

T14757 OF 2020



Industrial Relations Act 1984
Section 55 Industrial Agreement

AMBULANCE TASMANIA INDUSTRIAL AGREEMENT 2019

Between the

Minister administering the *State Service Act 2000*

and the

Health Services Union, Tasmania Branch



1 TITLE

This Agreement shall be known as the Ambulance Tasmania Industrial Agreement 2019.

2 INDEX

1	TITLE.....	2
2	INDEX.....	2
3	APPLICATION.....	4
4	DATE AND PERIOD OF OPERATION.....	4
5	PARTIES BOUND	4
6	RELATIONSHIP TO AWARDS AND AGREEMENTS	4
7	SALARY INCREASES	4
8	ADDITIONAL INCREMENT POINTS	5
9	CLASSIFICATIONS.....	6
10	CLASSIFICATIONS, APPOINTMENT AND PROGRESSION THROUGH THE COMMUNICATIONS CLASSIFICATION STRUCTURE.....	8
11	ROSTERS.....	11
12	RELEASE FROM EXTENDED SHIFT	11
13	RELEASE FROM EXTENDED SHIFT (FLIGHT PARAMEDIC – FIXED WING)	12
14	REST BREAKS.....	12
15	LONG SERVICE LEAVE – SHIFT WORKERS.....	12
16	RECREATION LEAVE LOADING – DAY WORKERS.....	13
17	OVERTIME WHILE ON RECREATION LEAVE OR ACCRUED DAYS OFF	13
18	PROFESSIONAL DEVELOPMENT	14
19	PART TIME WORK	15
20	SHIFT WORKERS ATTENDANCE AT MEETINGS	15
21	KILOMETREAGE AND TRAVEL	15
22	CLUSTER STATIONS.....	15
23	RETAINED PROVISION.....	17



24	GRIEVANCES AND DISPUTE SETTLING PROCEDURE	17
25	NO EXTRA CLAIMS	18
26	SIGNATORIES.....	19
	Schedule 1 – Salary Rates	20
	Schedule 2 – Shift Worker Attendance at Meetings	24



3 APPLICATION

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:

- (i) *Ambulance Tasmania Industrial Agreement 2018* which was registered on 19 August 2019
- (ii) *Ambulance Tasmania Industrial Agreement 2016* which was registered on 23 August 2016
- (iii) *Ambulance Tasmania Industrial Agreement 2015* which was registered on 27 October 2015.

4.2 No employee will be worse off as an unintended result of retiring these agreements.

4.3 This Agreement applies with effect from 1 July 2019 and will remain in force until 30 June 2022.

4.4 The parties agree to commence negotiations for a replacement Agreement on or before 30 December 2021.

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 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) 2.3 percent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2019.
- (ii) 2.3 percent per annum with effect from the ffppcooa 1 December 2020.
- (iii) 2.35 percent per annum with effect from the ffppcooa 1 December 2021.

7.2 Schedule 1 of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2019, ffppcooa 1 December 2020, and ffppcooa 1 December 2021 for employees covered by the Award.

8 ADDITIONAL INCREMENT POINTS

8.1 The following increments have been added to the classification structure, with effect from ffppcooa 1 December 2019:

- (i) Branch Station Officer – Intensive Care Paramedic, 03
- (ii) Branch Station Officer, 03
- (iii) Emergency Medical Dispatcher, 05
- (iv) Clinical Support Officer, 04
- (v) Extended Care Paramedic, 02
- (vi) Flight Paramedic, 02
- (vii) Intensive Care Paramedic, 07
- (viii) Paramedic, 07
- (ix) Paramedic Educator¹, 02
- (x) Paramedic Educator 2, 02
- (xi) Communications Team Leader, 02.

