

*Industrial Relations Act 1984*  
s55 Industrial Agreement

# AMBULANCE TASMANIA INDUSTRIAL AGREEMENT 2022

Between the  
Minister administering the *State Service Act 2000*  
and  
Health Services Union, Tasmania Branch



## 1 TITLE

This Agreement shall be known as the Ambulance Tasmania Industrial Agreement 2022.

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### 3 APPLICATION

- 3.1 This Agreement is made in respect of employees covered by the Ambulance Tasmania Award (the Award).

### 4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the Ambulance Tasmania Industrial Agreement 2019 which was registered on 18 May 2020.
- 4.2 This Agreement applies with effect from 1 July 2022 and will remain in force until 30 June 2025.
- 4.3 The parties agree to commence negotiations for a replacement agreement on or before 30 November 2024.

### 5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and the Health Services Union, Tasmania Branch.

### 6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Ambulance Tasmania Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

### 7 SALARY INCREASES

- 7.1 Salaries will increase as follows:
- (i) 3.5 percent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2022
  - (ii) 3 percent per annum with effect from the ffppcooa 1 December 2023
  - (iii) 3 percent per annum with effect from the ffppcooa 1 December 2024
- 7.2 All employees covered by this Agreement receive a flat rate \$1,000 cost of living increase to the base salaries in Schedule 1 of this Agreement, effective ffppcooa 1 December 2022, to apply prior to the percentage increases outlined in 7.1(i).
- 7.3 In addition to 7.2, employees classified as Student Paramedics, Paramedic Interns, Emergency Medical Dispatcher (EMD) Support Officers and EMD - levels 1 & 2, receive a further lower





income flat rate \$500 increase to the base salaries in Schedule 1 of this Agreement, effective ffppcooa 1 December 2022, to apply prior to the percentage increases outlined in 7.1(i).

- 7.4 Employees whose substantive classification is as a Student Paramedic, Paramedic Intern, Emergency Medical Dispatcher (EMD) Support Officer and EMD - levels 1 & 2, receive a flat rate one-off Lower Income Payment as follows:
- (i) \$1,000 (pro-rata) payable on the ffppcooa the date of registration of this Agreement
  - (ii) \$500 (pro-rata) payable on the ffppcooa 1 December 2023
  - (iii) \$500 (pro-rata) payable on the ffppcooa 1 December 2024
- 7.5 Part-time and fixed-term casual employees will receive pro-rata payment of the Lower Income Payment referred to in Clause 7.4 on the basis of their average fortnightly hours worked as a proportion of the full time equivalent fortnightly hours. The following approach applies to the calculation of average fortnightly hours worked:
- (i) For part-time employees who regularly work their contracted hours, the average fortnightly hours will be those hours specified in that employee's appointment;
  - (ii) For part-time employees who regularly work a pattern of hours above their contracted hours, the fortnightly hours will be those hours worked in the employee's regular pattern;
  - (iii) For fixed-term casual employees and for part time employees who work an irregular pattern of hours, the average fortnightly hours will be calculated on the basis of average fortnightly hours worked over the previous 12 months. Where these employees have commenced employment within 12 months of the date on which the Lower Income Payment is payable, the average fortnightly hours will be calculated on the basis of the average fortnightly hours worked over that employee's period of employment.
- 7.6 Schedule 1 of this Agreement sets out the annual rates of pay effective from ffppcooa 1 December 2022 and from ffppcooa date of registration of this Agreement.
- 7.7 Schedule 2 of this Agreement sets out the annual rates of pay effective from ffppcooa 1 December 2023.
- 7.8 Schedule 3 of this Agreement sets out the annual rates of pay effective from ffppcooa 1 December 2024.

## 8 END OF SHIFT DISPATCH

- 8.1 Within 3 months of the date of registration of this agreement a case priority-based end of shift protection Policy will be developed to avoid end of shift overtime.
- 8.2 In the absence of a Policy or where the Policy cannot be applied the provisions of Clause 9 shall apply.





