



Ambulance Employees Association Western Australia

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Ambulance Officers/Paramedics Enterprise Agreement 2024

The Ambulance Employees Association of Western Australia Log of Claims - 25th March 2024

~ *Without prejudice* ~

Enterprise Agreement – 3-year term (2024 – 2027).

Wage increase claim:

Year 1 wage increase of 10% back paid to 1 July 2024;

Year 2 wage increases of 10% to apply from 1 July 2025; and

Year 3 wage increases of 10% to apply from 1 July 2026.

AEAWA Executive

Clause Number	Clause Title	Changes Required
Clause 3	Definitions	Define 'full shift' in relation to Progression
Clause 6	Consultative Committee	<i>Strengthen clause wording to ensure true consultation occurs. Include requirements to produce key data figures regarding ramping, shift extensions, FTE vs PT employees, overtime data, LTI etc</i>
Clause 9	Paramedic Progression	Insert number of shifts required per year to achieve progression milestones as per (similar SAO/Intern progression – Progression Policy) to ensure classification matches clinical experience. Insert an AP4 and SM4 Classification (5 years at AP3). Progression aligns to the current time frame. Calculation of shifts to be 142 per year.
Clause 9.2	Continuing Education Program	Amend clause to restrict CEP delivery method to in person (no online component unless by Agreement by employment representative groups). Amend clause to reiterate all mandatory LMS / CPG and practice updates to be completed during CEP (not 'on the ramp').
Clause 13	Managers on Road	Define manager within clause to include any officer who is in a pool (active or otherwise). Managers in pools, appointed roles need to be visible on the roster.
Clause 14	Job Share	Resolve contradictions in the Certified Agreement
Clause 18.3	Night Shift Allowance	<i>To be paid to officers completing full night shift overtime. 2x increase to night shift payment for full night shifts worked Monday-Thursday 2.5x increase to night shift payment full night shift worked Friday/Saturday/Sunday.</i>
Clause 19.1	Travel Allowance - General	Change 19.1(b) delete 'rostered to Preferred Station' exemption from travel allowance. Change to double time per minute of excess km from home to station if greater than 60 km from residence to station. Rationale more incentive for staff to take further away stations on an ICB. i.e if 90 km then employee paid 90 min @ double time plus the km travelled. Adjust Travel Allowance (Appendix 2) from \$0.76 per/km to \$0.85 (ATO rate 2023/24)
Clause 19.6	On Road Tutor/Mentor Allowance	Remove all references to Mentor <i>to promote consistency with 'On Road Tutor' allowance.</i> Allowance to be at base rate of CPHC trainer.

Clause Number	Clause Title	Changes Required
Clause 19.7(b)	Overtime Meals Allowance	Change the subsequent hours to every three hours. Further entitlements to a meal allowance will occur after each subsequent four three hour interval of Extension Overtime worked, i.e. after 4th hour, 8th hour and so forth.
Clause 19.13	Watches / Glasses Reimbursement	Increase from \$200 to \$220
Clause 19.17	Country Allowance – Proximity Allowance	Increase distance from 15km to 25km
Clause 19.21	Country Allowance – Country Posting Rent Assistance	Delete clause to encourage filling of country vacancies.
Clause 19.22	Country Relief Employee Expenses Allowance	Increase 19.22(a) currently \$233 to the new Taxable allowable limit
Clause 19.23	Country Relief Accommodation Expenses Allowance	Change 19.23(b)(i) from \$500 to \$750. Change 19.23(b)(ii) from \$709.83 to \$1,000
Clause 19.24	Country Allowance – Remote Location Allowance	Sliding scale for current and future locations.
Clause 19.27	Health & Wellbeing Allowance	Codify longstanding custom and practice of Health & Wellbeing Allowance. Increase allowance to \$600.
Clause 22	Working with Volunteers	Add minimum EMA standard. Driver training completed before they work with a Paramedic.
Clause 24	Meal Breaks	Change wording to ‘crib’ breaks, in keeping with FW terminology for paid break. Change 24(f)(i) remove hospital and insert rostered (or if > 10km, nearest depot) Clarify wording - break to be completed within window. Increase broken crib break penalty to equivalent 1 hour of employee’s base rate of pay. In the event a crew is not allocated a crib break, the crew will be paid at a rate of 200% until completion of a meal break or the end of their shift.
Clause 25	Country Station Manager	Add AP2 and above for inclusion.
Clause 26.2	Working with Medics	26.2(a) remove reference to training.

