



# Ambulance Employees Association Western Australia

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## **Ambulance Officers/Paramedics Enterprise Agreement 2024 – Extended Care Paramedic**

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

~ *Without prejudice* ~

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

Wage Increases - 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 Kirsty Roberts - AEAWA ECP Delegate**

We acknowledge at this stage the ECP program is considered a trial however we are committed to its success. We feel that these points may form the basis for our conditions in the future and as such this is the optimum time to include these items in the EBA for our protection during the trial period and for the ongoing ECP program.

We would like to define ECP's and provide some idea of the requirements of what an ECP is as well as include an acknowledgement in the EBA that ECP's represent a higher education requirement, clinical scope, and risk. Therefore, we believe ECP's should be remunerated at a level commensurate with CCP's as we acknowledge the CCP's higher skillset in acutely unwell patients. Likewise, the additional training, education, and risk that ECP's undertake should be acknowledged.

Should the trial be considered successful and permanent positions are allocated to the role of ECP, the original successful candidates who commenced training Monday 4th December 2023, shall be offered permanency prior to future applicants, as verbally agreed by the ECP lead upon appointment to the trial.

Clause Number	Clause Title	Changes Required
Definitions	Extended Care Paramedic (ECP)	An ECP means a registered paramedic who meets the following criteria: <ul style="list-style-type: none"><li data-bbox="947 722 2011 786">• Has successfully completed and maintains the minimum training requirements as described by St John and;</li><li data-bbox="947 791 1935 855">• Internship with successful completion of postgraduate diploma university components and;</li><li data-bbox="947 860 1637 892">• Been appointed as a designated ECP by St John.</li></ul>

New Clause	Extended Care Paramedic (ECP)	<p>“ECP’s may be exposed to a higher degree of clinical risk due to advanced clinical assessment, the use and supply of additional medications, including the supply of antibiotics and schedule 8 medications. In addition, ECP’s deal with clinically complex patients and are working and making autonomous clinical decisions and utilising alternative care pathways.”</p>
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Clause Number	Clause Title	Changes Required
New Clause	Extended Care Paramedic (ECP) - Mentoring	<p>Similar wording to 16.1 Critical Care Paramedic – Appointment:</p> <p><b>Appointment</b></p> <p>Extended Care Paramedic appointments will be subject to the Employee continuing to maintain the minimum requirements of the role.</p> <p>If an Employee is appointed as a Extended Care Paramedic, the employee:</p> <ul style="list-style-type: none"> <li>a) will be paid as a Extended Care Paramedic, as set out in <b>Appendix 1</b>;</li> <li>b) is expected to mentor and assess other Employees as required by St John;</li> <li>c) is not entitled to and shall not be paid the On Road Tutor/Mentoring Allowance set out in <b>clause 19.6</b> of this Agreement unless tutoring a Student Ambulance Officer/Intern.</li> <li>d) St John will endeavour to ensure eligible Extended Care Paramedics receive a minimum of 4 weeks per year of active operational duty performing ambulance duties.</li> </ul> <p><b>Intention:</b> essentially as a group, we are happy to mentor, especially ECP interns. We understand and accept this as part of our role and feel that our remuneration takes this into account. However, the ECP group do not wish to be seen as a ‘stop gap’ solution for mentoring, nor do we feel it is appropriate to constantly have ride-along with us (e.g. Medics, PTS, or paramedic interns as a part of their onboarding/education). Our role is specialised and specific. We feel that there needs to be some defined objective in having someone on an ECP car and as a group we would like to be involved in these discussions so we can understand relevance for the placement and for us. If required to mentor a paramedic intern / medic we will be entitled to on road tutor allowance as per EBA.</p>

Clause Number	Clause Title	Changes Required
New Clause	New Clause	<p data-bbox="898 137 1330 169">Similar in intent to 16.1 (c) [CCP]</p> <p data-bbox="898 204 2007 368">Employees appointed to the role of Extended Care Paramedic at the time the Agreement becomes operational will be eligible to retain their Allocated Position, until they are appointed to a permanent Extended Care Paramedic position. This will allow them to operate as a Extended Care Paramedic, in the event St John no longer holds the contract to provide critical care services.</p> <p data-bbox="898 408 2033 507">Anyone part of the ECP trial should not incur any loss of allocated position or other conditions unless the Extended Care role becomes protected role under the ambulance services agreement (irrespective of time outside of depot).</p> <p data-bbox="898 547 2022 711"><b>Intention:</b> similar to CCPs in respect to the fact that their role is contingent upon external contract, and they retain their respective conditions. ECPs are in the same position currently – position dependent upon trial being successful. It is the hope of the ECP group that the role will become permanent, however we feel the group should not incur a penalty while this is being determined.</p>

