

Appendix L

Clause 20 – Secondments

St John proposed clause changes

Without Prejudice

St John propose the following amendment to Clause 20, Secondments:

20 Secondments

- (a) St John may second employees to perform alternate roles, as required and in agreement with the employee.
- (b) Seconded employees will work a modified roster of an average of 42.5 hours per week as determined by St John, or their normal hours.
- (c) Where St John requires additional days worked beyond the normal roster, employees shall be entitled to days off in lieu on a one-for-one basis.
- (d) Secondment opportunities will have a specified tenure and the employee will return to their substantive classification when the secondment ends.
- (e) Notwithstanding clause (d) St John may cease a secondment in the event the employee is unable to fulfil the role to St John's satisfaction. The employee will then return to their substantive position, unless the secondment has ended as a result of serious misconduct, in which case the employee's employment may be terminated.
- (f) Employees seconded to alternate roles will receive a rate of pay as appropriate to the role undertaken, but not less than their usual classification hourly base rate of pay.
- (g) All secondments will have the terms, including the roster that will be worked, set out in writing to the employee prior to acceptance of the secondment.
- (h) All seconded roles initiated by Patient Transport Services 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.