## 9 RELEASE FROM EXTENDED SHIFT

- 9.1 Crews who have extended past their rostered shift completion time can only be requested to attend another case in the following circumstances:
- (i) A medium, major or severe impact incident response is occurring as per the Ambulance Tasmania Incident Response Plan.
  - (ii) Where no other resource is available within a clinically safe timeframe and on the direct instruction of the Deployment Supervisor - Communications. The Deployment Supervisor – Communications will have regard to matters including crew fatigue, safety, and any other relevant considerations.
- 9.2 Should the crew on an extended shift identify that they are unable to respond on safety grounds, the next available resource will be dispatched and the extended crew will be returned to station.
- 9.3 In the event that a crew has extended past their rostered shift completion time to attend a case, relief will be provided by the next available resource. Such relief must not compromise patient safety.
- 9.4 A Flight Paramedic (Fixed Wing) who is unable to be released from their rostered shift for a period of time that results in their shift being extended beyond 4 (four) additional hours will be released from the following shift in its entirety without deduction from pay.
- 9.5 This provision will only have application on the Flight Paramedic-Fixed Wing's first day shift and first night shift in any block for a normal rotation. Relief breaks after overtime apply for subsequent shifts not involving flight duty.

## 10 LONG SERVICE LEAVE – SHIFT WORKERS

Where, by virtue of a shift work roster, an employee is in receipt of a composite hourly rate in accordance with the Award, long service leave accrued post 1 January 2008 will be paid at the composite hourly rate when it is taken or is paid out on termination of employment.

Long service leave accrued prior to 1 January 2008 will be paid at the base salary rate either when taken or where accrued unused leave is paid out on termination of employment.

An employee may take long service leave accrued prior to 1 January 2008 on a proportionate basis and be paid at the composite rate rather than base rate.

For example:

2 weeks long service leave is approved. Long service leave to be taken was accrued prior to 1 January 2008. The options available for payment are;

- (i) Long service leave balance is reduced by 76 hours - base rate is paid;
- (ii) Long service leave balance is reduced by 97.16 hours - composite rate is paid.

**PROVIDED** that the above is subject to the *Long Service Leave (State Employees) Act 1994*.



## 11 RECREATION LEAVE LOADING – DAY WORKERS

- 11.1 During a period of annual recreation leave an employee is to be paid a loading by way of additional salary, calculated at the rate of salary prescribed for the relevant classification as follows:
- (i) A day worker (excluding casual employees) who proceeds on Annual Recreation Leave is to be paid a loading of 17.5% of the employee's normal salary, including any higher and more responsible duties allowance payable to the employee concerned.
  - (ii) In no case where the loading is calculated on the basis of 17.5% of normal salary is it to exceed the loading that would be payable in respect of the classification of Clinical Support Officer Level 1.
  - (iii) Recreation leave loading shall not apply to proportionate annual recreation leave accrued by an employee in the leave year of the year of termination of service where such employee voluntarily resigns or whose services are terminated for disciplinary reasons.

## 12 PROFESSIONAL DEVELOPMENT

- 12.1 Without limiting its nature and extent professional development includes award bearing courses; agreed activities arising from the appraisal process; employer-initiated activities such as committees, seminars to introduce new developments, methodology, administrative and conceptual changes; and activities for individuals or groups of staff members which have been approved by the employer.
- 12.2 It must be evident that the activity will provide employees with skills/knowledge which will either:
- (i) enable them to better undertake their work; and/or
  - (ii) enhance their career prospects; and/or
  - (iii) multi-skill them, thus enabling them to undertake a broader range of tasks within the State Service.
- 12.3 The parties agree that the establishment of professional development programs/activities shall be undertaken with genuine consultation with the employees occupying positions affected by these programs/activities.



