation, the employee shall be entitled to an allowance of \$233 per week upon the receipt by St John of a valid statutory declaration that the employee is "maintaining a home" prior to commencing the relief appointment, and will continue to be "maintaining a home" for the duration of the relief period.
- (b) An employee who does not provide St John with a statutory declaration that the employee is "maintaining a home" will not be entitled to the allowance in **clause (a)** above.
- (c) If a relief employee is required to do work for a period of less than 1 week (7 days), then the allowance in **clause (a)** above will be paid on a proportionate basis.

17.22 Country Relief Accommodation Expenses Allowance

- (a) Relief employees working in a country Sub-Centre will be provided with paid accommodation and breakfast in a hotel, motel, or such other accommodation as agreed by St John.
- (b) A Relief employee who elects not to stay in accommodation provided by St John must provide to St John a valid statutory declaration that the employee is "maintaining a home" prior to commencing the relief appointment. An employee will then be entitled to receive an allowance as follows:
 - (i) \$500 per week without the production of receipts; or
 - (ii) up to \$709.83 per week upon receipt by St John of all valid tax receipts substantiating actual, relevant expenditure.
- (c) An employee who does not provide St John with a statutory declaration that the employee is "maintaining a home" will not be entitled to the allowance in **clause (a)** above.
- (d) If a relief employee is required to do work for a period of less than 1 week (7 days), then the allowance set out in **clause (a)** above will be paid on a proportionate basis.

17.23 Country Allowance - Remote Location Allowance

- (a) This allowance only applies to remote locations as determined by St John.

(b) Employees will be paid this allowance, as outlined in **Appendix 2** of this Agreement, when they accept a permanent appointment to specific locations above the 26th Parallel and including but not limited to the following:

(i) Kalgoorlie; and

(ii) Norseman.

17.24 Country Allowance - Country Training Travel Allowance

(a) Where St John requires an employee to attend an area or town other than that Sub-Centre to which the employee is stationed (for the purposes of training or any other work-related matter), the employee will receive a nightly allowance in accordance with **Appendix 2** of this Agreement.

(b) With respect to job share and part time employees, this allowance will be paid in full to the employee who accrues it, and not pro-rated.