



Ambulance Employees Association Western Australia

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Ambulance Officers/Paramedics Enterprise Agreement 2024 – North West 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 increase claim:

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 Shannan Bradley - AEAWA Northwest Delegate

Clause Number	Clause Title	Changes Required
19.10	Air-conditioning Allowance	<p>Amend Air-Conditioning Allowance to include provisions for the full reimbursement of electricity bills in the North West.</p> <p>This should also be included for eligible employees based in the Mid West. Percentage reimbursed to be calculated per area.</p>
20.1 (b) (iii)	Northwest Allowance	<p>Introduce a ceiling of hours similar to how the training hours are allocated (Like 4-8 shifts/ year and get paid OT thereafter in the VOLUNTEER position). Everything else remains the same in regard to covering paramedic positions.</p> <p>When the NW allowance was created, volunteer numbers were much higher than they are today and depots weren't as busy. It is becoming more common that paramedics are required to work where a volunteer should be. Clarify NW allowance - unpaid OT obligations for relief staff as being 'pro rata'</p>
20.1 (h)	Northwest Allowance	<p>These training hours are meant to be for CEP for the volunteers, but St John have not been supplying CPHC trainers, instead more pressure is placed on paramedics to teach progression courses. This requires a clear definition within the Agreement. When Paramedics use initiative to teach these courses, they are unable to claim the OT.</p>
20.3 (b)	Northwest Allowance – Rates of Pay	<p>Abolish tiered approach to the Northwest Allowance being linked to staff numbers. The number of staff located in a sub-centre has no impact on cost of living in Northwest locations, and disincentives staff from taking up permanent positions in larger NW towns.</p>
New Clause	Housing Allowance	<p>Failing the aircon allowance, a housing allowance should be offered to those in the Northwest. Rents for a family are between.</p> <p>\$1000-\$2000/week. Cost of living with rent, electricity, food, fuel etc to live in the NW is not compensated; (300-500/week). NW allowance being tied to number of employees (decreasing in line with more career staff) does not necessarily reflect lower workload, and cost of housing or rent in NW is unaffected by number of career staff SJA appoint to an area.</p>

Clause Number	Clause Title	Changes Required
New Clause	Bonus payments	<p>An annual bonus payment should be established for areas that are generally difficult to cover and this can be scaled also (tier1,2 and 3) etc. For example 6-20K bonus for each year depending on location. This will reduce SJA budgets they are spending on relief and travel (travel/relief current spend in the NW can be \$300,000/month).</p> <p>This benefits with volunteer retention as staff that stay longer develop better rapport with volunteers, this increases retention, benefits relationships with local stakeholders and better support for when relief do come up for holidays. It acknowledges the Paramedics and the difficulties around residing in these areas. This is common up in the Northwest with teaches, nurses and police. This could benefit multiple country locations where St John struggle to find full-time staff.</p>