12.4 An allowance of \$1000 per annum will be available to employees employed under this Agreement, including Communications Centre employees. The allowance will be made available as follows:

- (i) \$500 per annum is to be paid to the employee on an employee's anniversary date of employment and can be used to pay for the employee's Australian Health Practitioner Regulation Agency (AHPRA) registration fees, where required.
- (ii) \$500 per annum is to be made available upon application to the employer for genuine professional development purposes and any application will not be unreasonably refused. The employer will develop the application procedure in consultation with HACSU.

12.5 The increase to the Professional Development entitlement for each employee will be available from the first full pay period commencing on or after 31 March 2023.

### 13 REMOTE AND RURAL ALLOWANCES

13.1 An employee whose substantive position is:

- (i) at a Remote and Rural site; and
- (ii) who is working at a Remote or Rural site:

will attract an additional Remote or Rural salary allowance payable from ffpcoa 1 December 2022.

13.2 Employees employed at the following Remote sites are to be paid an allowance of 8% of base salary:

- (i) Miena
- (ii) Queenstown
- (iii) Strahan
- (iv) Zeehan

13.3 Employees employed at the following Rural sites are to be paid an allowance of 4% of base salary:

- (i) Beaconsfield
- (ii) Bicheno
- (iii) Bridport
- (iv) Bruny Island





- (v) Campbell Town
- (vi) Deloraine
- (vii) George Town
- (viii) Nubeena
- (ix) Oatlands
- (x) Ouse
- (xi) Scamander
- (xii) Scottsdale
- (xiii) Smithton
- (xiv) Swansea
- (xv) St Helens
- (xvi) Triabunna

#### **14 PART TIME WORK**

Employees are able to request part time hours and each request will be given reasonable consideration prior to a decision being made. Requests are to be made to the Regional Manager or equivalent business unit manager. In the event that a request is denied, written advice will be provided to the employee as to the reasons that decision was taken.



## 15 KILOMETERAGE AND TRAVEL

- 15.1 Entitlements to travel allowances will be in accordance with Part V - Expense and Other Allowances of the Award as varied from time to time subject to the following requirements:
- 15.2 Where an employee has the use of a service vehicle for travelling outside of rostered hours of duty, no kilometre travel rate is payable.
- 15.3 Where an employee has not been provided with a service vehicle the distance in excess of the kilometres travelled from their normal place of residence to their home station or cluster place is calculated and payable.
- (i) The employee is required to update their residential address by informing Ambulance Tasmania via an approved form.
- 15.4 Where an employee who is required to undertake work related travel and who is required to remain away from home overnight is provided with accommodation and/or meals, the corresponding accommodation and/or meal allowances (where relevant) will not be payable.
- 15.5 For Rostered Duty (normal shifts) allocated to a location other than the employee's home station:
- (i) if the employee is required to arrive at the re-assigned station, at the rostered start time, and spends additional time travelling to do so, the employee will be paid for their travel time at applicable award rates.
- (ii) travel time payments will be in accordance the tables of reasonable travel times that will be published.
- (iii) travel time will be calculated as the time in excess to the travel time from their home station to the re-assigned station.
- (iv) where the travel distance is more than the employee's normal travel distance and the employee uses their own vehicle, the employee shall receive the Private Vehicle Use allowance as per the Award Part V, 3(c)(ii) Occasional User Rate as varied from time to time, for the distance in excess of the kilometres travelled from their normal place of residence to the allocated location.
- 15.6 For Overtime shifts where an employee is required (directed or directly requested) by Ambulance Tasmania to work a shift allocated to a location other than the employee's home station:
- (i) if the employee is required to arrive at the re-assigned station, at the rostered start time, and spends additional time travelling to do so, the employee will be paid for their travel time at applicable award rates.



