



Ambulance Employees Association Western Australia

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Ambulance Officers/Paramedics Enterprise Agreement 2024 – Critical Care Paramedics

Without Prejudice – The Ambulance Employees Association of Western Australia Log of Claims – 25th March 2024

~ *Without prejudice* ~

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

Wage Increases – Initial pay \$180,000 - Wage increase of 10% back paid to 1 July 2024; -

Wage increases of 10% to apply from 1 July 2025; and –

Wage increases of 10% to apply from 1 July 2026.

Presented by Paul Davies AEAWA CCP Delegate

Clause Number	Clause Title	Changes Required
New Clause	CCP will be made a permanent appointed rank	Until such time as St John is able to offer a permanent position/station, CCP2 and CCP 3 (4) will be considered an appointed position.
	New CCP Progression Classifications	<p>CCP1 Intern classification Wages to remain as per 2023 July rate with increase in pay as per 2024 EBA from July 2025 onwards.</p> <p>CCP2 - Road classification (Qualified) \$180,000 from July 2024, plus pay increase assigned to EBA pay rise.</p> <p>CCP3 - Helicopter classification (Rescue crewperson qualified) \$180,000 from July 2024, plus pay increase assigned to EBA pay rise Plus rescue crewman allowance of \$15,000 PA and rolled in to become an hourly CCP3 rate (CCP rate plus Helicopter/rescue crew person allowance). This is to be paid regardless where a qualified Helicopter CCP works i.e. on road, office etc. Requires removal of section 16.4 d</p> <p>CCP4 - chief/senior CCP (seconded position) Role/scope/roster/tenure to be determined, (If helicopter qualified would maintain currencies) Possibly meetings with Health Department on clinical items, one of the touch points for placements/training? Part of the policy making in the CCP retrieval arena etc.</p>
Clause 26	Metropolitan Crew Formation Country Crew Formation	Amend clause 26 to include crew formation of CCP road and CCP helicopter DFES contract allowing. (i) CCP and CCP intern (ii) CCP and CCP

Clause Number	Clause Title	Changes Required
Clause 16.4	Critical Care Paramedics – Other Duties	<p>Amend:</p> <p>(iii) Clinical Support Paramedic (CSP) on-road (on-road paramedic skill set); (iv) Ambulance Paramedic; and/or Country Paramedic roles, including but not limited to, Ambulance Paramedic, Station Manager, Community Paramedic. (c) A Critical Care Paramedic will only be required to perform a role as per clause 16.4(a) within the same Region they are rostered to work as a Critical Care Paramedic. To clarify: (i) A Critical Care Paramedic based at a Metropolitan location can be required to work at any location within the Metropolitan area; (ii) A Critical Care Paramedic based at a Country location can be required to perform a role at any location within that Regional area; and (d) Critical Care Paramedics will only receive the Helicopter Flight Allowance in clause 19.8 for each shift they work on the helicopter. Our Claim of CCP 3 and (CCP 4 if helicopter qualified) would negate this.</p> <p>Remove 16.4 (a) (i, iii, iv, v) (c) (i, ii,) and (d)</p>
Clause 19.8 (b)	Helicopter Flight Allowance	<p>Amend:</p> <p>19.8 (b) Critical Care Paramedic Employees will not be paid travel allowance referred to in clause 19.1 of this Agreement when they are eligible to receive the Helicopter Flight Allowance.</p> <p>1. Amended to read CCP3, CCP4 and intern if helicopter qualified not receive travel allowance to Jandakot helicopter base, or country helicopter bases if permanent at the named country base/s 2. Will receive travel to Belmont CCP base until there are bases North and South when the normal home station rule will apply for travel. Section 30.3 Metropolitan Roster (b) Employees will be assigned a Home Station, in accordance with their place of residence</p>

Clause Number	Clause Title	Changes Required
Clause 30.11	Ambulance Officers / Student Ambulance Officers / Paramedic Interns / New Ambulance Paramedics	Add CCP intern. (a) When an Employee has completed their mentoring period they may make a Preferred Position Request.
New Clause	Allowances Lead payment	Leads to be determined by Medical Director, Senior Helicopter Manager and SJA finance. Reviewed every 12 months at PDR time? Lead roles Clinical/Equipment: Examples: Ultra Sound, Airway, Blood products, Equipment servicing, SIMS etc. (\$5,000 per annum/pro rata) Lead role Admin: Stores, 28 day reports (\$10,000 per annum/pro rata)
16.1 (b) (iv)	Mentor Allowance	Amend section 16.1 b (iv) CCP's when having a new CCP intern will receive mentor allowance for three rosters the same as AP's and country paramedics who work with volunteers.
16.1 (b) (v)	Roster on helicopter time	The wording uses 'endeavour', changed it to read 'will', Amended to read four full rosters (32 weeks), with a clause that a Helicopter CCP could be off for longer with agreement between SJA and the employee.
New Clause	CPHC Trainers	\$9,000 (pro rata per annum) currently the monetary benefit for an AP3 to work in the college is approximately \$9,000 per annum, plus no nights and reduced public holidays and weekends.

Clause Number	Clause Title	Changes Required
New Clause	Life insurance cover	Monetary assistance for helicopter CCP for the difference between a paramedic quote for salary continuance, TPD and life insurance. Based upon same age, health gender, etc. When comparing a quote for an on-road paramedic to a helicopter CCP. SJA will make up difference or provide cover the employee is uninsurable due to their role within the organisation.
New Clause	Death Cover	St John to provide death cover of five years average gross salary of an employee who dies whilst performing their role at work.
New Clause	Night Shift Allowance for CCP/PSO/ECP	There is currently no CCP/PSO/ECP classification for night shift allowance.
New Clause	Deployment Allowance	Paid for every night away Deployment allowance paid daily on any deployment for all classifications AP, CCP, ECP etc. should be same as PSO current allowance.
New Clause	Gym Allowance	Extra payment for CCP's and PSO's of \$500 per year as their job is expected to maintain fitness. This is only payable to items such as gym etc.
Clause 14.1	Job Share	Amend 14.1 Job Share - General (a) An Employee(s) can apply to enter a Job Share arrangement to share one (1) equivalent full-time position at the same classification. Ambulance Officer, Paramedic Intern, Ambulance Paramedic, Station Manager and other positions such as CCP, ECP & PSO positions may be job shared.
New Clause	CCP road and helicopter overtime matrix	Overtime matrix currently utilised by CCP1, CCP2, CCP3, (CCP4?) will be the default allocation of any overtime. Alterations to overtime matrix be agreed with SJA and a majority of the CCPs affected.
New Clause	CCP on call deployment roster payment (scheduled for each year)	CCP's to be paid on call allowance pro-rata rate for being on deployment roster (done in 2023 for flood and fire season) also part of DFES contract to be available.
New Clause	On call allowance payment change	On call allowance changed to be based on the individuals rank i.e. SM 2 would receive 0.5% of SM base hourly rate not 0.5% of the Student Ambulance Officer - Operations weekly base rate of pay.

Clause Number	Clause Title	Changes Required
Clause 21	Shift Commencement Checks	Shift commencement include CCP 15 min. Rationale: large amount of equipment to check, included large quantity drugs plus blood packing procedure checks. There is also rescue crew persons safety equipment. (Crew are often in 30 min prior to shift commencement so as to be available to respond to jobs)
New Clause	CCP Structure	CCP Structure Formal structure of CCPs need to be in the Agreement