

St John Ambulance Western Australia Ltd

Patient Transport Services Enterprise Agreement 2023

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

27 October 2023

Enterprise Agreement

- 3 year agreement (2023 – 2026).

Wage Increases

- Wage increase of 5% back paid to 1 July 2023;
- Wage increases of 5% to apply from 1 July 2024; and
- Wage increases of 4% to apply from 1 July 2025.

Agreement Title (Clause 1)

In accordance with Appendix A

- Amend the Agreement title to 'Patient Transport Services Enterprise Agreement 2023' to align to the Business Unit name.

Definitions (Clause 3)

In accordance with Appendix B

- Amend definition for an On Road Tutor to mean 2 years' experience as a Transport Officer or equivalent Perth Metropolitan experience.
- Introduction of the Preferred Position definition.

Progression (Clause 9)

In accordance with Appendix C

- Amend subclause 9.1 to introduce the following new pay points:
 - o Medic: Year 1, 2, 3 and 5.
 - o MHTO: Year 1, 2, 3 and 5.
- Amend subclause 9.2 to include the Medic and MHTO classifications.

Casual Employee (Clause 10)

In accordance with Appendix D

- Amend subclause 10 (f) to introduce requirement for a casual employee to complete 21.25 hours each quarter.
- Amend subclause (b) to reflect that the minimum shift engagement is 4 hours.

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Travel Allowance (Clause 17.1)

In accordance with Appendix E

- Introduce subclause (f) to reflect that St John will provide a means of travel for employees where required when there is a roster change within 2 hours of the commencement of shift.
- Introduce subclause (g) to reflect that travel allowance is payable to casuals if they are directed to report to another Station within 2 hours of the commencement of shift.

On Road Tutor Allowance (Clause 17.5)

In accordance with Appendix F

- Amend subclause (a) (i), (ii) and (iii) to reflect that minimum mentoring period is 20 shifts.

Watches and Glasses Allowance (Clause 17.10)

In accordance with Appendix G

- Increase the Watches / Glasses allowance by 10%, bringing the value to \$220.

Uniform Allowance (Clause 17.11)

In accordance with Appendix H

- Introduce Uniform Allowance clause to reflect that where an employee is required to wear any special uniforms, St John will reimburse the Employee for the reasonable costs of purchasing this clothing.

Funeral Expenses (Clause 17.12)

In accordance with Appendix I

- Introduction of a new clause to reflect that where an employee dies due to an accident arising out of their employment, reasonable costs of funeral expenses will be paid by St John.

Specialist Vehicle Allowance (Clause 17.13)

In accordance with Appendix J

- Introduction of a new specialist vehicle allowance of \$20 payable per shift, for working on the following vehicles:
 - o Newborn Emergency Transport Vehicle
 - o Complex Patient Ambulance Transport Vehicle
 - o Multi Patient Transport Vehicle
 - o Wheelchair Vehicle

Country Allowances (Clause 17.14)

In accordance with Appendix K

- Introduction of Country Allowances, including:
 - o Zone and Location Allowance
 - o Air-conditioning Allowance
 - o Removal Expenses Reimbursement
 - o On Call Phone Allowance

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- On Call Roster Allowance
- Country Travel Reimbursement and Allowance
- Country Posting Rent Assistance
- Country Relief Employee Expenses Allowance
- Country Relief Accommodation Expenses Allowance
- Country Allowance – Remote Location Allowance
- Country Allowance - Country Training Travel Allowance

Secondments (Clause 20)

In accordance with Appendix L

- Introduce subclause to reflect that all seconded roles initiated by Patient Transport Services will be advertised along with the intended start date and end date of that position.

Working with a Medic (Clause 22.2)

In accordance with Appendix M

- Amend Clause to reflect the Grandfathering of the 2020 Agreement.

Meal Breaks (New Clause)

In accordance with Appendix N

- Introduction of a spoiled meal break penalty of \$15 per shift for meal breaks which are broken, spoiled, or not provided.
- Amend subclause 23.1 (e) to include as part of the new Meal Breaks clause, and to reflect that meal breaks cannot be taken in the first two and a half hours, or last two hours of a shift.

Hours of Work and Shifts (Clause 23.1)

In accordance with Appendix O

- Amend subclause (c) to reflect the grandparenting of the 2020 Agreement.
- Introduce a new subclause to define additional leave.

Allocated Positions (Clause 23.2)

In accordance with Appendix P

- Amend the Allocated Positions clause to create consistency across the Transport Officer and Paramedic Enterprise Agreements.