- (ii) travel time payments will be in accordance the tables of reasonable travel times that will be published.
  - (iii) travel time will be calculated as the time in excess to the travel time from their home station to the re-assigned station.
  - (iv) where the travel distance is more than the employee's normal travel distance and the employee uses their own vehicle, the employee shall receive the Private Vehicle Use allowance as per the Award Part V, 1(c)(ii) Occasional User Rate as varied from time to time, for the distance in excess of the kilometres travelled from their normal place of residence to the allocated location.
- 15.7 Where an employee requests to be allocated an Overtime shift at a location other than the employee's home station:
- (i) the employee is required to arrive at the re-assigned station at the rostered start time.
  - (ii) No travel time is payable.
  - (iii) The employee is required to use their own vehicle for travel
  - (iv) No Private Vehicle Use allowance is payable
- 15.8 These provisions do not apply to Branch Station Officer Relief employees covered under Clause 23 – Cluster Stations.

## 16 CLUSTER STATIONS

- 16.1 Branch Station Officer (BSO) Relief positions will be established and recruited to on the basis that the applicant would be appointed to a cluster of stations as defined in the table below and would be required to rotate through those stations in accordance with a roster. The applicable cluster would be described in advertising and reflected in the employee's terms and conditions of employment.
- 16.2 Where a new branch station is established, the employer will, through consultation with the effected employees, attach the station to an appropriate cluster.
- 16.3 The BSO Relief would be required to attend for work at multiple locations within the cluster in accordance with their roster. The BSO Relief would not be eligible for travel time, kilometrage, or meal, accommodation and incidental allowances associated with travel for normal rostered hours.





- 16.4 When a BSO Relief employee undertakes an overtime shift, they will be eligible for travel time and kilometrage associated with that shift for travel beyond the station closest to their place of residence. Should the overtime shift trigger an entitlement to meal, accommodation and/or incidental allowances associated with travel, such allowances will be afforded the employee for that shift.

Home Station	Cluster Stations	Km
Launceston	Beaconsfield	48
	George Town	58
	Scottsdale	65
	Campbell Town	66
	Bridport	77
	Longford	25
	Deloraine	52
	Miena	107
Burnie	Wynyard	20
	Smithton	86
Devonport	Latrobe	11
	Sheffield	31
	Ulverstone	19
	Wattle Hill	12
Queenstown	Zeehan	38
	Strahan	41
Hobart	Mornington	9
	Kingston	15
	Huonville	39
	Cambridge	15
Sorell	Dodges Ferry	13



	Nubeena	76
	Triabunna	60
	Swansea	109
Glenorchy	New Norfolk	28
	Bridgewater	16
	Oatlands	77
	Ouse	76
St Helens	Bicheno	76
	Scamander	18
	St Marys	36

## 17 TRAINING DAYS

16 hours of paid time (during rostered hours) per annum will be available to employees covered by the Ambulance Tasmania Award, including Communications Centre employees to undertake face to face learning arranged by Ambulance Tasmania, each calendar year. The training hours will be without loss of pay.

## 18 STRUCTURAL ADJUSTMENTS

18.1 Structural adjustments will be applied to the base salaries in schedule 1 for the following classifications; Paramedic 5, 6 and 7; Intensive Care Paramedics 5, 6, and 7; and Manager Level 2. These structural adjustments will be applied following the percentage increases outlined in clause 7.1, and as follows:

- (i) \$250 payable on the ffppcooa the date of registration of this Agreement
- (ii) \$250 payable on the ffppcooa 1 December 2023
- (iii) \$250 payable on the ffppcooa 1 December 2024

18.2 Schedule 1 of this Agreement sets out the annual rates of pay including the structural adjustment effective from ffppcooa date of registration of this Agreement.

18.3 Schedule 2 of this Agreement sets out the annual rates of pay including the structural adjustment effective from ffppcooa 1 December 2023.



18.4 Schedule 3 of this Agreement sets out the annual rates of pay including the structural adjustment effective from 1 December 2024.

## 19 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

19.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.

19.2 If a grievance or dispute arises about the application of this Agreement:

- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
- (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
- (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.

19.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.

