

Appendix Y

Clause XX – Shift Commencement Checks

St John proposed clause changes

Without Prejudice

St John propose the following new clause:

xx Shift Commencement Checks

- (a) This clause is applicable to Medics and employees working in Country Operations.
- (b) St John expects employees to commence work at their rostered start time and does not encourage or ask employees to be at work prior to their rostered start time.
- (c) St John does not require or expect a crew to deploy for a job until they have:
 - (i) carried out a full equipment check; or
 - (ii) for an immediate response to a job, carried out an emergency equipment check.
- (d) St John acknowledges there are instances where crews voluntarily arrive for work early who accept and deploy for a call before the commencement of the shift or within the first 5 minutes of their shift commencing.
- (e) A crew who accepts and deploys for any job in accordance with **clause XX (d)**, will be taken as having completed a full equipment check and St John will pay an allowance equivalent to 15 minutes at 200% of the employee's base hourly rate as specified in **Appendix 1**.
- (f) Where a crew deploys under **clause xx (c) (ii)**, the crew will be given sufficient time at the completion of that job to conduct a full equipment check to ensure capability for the remainder of the shift. A crew who deploys under **clause XX (c) (ii)** will not be entitled to the allowance in **clause XX (e)**.
- (g) In the event of the introduction of operational changes which reduce or remove the requirements to perform equipment checks (e.g., the introduction of drug bags sealed/pre-checked ambulance) St John may issue a direction to a specific location, staff wide that work is not to start until the rostered start time. If this occurs, the above payments will not be made while the direction is in effect.
- (h) Where a crew has deployed pursuant to **clause XX (c) (ii)**, St John will confirm on request that the employees have acted in a clinically appropriate manner by responding to the job.