New Clause	Extended Care Paramedic (ECP) – ECP's Working in Country Locations	Similar in intent to 16.2 [CCP]  a) Any appointment to a country location will be by agreement between both parties. b) Any appointment to a country location will require a minimum of 4 weeks notice unless by agreement between parties. c) Extended Care Paramedics appointed to a country location will receive allowances in accordance with <b>clause 19</b> . d) An appointment at a country location will be determined by St John and will be categorised as either: i. permanent - if the Employee is appointed to a country location on an ongoing basis, subject to St John holding the contract to provide Extended Care Paramedic services at that country location; or ii. posting; or iii. relief. e) In the event that St John no longer provide Extended Care Paramedic at that country location, they will return to their Primary Position in the Metropolitan Region. f) Deployment to a country location with less than 4 weeks notice will incur a Short Notice Deployment allowance. g) Working at disaster or special events [if required – parties to discuss circumstances and allowances (e.g. overnight allowances, negotiated etc.) and with mutual agreement]
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Clause Number	Clause Title	Changes Required
New Clause	Extended Care Paramedic - Rostering	<p data-bbox="898 140 1290 169">Similar in intent to 16.3 [CCP]</p> <p data-bbox="898 209 1995 272">The roster for Extended Care Paramedic service requirements will be a 4x4 roster in accordance with <b>clause 30.5</b>.</p> <p data-bbox="898 312 2040 408">Each ECP will be allocated a home depot according to their geographical location (home depot).If rostered away from their home depot, ECP will attract travel allowances as a result.</p> <p data-bbox="898 448 2007 512">Extended Care Paramedics will be allocated a permanent shift. Movement to another shift will be by agreement between parties.</p> <p data-bbox="898 552 2007 647">Given the limited number of Extended Care Paramedics and large geographical area, ECP's will not be expected to commence travel to their allocated depot more than 60 minutes prior to shift commencement.</p> <p data-bbox="898 687 2040 783">Extended Care Paramedics cannot be tasked to work in as part of an operational ambulance crew or surge capacity resource without agreement, and are not considered part of the metropolitan ambulance resource capacity numbers.</p>

Clause Number	Clause Title	Changes Required
New Clause	Extended Care Paramedic – Other Duties	<p>Similar in intent to 16.4 [CCP]</p> <ul style="list-style-type: none"> <li>a) An Employee appointed as an Extended Care Paramedic cannot be required to perform the following tasks while rostered to work as an Extended Care Paramedic: <ul style="list-style-type: none"> <li>i. Inter-hospital transfers;</li> <li>ii. Solo response, other than for the purposes of Priority 0 cases;</li> <li>iii. Lift assist (unless as part of ECP assessment post fall, where the patient has been recovered from the fall.)</li> </ul> </li> <li>b) ECPs may be required to attend scheduled committees as part of the specialised role (e.g. peer review committee, antibiotic stewardship, quality improvement etc.). When required to perform these roles the ECP will be paid as a minimum 4 hours at the overtime rate. Should the committee become prolonged past 4 hours the ECP will be paid per time spent.</li> <li>c) ECP may be required to work in STT as determined by St John. Any tasking to work within STT will be rostered in 4 week blocks.</li> </ul>
New Clause	Extended Care Paramedic – Reasonable Overtime	<p>Due to the prolonged nature of the clinical assessment and to ensure safe delivery of clinical care, any medium or low acuity tasking (Priority 2 or Priority 3) within the last 90 minutes of the shift may be declined by the Extended Care Paramedic.</p> <p>Due to the additional documentation and specialist equipment required for the role, Extended Care Paramedics require a greater autonomy of movement and may be required to return to depot as deemed necessary (ECP consumables are not available at all depots)</p>



Clause Number	Clause Title	Changes Required
New Clause	Extended Care Paramedic - Maintenance of skill and training	<p>Similar in intent to 17.4</p> <p>ECPs will be required to maintain their currency of skill on an annual basis through ongoing training, in addition to CEP.</p> <p>Training will be scheduled during normal rostered hours where operationally. The parties recognise this may not always be possible, in which case overtime rates will apply.</p> <p>Due to the specialised nature of the role and expectations of the requirements to maintain knowledge and skill, each ECP roster shall have as a minimum 1 day per 4 week period to be utilised as a paid continual education days.</p>
New Clause	Extended Care Paramedics – Rates of pay and allowances	<p>Qualified ECPs will attract the same rate as qualified CCPs and rates of increase will be congruent.</p> <p>ECP interns will attract same rate as CCP interns (default to CSP if intern rate not agreed upon) and rates of increase will be congruent.</p> <p>ECPs undergoing training at ECU and prior to on-road duties will be paid their respective AP rate until successful completion of required units and commencement on road duties.</p> <p>Employees while appointed and employed in the classifications of ECP, will be paid the weekly base rate for that position, even when working on-road in the role of an ambulance paramedic.</p> <p>If undertaking overtime, even in the role of ambulance paramedic, the ECP will attract overtime rates as per double time of their relevant ECP rate.</p> <p>All allowances afforded to ambulance paramedic will be afforded to ECP's.</p>