19.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the State Service Act 2000 or the Industrial Relations Act 1984, or any other relevant legislation.

## 20 NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.





## 21 SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

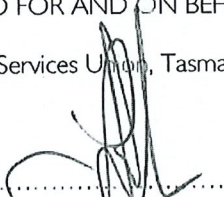
Signed: 

Name: AMANDA RUSSELL

Date: 4<sup>th</sup> APRIL 2023

SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch

Signed: 

Name: Tim Jacobson

Date: .....



**SCHEDULE I – Salary Rates effective from ffppcooa 1 December 2022 and from ffppcooa date of registration**

Table I: Salary rates effective from ffppcooa 1 December 2022 and from ffppcooa date of registration

Level (base)	Current Salaries effective ffppcooa 1 Dec 2021	Low income payment into base (\$500) effective ffppcooa 1 Dec 2022	Cost of Living payment into base (\$1000) effective ffppcooa 1 Dec 2022	3.5% effective ffppcooa 1 Dec 2022	One-off Low Income Payment ffppcooa date of registration \$1000 (pro rata)	Structural Adjustment effective from ffppcooa date of registration
Branch Station Officer – Intensive Care Paramedic, 01	\$102,266	-	\$103,266	\$106,880	-	-
Branch Station Officer – Intensive Care Paramedic, 02	\$104,520	-	\$105,520	\$109,213	-	-
Branch Station Officer – Intensive Care Paramedic, 03	\$105,566	-	\$106,566	\$110,296	-	-
Branch Station Officer, 01	\$90,233	-	\$91,233	\$94,426	-	-
Branch Station Officer, 02	\$93,994	-	\$94,994	\$98,319	-	-
Branch Station Officer, 03	\$94,935	-	\$95,935	\$99,293	-	-
Emergency Medical Dispatch Support Officer, 01	\$64,820	\$65,320	\$66,320	\$68,641	\$1,000	-
Emergency Medical Dispatch Support Officer, 02	\$68,029	\$68,529	\$69,529	\$71,963	\$1,000	-
Emergency Medical Dispatch Support Officer, 03	\$68,671	\$69,171	\$70,171	\$72,627	\$1,000	-
Emergency Medical Dispatcher, 01	\$69,569	\$70,069	\$71,069	\$73,556	\$1,000	-
Emergency Medical Dispatcher, 02	\$71,111	\$71,611	\$72,611	\$75,152	\$1,000	-



Level (base)	Current Salaries effective fppcooa 1 Dec 2021	Low income payment into base (\$500) effective fppcooa 1 Dec 2022	Cost of Living payment into base (\$1000) effective fppcooa 1 Dec 2022	3.5% effective fppcooa 1 Dec 2022	One-off Low Income Payment fppcooa date of registration \$1000 (pro rata)	Structural Adjustment effective from fppcooa date of registration
Emergency Medical Dispatcher, 03	\$72,650	-	\$73,650	\$76,228	-	-
Emergency Medical Dispatcher, 04	\$75,114	-	\$76,114	\$78,778	-	-
Emergency Medical Dispatcher, 05	\$75,864	-	\$76,864	\$79,554	-	-
Clinical Support Officer, 01	\$105,275	-	\$106,275	\$109,995	-	-
Clinical Support Officer, 02	\$106,025	-	\$107,025	\$110,771	-	-
Clinical Support Officer, 03	\$106,778	-	\$107,778	\$111,550	-	-
Clinical Support Officer, 04	\$107,845	-	\$108,845	\$112,655	-	-
Extended Care Paramedic, 01	\$103,794	-	\$104,794	\$108,462	-	-
Extended Care Paramedic, 02	\$104,832	-	\$105,832	\$109,536	-	-
Flight Paramedic, 01	\$102,266	-	\$103,266	\$106,880	-	-
Flight Paramedic, 02	\$103,290	-	\$104,290	\$107,940	-	-
Intensive Care Paramedic, 01	\$90,233	-	\$91,233	\$94,426	-	-
Intensive Care Paramedic, 02	\$90,985	-	\$91,985	\$95,204	-	-
Intensive Care Paramedic, 03	\$91,737	-	\$92,737	\$95,983	-	-