Superannuation (Clause 26)

In accordance with Appendix Q

- 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 27.1)

In accordance with Appendix R

- Introduce a new subclause to reflect that an employee on annual leave who is sick, is entitled to personal leave in accordance with clause 27.2 of the Agreement, for the period where they can produce a certificate from a registered medical practitioner.
- Amend subclause (e) to remove reference to worker's compensation to align with current legislation.

Personal Leave (Clause 27.2)

In accordance with Appendix S

Amend subclause 27.2 to reflect that Personal/carer's leave increases by:

- 1 additional shift per annum in the first year of the Agreement (totalling 11 shifts); and
- 2 additional shifts per annum from the second year of the Agreement (totalling 12 shifts).

Public Holidays (Clause 27.7)

In accordance with Appendix T

- Amend subclause (a) to reflect that Public Holidays include those that are newly proclaimed.
- Amend subclause 27.7 (e) to ensure that shift workers are an exception to the subclause.

Special Leave (Clause 27.14)

In accordance with Appendix U

- Amend clause to introduce a cap of 7% of all established special leave positions.
- Amend subclause (k) to increase total accrual hours from 42.5 hours to 96 hours.

Family and Domestic Violence Leave – Paid Leave (Clause 27.18)

In accordance with Appendix V

- 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 27.16 Leave without Pay accordingly.

Cultural and Ceremonial Leave (New Clause)

In accordance with proposed clause – Appendix W

- Introduction of 5 shifts paid cultural and ceremonial leave for First Nations Employees per annum.
- Amend Clause 27.16, Leave without Pay accordingly.

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Overnight Travel Meal Reimbursement (New Clause)

In accordance with Appendix X

- New clause to reflect that meals on a return journey can be claimed as prescribed by the ATO.

Shift Commencement Checks (New Clause)

In accordance with Appendix Y

- New clause to reflect that where a Medic or an employee working in Country Operations is required to immediately respond to a call in the first 5 minutes of their shift, St John will pay an allowance equivalent to 15 minutes, at 200% of the employees' base rate.

Working with Volunteers (New Clause)

In accordance with Appendix Z

- Introduction of a working with volunteers' clause to outline training and minimum skill set requirements.

Reasonable Overtime

In accordance with Appendix AA

- Introduction of a clause to define reasonable overtime for employees, in line with the Fair Work Act.

Appendix 1

- Introduce new classification: Trainer – Medic (\$1,563.16 per week).
- Amend classification name from 'CPHC Trainer' to 'Trainer - Transport Officer'.
- Introduction of new pay points for MHTOs and Medics:
 - o Medic: Year 1, 2, 3 and 5
 - o MHTO: Year 1, 2, 3 and 5.

Appendix 2

- Introduction of a Medic On Road Tutor Allowance.
- Introduction of a Meal Break Penalty.
- Introduction of a Specialist Vehicle Allowance.
- Update to reflect all new Location and Country allowances.
- The following allowances to be increased by 5% in the first year, 5% from 1 July 2024 and 4% from 1 July 2025:
 - o On Road Tutor Allowance – Transport Officers
 - o On Road Tutor Allowance - Medics
 - o Overtime Meal Allowance
 - o Airconditioning Allowance
 - o On Call Roster Allowance
 - o Remote Location Allowance
 - o Country Training Travel Allowance
 - o Location Allowance

Undertakings

The following claim items result from the previous undertakings outlined in this Agreement:

Shift Worker Definition (Clause 3)

In accordance with Appendix B

- Introduce 'Shift Worker' Definition to align with the 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.'

Part Time (Clause 11)

In accordance with Appendix AB

- Amend clause to reflect that the minimum shift length for a part time employee is 4 hours.

Overtime (Clause 25)

In accordance with Appendix AC

- Amend overtime Clause to include that where work is performed outside of the ordinary hours prescribed in clause 23, including any set roster, requiring:
 - a) an employee to work more than 12 hours in a single shift, then overtime will be payable at double time (200%);
 - b) an employee to work more than 10 consecutive shifts without employee agreement, or 12 consecutive shifts with employee agreement, then overtime will be payable for each additional shift at triple time (300%).

Termination by Employee (Clause 32.3)

In accordance with Appendix AD

- Amend Clause 32.3 (c) to reflect that where an employee fails to provide the required notice, St John may deduct from the employee's wages an amount equivalent to the notice period to provide, unless otherwise agreed with the employee.

Transition to Retirement (Clause 35)

In accordance with Appendix AE

- Amend in accordance with 2020 Enterprise Agreement Undertaking.
- Review all clauses of the *Transport Officers Enterprise Agreement 2020* to ensure inclusivity, compliance with relevant legislation and consistency.