8.2 In order to access any of the increments listed at 8.1, the following criteria must be met:

- (i) PARAMEDICS
 - a. Have undertaken 10 years' service as a paramedic (in Tasmania or another jurisdiction); and



- b. Have current registration with Australian Health Practitioner Regulation Agency.
- (ii) EMERGENCY MANAGEMENT DISPATCH and COMMUNICATIONS TEAM LEADER
 - a. Have undertaken 10 years in an Emergency Management Dispatch role; and
 - b. Certified to perform the specialist communications functions of: 000, call taking and emergency medical dispatch.

9 CLASSIFICATIONS

- 9.1 Emergency Medical Dispatch Support Officer (EMDSO) means an employee who undertakes call taking duties within the State Operations Centre and who is appointed to an EMDSO position. The EMDSO is required to achieve the Certificate III Ambulance Communications. This level of employee is required to undertake call taking duties including the efficient processing of emergency and Non-Emergency Patient Transport Service (NEPTS) calls utilising such technology as required by the Service. Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their skills every 3 years or as determined by the Service.

This classification replaces the Communications Officer classification as stated in the Ambulance Tasmania Award.

- 9.2 Emergency Medical Dispatcher (EMD) means an employee who holds a Certificate IV Ambulance Communications (Dispatch) or equivalent experience as determined by the Commissioner of Ambulance Services. This level of employee may be required to undertake call taking duties including the efficient processing of emergency and NEPTS calls utilising such technology as required by the Service. Additionally the employee may be involved in the dispatch and coordination of emergency and non-emergency ambulances utilising the Service's Computer Aided Dispatch and Telecommunication systems. Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their skills every 3 years or as determined by the Service.

This classification replaces the Communications Officer classification as stated in the Ambulance Tasmania Award.



- 9.3 Communications Team Leader means an employee who holds a Certificate IV in Ambulance Communications (Dispatch) or equivalent as determined by the Commissioner of Ambulance Services and has achieved the units of competency determined by the Service, or other qualification as approved by the Service and who is appointed to an approved position. This level of employee may be required to undertake call taking duties including the efficient processing of emergency and non-emergency calls utilising such technology as required by the Service. Additionally the employee may be involved in the dispatch and coordination of emergency and non-emergency vehicles utilising the Service's Computer Aided Dispatch and Telecommunication systems.

The Communications Team Leader has more responsible duties to support the effective functioning of the communications centre on a day to day basis, including;

- (i) provision of supervision, support and assessment;
- (ii) participation in professional development and appraisal;
- (iii) regular feedback and performance management of staff;
- (iv) accountable for the implementation and support of a positive workplace culture;
- (v) assistance with development of policies, procedures, practices and standards;
- (vi) adherence to Key Performance Indicators.

Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their skills every 3 years or as determined by the Service.

This classification replaces the Senior Communications Officer classification as stated in the Ambulance Tasmania Award.

- 9.4 Branch Station Officer (BSO) - Relief means an employee who holds a Bachelor of Paramedic Science and relevant work experience or other qualification approved by the Service and who is appointed to an approved BSO position. Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their clinical skills every 3 years or as determined by the Service. This level of employee is responsible for the effective and appropriate application of patient care skills in a time critical environment plus the transport of patients by ambulance or other means. The BSO Relief provides support to Volunteer Ambulance Officers attached to their station. The BSO Relief will be required to attend for work at multiple locations within the cluster in accordance



the provisions of this Agreement and their roster. BSO - Relief employees will be paid at the applicable BSO rate according to their qualification.

- 9.5 Extended Care Paramedic (ECP) means an Intensive Care Paramedic with additional skills and training as approved by the Service and who is appointed to an approved ECP position. Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their clinical skills every 3 years or as determined by the Service. The ECP is responsible for the effective and appropriate application of patient care skills, including intensive care, in a time critical environment plus the transport of patients by ambulance or other means.

10 CLASSIFICATIONS, APPOINTMENT AND PROGRESSION THROUGH THE COMMUNICATIONS CLASSIFICATION STRUCTURE

- 10.1 Emergency Medical Dispatch Support Officer (EMDSO) means an employee who undertakes call taking duties and/or non-emergency dispatch within the State Operations Centre and who is appointed to an EMDSO position.