Level (base)	Current Salaries effective ffppcooa 1 Dec 2021	Low income payment into base (\$500) effective ffppcooa 1 Dec 2022	Cost of Living payment into base (\$1000) effective ffppcooa 1 Dec 2022	3.5% effective ffppcooa 1 Dec 2022	One-off Low Income Payment ffppcooa date of registration \$1000 (pro rata)	Structural Adjustment effective from ffppcooa date of registration
Intensive Care Paramedic, 04	\$92,492	-	\$93,492	\$96,764	-	-
Intensive Care Paramedic, 05	\$93,241	-	\$94,241	\$97,539	-	\$97,789
Intensive Care Paramedic, 06	\$93,994	-	\$94,994	\$98,319	-	\$98,569
Intensive Care Paramedic, 07	\$94,935	-	\$95,935	\$99,293	-	\$99,543
Paramedic Intern, 01	\$67,512	\$68,012	\$69,012	\$71,427	\$1,000	-
Manager Level 1, 01	\$110,240	-	\$111,240	\$115,133	-	-
Manager Level 2, 01	\$135,629	-	\$136,629	\$141,411	-	\$141,661
Manager Level 3, 01	\$161,210	-	\$162,210	\$167,887	-	-
Manager Level 4, 01	\$169,270	-	\$170,270	\$176,229	-	-
Paramedic, 01	\$75,196	-	\$76,196	\$78,863	-	-
Paramedic, 02	\$77,449	-	\$78,449	\$81,195	-	-
Paramedic, 03	\$79,708	-	\$80,708	\$83,533	-	-
Paramedic, 04	\$81,963	-	\$82,963	\$85,867	-	-
Paramedic, 05	\$84,217	-	\$85,217	\$88,200	-	\$88,450
Paramedic, 06	\$86,473	-	\$87,473	\$90,535	-	\$90,785



Level (base)	Current Salaries effective fppcooa 1 Dec 2021	Low income payment into base (\$500) effective fppcooa 1 Dec 2022	Cost of Living payment into base (\$1000) effective fppcooa 1 Dec 2022	3.5% effective fppcooa 1 Dec 2022	One-off Low Income Payment fppcooa date of registration \$1000 (pro rata)	Structural Adjustment effective from fppcooa date of registration
Paramedic, 07	\$87,336	-	\$88,336	\$91,428	-	\$91,678
Paramedic Educator 1, 01	\$98,506	-	\$99,506	\$102,989	-	-
Paramedic Educator 1, 02	\$99,490	-	\$100,490	\$104,007	-	-
Paramedic Educator 2, 01	\$136,553	-	\$137,553	\$142,367	-	-
Paramedic Educator 2, 02	\$137,920	-	\$138,920	\$143,782	-	-
Communications Team Leader, 01	\$81,123	-	\$82,123	\$84,997	-	-
Communications Team Leader, 02	\$81,933	-	\$82,933	\$85,836	-	-
Student Paramedic, 01	\$56,583	\$57,083	\$58,083	\$60,116	\$1,000	-
Student Paramedic, 02	\$60,407	\$60,907	\$61,907	\$64,074	\$1,000	-
Student Paramedic, 03	\$65,737	\$66,237	\$67,237	\$69,590	\$1,000	-