Clause Number	Clause Title	Changes Required
Clause 29	Secondments	Change all time periods from 3 years to 2 years. Add in the Equity of Opportunity Clause
Clause 30.13	Spare Officers	Add no officer will be spare for more than 16-weeks in a calendar year. Add in a Preparation Allowance equivalent to the officer's hourly rate per shift. Increase the break between shifts to minimum 12-hours. This minimum break is not inclusive of travel back to the home residence. Delete 19.1 (e) Employees should not be expected to travel > 45km to commence work. Any further travel time should be completed from a depot.
Clause 30.16	Roster changes before and after the commencement of shift	Amend clause so that changes to shift will be provided preferentially during working hours in the shift worked immediately prior, or at least 24 hours prior to the proposed shift change.
Clause 30.7	Station Manager Positions	Rename classification to 'Station Officer'. Change name and badge colours in keeping with non-managerial role (no direct reports as per job description).
Clause 31.1(b)	Overtime	Incorporate longstanding custom and practice on agreed overtime increments for calculation of overtime, as per SOPP-1003 'Time Cards'.
Clause 31.1(c)	Overtime	An Employee recalled for duty outside normal rostered hours will be paid at overtime rates for a minimum of 4 hours.
Clause 31.1(d)	Overtime	Amend: minimum 9 consecutive hours off work between shifts to minimum 11 consecutive hours between shifts. Add: Incorporate the overtime distribution policy into the EBA. Add: St John will offer overtime equitably to all employees where the employee has the skill/scope to perform that duty in an overtime capacity, in accordance with allocation process.

Clause Number	Clause Title	Changes Required
Clause 31.2	Reasonable Overtime	Clear parameters defining reasonable overtime must be included. P3 calls will not be allocated in last 60 minutes of shift, unless by agreement. P2 calls will not be allocated in the last 30 minutes of a shift, unless by agreement P0 calls only during the last 15 minutes of a shift, unless by agreement. Crew may travel from hospital towards depot in last 15 minutes. Available for P0 only. No P2 inter-hospital patient transfer in the final 90 minutes, unless by agreement. Priority 8 card allowing adequate travel time to return to their original station for dynamically deployed crew, or any crew who in the last 60 minutes of their shift is greater than 30km from their original station, limiting crew availability to P0 while on P8.
Clause 33.11(g)	Non-primary care giver parental leave	Non-Primary Care Giver for a child will be entitled to leave of 8 12 shifts paternity/partner leave without loss of pay.
Clause 33.9	Long Service Leave - General	Delete 33.9(m) 'Long service leave shall be taken at a time convenient to St John'. The LSL Act (WA) supercedes the EA in this regard and this wording is contradictory to legislation.
Clause 36.3	Personal/Carers Leave - General	Include Personal Leave balances over 336 hours can be exchanged for special leave hours at a rate of two accumulated personal leave hours for one special leave hour. Balance not allowed to fall below the 336 hour threshold. (8 weeks x 42 hours)
Clause 33.15	Special Leave	33.15(b)(i) increase from 7% to 9%. Available special leave positions to be made available on the intranet. 4x4 and 224 positions to be calculated separately.
Clause 33.18	Special Leave Exchange	33.1(a) remove the reference to 'If all Special Leave positions have been exhausted'
Clause 33.22	Defence Service Leave	33.22(c) increase paid leave period to 20 shifts.
Clause 37.3	Termination by Employee	50% of Personal Leave is paid to Employee at base rate.
Clause 38	Dispute Resolution Procedure	Remove the phrase 'except disputes relating to the termination of an Employee's Employment or disciplinary procedures'.

Clause Number	Clause Title	Changes Required
New Clause	Unsociable Hours Payment	New allowance equal to one hour at base rate of pay for any shift with a completion time of >1930, and any shift completed during Special Leave block out periods.
New Clause	Country Crew Formation	Define a Country Crew.
New Clause	Mental Health Days	Add two non-accruable shifts that can be taken outside of block out periods.
New Clause	Attendance at Court of Board of Inquiry	Paid time off if dealing with AHPRA or an Inquiry at work, or 200% base rate overtime.
New Clause	Code of Conduct/Allowable Outcomes	Place Policy in the Agreement, plus defined outcomes and process for mediation.
New Clause	Blood-borne Disease Testing	Testing regime to occur on shift or days off on OT, if required for role.
New Clause	AHPRA Registration Cost Reimbursement	AHPRA Registration fee to be reimbursed by Employer.
New Clause	'Right to Disconnect'	Employees right not to be contacted outside of regular hours of work, unless by Agreement.
New Clause	Equitable Access to Career Opportunities	Introduce new clause ensuring maximum opportunities for all employees to gain experience and develop their career in relation to various secondments and pools.
New Clause	Recruitment	Introduce new clause to address lack of transparency in recruitment processes and appointments to positions which circumvent open process. Mandatory advertisement period for positions. Positions to be advertised internally in the first instance. Temporary appointments at short notice should not delay advertisement of position. Employees continue to move between roles without the position being advertised. Country positions process cumbersome, unworkable and to be simplified.
New Clause	Union/Association Leave	Delegates require reasonable paid time from St John to perform their duties.
New Clause	Single Officer	Clarify and restrict the permissible deployment of single officers between country and metro.
Current Clause	Ambulance Sequence List	Discuss the status of this clause.

Clause Number	Clause Title	Changes Required
New Clause	19.26 Country Retention Allowance	Introduce retention bonus payable after each 12 months continuous service (excl annual leave) (difficult to fill county locations only)
New Clause	High Call Volume Allowance	New allowance for depot/call sign where average call volume falls in top 25 th percentile, based on previous 12 months data.
New Clause	Dynamic Deployment	New clause restricting dynamic deployment locations to depots only. Crews who are dynamically deployed must be returned to shift start location, by end of rostered shift.