This level of employee commences employment at EMDSO Level I and is required to successfully complete a training course/induction on commencement of employment.

Initial training is followed by a further 12 weeks of consolidation to achieve an Authority to Practice as an EMDSO.

The EMDSO is required to undertake the Certificate III Ambulance Communications.

"Non-emergency dispatch" relates to NEPTS coordination, task assignment and dispatching duties.

Progression to EMDSO Level 2 occurs following 12 months of service provided that the Certificate III Ambulance Communications is achieved during this time. Should the Certificate III Ambulance Communications not be achieved the employee will remain at EMDSO Level I regardless of length of service (see sub clause 10.1(i)).

Progression to EMDSO Level 3 occurs on successfully achieving the Certificate IV and Authority to Practice as an EMD.

An employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their skills every 3 years or as determined by Ambulance Tasmania.



Progression to EMD level will only occur through merit based selection.

(Reference should be made to sub clause 10.4 below).

PROVIDED that:

- (i) Opportunity to commence the Certificate III in Ambulance Communications will occur within 6 weeks of commencement at EMDSO Level 1.
- (ii) Opportunity to commence the Certificate IV in Ambulance Communications (Dispatch) will be offered at the commencement of EMDSO Level 2. Where an employee requests to take up this offer, the Certificate IV will commence within six months.
- (iii) Where an employee has achieved the Certificate IV (Dispatch) and Authority to Practice as an EMD, they will progress to EMDSO Level 3 and will be eligible to undertake higher duties as an EMO if required to do so by the Service.
- (iv) Upon completion of Certificate IV in Ambulance Communications (Dispatch) and completion of 12 months at EMDSO Level 2, the opportunity to undertake the Authority to Practice as an EMD, must be offered and determined by the Commissioner of Ambulance Services within 8 weeks.
- (v) Progression to EMD Level I is by promotion.

10.2 Emergency Medical Dispatcher (EMD) means an employee who undertakes call taking and/or dispatch/coordination duties within the State Operations Centre and who is appointed to an EMD position.

This level of employee holds a Certificate IV Ambulance Communications (Dispatch) or equivalent experience as determined by the Commissioner of Ambulance Services.

Progression is on an annual basis.

Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for the maintenance of their skills every 3 years or as determined by the Service.

10.3 Communications Team Leader means an employee who holds a Certificate IV in Ambulance Communications (Dispatch) or equivalent as determined by the Commissioner of Ambulance Services and has achieved the units of competency



determined by the Service, or other qualification as approved by the Service and who is appointed to an approved position.

Suitable applicants for a Communications Team Leader position will desirably have completed the Team Leader Technical Training and Development program or equivalent in addition to a minimum of 2 years' service as an EMD.

10.4 Transition to the New Structure

Transition to the revised communications structure will occur with effect from the first full pay period on or after 1 September 2016. Employees engaged as Patient Transport Dispatchers will be classified as EMDSO Level 1 upon implementation of the new structure.

The parties acknowledge that the Certificate III Ambulance Communications and Certificate IV Ambulance Communications (Dispatch) are not currently provided by AT's Education and Professional Development Unit (EPD). Decisions as to how these qualifications may be provided in the most efficient and effective manner will be made during the life of this Agreement.

Until those decisions are made, the following interim arrangements will apply to the filling of vacancies.

- (i) Emergency Medical Dispatch Support Officer
 - c. Where an employee is appointed to a position classified at EMDSO, they will be required to successfully complete the initial training and period of consolidation, and to achieve their Authority to Practice as an EMDSO.
 - d. Progression to EMDSO Level 2 will occur following 12 months of service. The Certificate III Ambulance Communications will not be a requirement for progression.
 - e. Provisions relating to opportunity to commence the Certificate IV Ambulance Communications (Dispatch) will have no application.
- (ii) Emergency Medical Dispatch and Communications Team Leader
 - a. Decisions as to equivalency with respect to the Certificate IV Ambulance Communications (Dispatch) will be determined by the recruiting selection panel. Provided that current employees of AT's State Communications Centre who occupy an EMD position at the date of registration of this Agreement will be deemed equivalent.