## SCHEDULE I – Salary Rates effective from fppcooa 1 December 2023

Table 2: Salary rates effective from fppcooa 1 December 2023

	One-off Low Income Payment fppcooa 1 Dec 2023 \$500 (pro rata)	3.0% effective fppcooa 1 Dec 2023	Structural Adjustment effective from fppcooa 1 Dec 2023
Branch Station Officer – Intensive Care Paramedic, 01	-	\$110,086	-
Branch Station Officer – Intensive Care Paramedic, 02	-	\$112,489	-
Branch Station Officer – Intensive Care Paramedic, 03	-	\$113,605	-
Branch Station Officer, 01	-	\$97,259	-
Branch Station Officer, 02	-	\$101,269	-
Branch Station Officer, 03	-	\$102,272	-
Emergency Medical Dispatch Support Officer, 01	\$500	\$70,700	-
Emergency Medical Dispatch Support Officer, 02	\$500	\$74,122	-
Emergency Medical Dispatch Support Officer, 03	\$500	\$74,806	-
Emergency Medical Dispatcher, 01	\$500	\$75,763	-
Emergency Medical Dispatcher, 02	\$500	\$77,407	-
Emergency Medical Dispatcher, 03	-	\$78,515	-
Emergency Medical Dispatcher, 04	-	\$81,141	-
Emergency Medical Dispatcher, 05	-	\$81,941	-





	One-off Low Income Payment ffppcoa 1 Dec 2023 \$500 (pro rata)	3.0% effective ffppcoa 1 Dec 2023	Structural Adjustment effective from ffppcoa 1 Dec 2023
Clinical Support Officer, 01	-	\$113,295	-
Clinical Support Officer, 02	-	\$114,094	-
Clinical Support Officer, 03	-	\$114,897	-
Clinical Support Officer, 04	-	\$116,035	-
Extended Care Paramedic, 01	-	\$111,716	-
Extended Care Paramedic, 02	-	\$112,822	-
Flight Paramedic, 01	-	\$110,086	-
Flight Paramedic, 02	-	\$111,178	-
Intensive Care Paramedic, 01	-	\$97,259	-
Intensive Care Paramedic, 02	-	\$98,060	-
Intensive Care Paramedic, 03	-	\$98,862	-
Intensive Care Paramedic, 04	-	\$99,667	-
Intensive Care Paramedic, 05	-	\$100,723	\$100,973
Intensive Care Paramedic, 06	-	\$101,526	\$101,776
Intensive Care Paramedic, 07	-	\$102,529	\$102,779



	One-off Low Income Payment ffppcoa 1 Dec 2023 \$500 (pro rata)	3.0% effective ffppcoa 1 Dec 2023	Structural Adjustment effective from ffppcoa 1 Dec 2023
Paramedic Intern, 01	\$500	\$73,570	-
Manager Level 1, 01	-	\$118,587	-
Manager Level 2, 01	-	\$145,911	\$146,161
Manager Level 3, 01	-	\$172,924	-
Manager Level 4, 01	-	\$181,516	-
Paramedic, 01	-	\$81,229	-
Paramedic, 02	-	\$83,631	-
Paramedic, 03	-	\$86,039	-
Paramedic, 04	-	\$88,443	-
Paramedic, 05	-	\$91,104	\$91,354
Paramedic, 06	-	\$93,509	\$93,759
Paramedic, 07	-	\$94,428	\$94,678
Paramedic Educator 1, 01	-	\$106,079	-
Paramedic Educator 1, 02	-	\$107,127	-
Paramedic Educator 2, 01	-	\$146,638	-



	One-off Low Income Payment ffppcooa 1 Dec 2023 \$500 (pro rata)	3.0% effective ffppcooa 1 Dec 2023	Structural Adjustment effective from ffppcooa 1 Dec 2023
Paramedic Educator 2, 02	-	\$148,095	-
Communications Team Leader, 01	-	\$87,547	-
Communications Team Leader, 02	-	\$88,411	-
Student Paramedic, 01	\$500	\$61,919	-
Student Paramedic, 02	\$500	\$65,996	-
Student Paramedic, 03	\$500	\$71,678	-





## SCHEDULE I – Salary Rates effective from ffppcoa I December 2024

Table 3: Salary rates effective from ffppcoa I December 2024

	One-off Low Income Payment ffppcoa I Dec 2024 \$500 (pro rata)	3.0% effective ffppcoa I Dec 2024	Structural Adjustment effective from ffppcoa I Dec 2024
Branch Station Officer – Intensive Care Paramedic, 01	-	\$113,389	-
Branch Station Officer – Intensive Care Paramedic, 02	-	\$115,864	-
Branch Station Officer – Intensive Care Paramedic, 03	-	\$117,013	-
Branch Station Officer, 01		\$100,177	-
Branch Station Officer, 02		\$104,307	-
Branch Station Officer, 03		\$105,340	-
Emergency Medical Dispatch Support Officer, 01	\$500	\$72,821	-
Emergency Medical Dispatch Support Officer, 02	\$500	\$76,346	-
Emergency Medical Dispatch Support Officer, 03	\$500	\$77,050	-
Emergency Medical Dispatcher, 01	\$500	\$78,036	-
Emergency Medical Dispatcher, 02	\$500	\$79,729	-
Emergency Medical Dispatcher, 03		\$80,870	-
Emergency Medical Dispatcher, 04		\$83,575	-
Emergency Medical Dispatcher, 05		\$84,399	-



	One-off Low Income Payment ffppcooa 1 Dec 2024 \$500 (pro rata)	3.0% effective ffppcooa 1 Dec 2024	Structural Adjustment effective from ffppcooa 1 Dec 2024
Clinical Support Officer, 01	-	\$116,694	-
Clinical Support Officer, 02	-	\$117,517	-
Clinical Support Officer, 03	-	\$118,344	-
Clinical Support Officer, 04	-	\$119,516	-
Extended Care Paramedic, 01	-	\$115,067	-
Extended Care Paramedic, 02	-	\$116,207	-
Flight Paramedic, 01	-	\$113,389	-
Flight Paramedic, 02	-	\$114,513	-
Intensive Care Paramedic, 01	-	\$100,177	-
Intensive Care Paramedic, 02	-	\$101,002	-
Intensive Care Paramedic, 03	-	\$101,828	-
Intensive Care Paramedic, 04	-	\$102,657	-
Intensive Care Paramedic, 05	-	\$104,002	\$104,252
Intensive Care Paramedic, 06	-	\$104,829	\$105,079
Intensive Care Paramedic, 07	-	\$105,862	\$106,112



	One-off Low Income Payment ffppcoa 1 Dec 2024 \$500 (pro rata)	3.0% effective ffppcoa 1 Dec 2024	Structural Adjustment effective from ffppcoa 1 Dec 2024
Paramedic Intern, 01	\$500	\$75,777	-
Manager Level 1, 01	-	\$122,145	-
Manager Level 2, 01	-	\$150,546	\$150,796
Manager Level 3, 01	-	\$178,112	-
Manager Level 4, 01	-	\$186,961	-
Paramedic, 01		\$83,666	-
Paramedic, 02		\$86,140	-
Paramedic, 03		\$88,620	-
Paramedic, 04		\$91,096	-
Paramedic, 05		\$94,095	\$94,345
Paramedic, 06		\$96,572	\$96,822
Paramedic, 07		\$97,518	\$97,768
Paramedic Educator 1, 01	-	\$109,261	-
Paramedic Educator 1, 02	-	\$110,341	-
Paramedic Educator 2, 01	-	\$151,037	-





	One-off Low Income Payment ffppcooa 1 Dec 2024 \$500 (pro rata)	3.0% effective ffppcooa 1 Dec 2024	Structural Adjustment effective from ffppcooa 1 Dec 2024
Paramedic Educator 2, 02	-	\$152,538	-
Communications Team Leader, 01	-	\$90,173	-
Communications Team Leader, 02	-	\$91,063	-
Student Paramedic, 01	\$500	\$63,777	-
Student Paramedic, 02	\$500	\$67,976	-
Student Paramedic, 03	\$500	\$73,828	-