11 ROSTERS

- 11.1 The roster shall be in accordance with the provisions of this clause and shall be made available to the parties of this agreement upon request. The roster shall show location and time of commencing duty, time of ending duty, rostered days off, and the period of 'on call' for a period of 56 days in advance, and emailed to all rostered staff. Any roster will be provided to a party to this Agreement upon request.
- 11.2 Once an employee is notified to work a particular sequence of the roster, changes from this sequence will be permitted with 56 days' notice, or for movements to and from training, leave and country stations, to achieve an appropriate skill mix, to facilitate mentoring or in the event of sickness, other short term unplanned absence or other pressing contingencies.
- 11.3 In the event that a change to an employee's sequence is proposed, such change shall be discussed with the employee/s concerned prior to the change being made. Wherever possible a genuine attempt to reach mutual agreement on the detail of any change should be made.
- 11.4 Changes to an employee's sequence can only occur after an employee completes their rostered days off. That is, the maximum number of shifts that can be rostered in a row cannot exceed 4 shifts*.
- (i) The minimum rostered days off shall be equal to the preceding days rostered on*.
 - (ii) In all other cases, the minimum consecutive rostered days off must be at least 2 consecutive days.

* Excludes where rostered for day work Mon-Fri, where a minimum of two days off shall precede and follow such an allocation.

12 RELEASE FROM EXTENDED SHIFT

- 12.1 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 Duty Manager - Communications. The Duty Manager -



Communications will have regard to matters including crew fatigue, safety, and any other relevant considerations.

- 12.2 Should the crew on an extended shift identify that they are unable to respond on safety grounds next available resource will be dispatched and the extended crew will be returned to station.
- 12.3 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.

13 RELEASE FROM EXTENDED SHIFT (FLIGHT PARAMEDIC – FIXED WING)

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.

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.

14 REST BREAKS

- 14.1 Where practical, all shift work employees will have access to two ten minute rest breaks each shift, counted as time worked.
- 14.2 Employees will have the ability to take their rest breaks at a convenient time during the shift.
- 14.3 Rest breaks will always be taken so as not to interfere with the continuity of work where continuity is necessary.
- 14.4 The employer will not be required to direct or administer the taking of rest breaks.

15 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*.

16 RECREATION LEAVE LOADING – DAY WORKERS

16.1 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.

17 OVERTIME WHILE ON RECREATION LEAVE OR ACCRUED DAYS OFF

Shift Work employees who are on recreation leave or accrued days off may be offered overtime whilst on leave only after all other reasonable avenues of shift cover have been explored in accordance with Ambulance Tasmania policy.

Where all other reasonable avenues have been explored the Regional Manager may authorise an employee who is on recreation leave or accrued days off to work an overtime



shift. Payment for such shifts will be at normal overtime rates and will not result in the re-crediting of recreation leave or accrued days off.

Provided that this provision is applicable to Recreation Leave and accrued days off only and does not apply to other forms of approved leave such as Leave without Pay, Long Service Leave or the leave component of SSALS. Overtime cannot be offered to employees who are on the aforementioned forms of leave.

18 PROFESSIONAL DEVELOPMENT

- 18.1 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.
- 18.2 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.
- 18.3 The parties agree that the establishment of professional development programs/activities shall be undertaken in consultation with employees occupying positions affected by these programs/activities.
- 18.4 An allowance of \$335 per annum will be paid to employees employed under this Agreement. In addition, any costs associated with undertaking approved professional development (excluding HELP) will be reimbursed by the employer upon production of evidence of such expenditure.
- 18.5 Travel and accommodation costs incurred by an employee undertaking professional development approved by the employer in accordance with this clause which exceed those normally incurred in travelling to and from work, will be reimbursed by the employer upon production of evidence of such expenditure.
- 18.6 Prescribed courses are those professional development activities which have been approved by the employer and which an employee is required to attend.



- 18.7 Agencies and their employees should agree on criteria for continuing professional development having regard to the cost, accessibility and availability of courses relevant to the needs of the workplace and the individual employee.
- 18.8 It is recognised that employees in rural and remote locations must wherever practicable have equal access to professional development opportunities.

19 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.

20 SHIFT WORKERS ATTENDANCE AT MEETINGS

The parties agree that the conditions outlined in Schedule 2 are to apply when a shift worker is required by Ambulance Tasmania to undertake one of the activities contained in that Schedule.

Activities not listed with Schedule 2 may be approved by the Chief Executive.

21 KILOMETREAGE AND TRAVEL

21.1 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:

- (i) Where an employee has the use of a service vehicle for travelling outside of rostered hours of duty, no kilometre travel rate is payable.
- (ii) Where an employee has not been provided with a service vehicle only the distance in excess of the kilometres travelled from their normal place of residence to their place of employment is payable.
- (iii) 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 travel allowance will not be payable.

22 CLUSTER STATIONS



- 22.1 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.
- 22.2 Where a new branch station is established the employer will, through consultation with the effected employees, attach the station to an appropriate cluster.
- 22.3 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, kilometreage, or meal, accommodation and incidental allowances associated with travel for normal rostered hours.
- 22.4 When a BSO Relief employee undertakes an overtime shift, they will be eligible for travel time and kilometreage 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 Station(s)	Km's
Launceston	>	Beaconsfield	48
	>	George Town	58
	>	Scottsdale	65
	>	Campbell Town	66
Deloraine	<>	Sheffield	41
Wynyard	<>	Smithton	66
Queenstown	<>	Zeehan	39



23 RETAINED PROVISION

The following provision of the preceding Agreement is retained only for existing employees who are subject to an Isolated Stations Package at time of registration. For the avoidance of doubt, notwithstanding the above exception, the provision below will not apply to any other existing employee or any new employee.

The employer reserves the sole right to discuss withdrawal options with employees who are currently in receipt of an Isolated Stations - Recruitment and Retention Package.

23.1 Isolated Stations – Recruitment and Retentions Package

The Chief Executive Officer may determine to offer an Isolated Stations Package to the successful applicant for a Branch Station vacancy. Components of any individual Isolated Stations Package are to be negotiated between the parties up to a maximum value of 10 percent of the Branch Station Officer base salary (BSO year 1) .

This package is designed to meeting individual needs and is intended to address access and amenities issues experienced by staff working in isolated areas.

Items that may form part of an Isolated Stations Package include:

- (i) Payment of a fortnightly allowance at a rate agreed between the individual and the Chief Executive Officer
- (ii) Expenses associated with attendance at professional conferences and workshops including registration fees, travel and accommodation expenses.
- (iii) Cost associated with professional development activities such as ambulance related post graduate studies or relevant short courses, texts, CDS, audio devices and subscriptions.
- (iv) Leasing of personal computer and associated costs such as internet access.
- (v) Utility costs including electricity, telephone rental (mobile and/or landline) and heating costs.

Application of this clause is at the discretion of the Chief Executive Officer. The details of any arrangement are to be contained within the employee's letter of appointment.

24 GRIEVANCES AND DISPUTE SETTLING PROCEDURE



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

24.2 If a grievance or dispute arise 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.

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

24.4 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.

25 NO EXTRA CLAIMS

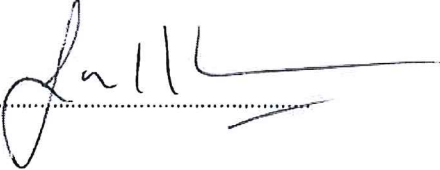
The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



26 SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*


Signed: 

Name: Jane Hanna

Date: 16/04/2020

SIGNED FOR AND ON BEHALF OF

Health Services Union, Tasmania Branch

Signed: 

Name: ...Tim Jacobson.....

Date:15/04/2020.....



Schedule 1 – Salary Rates

Level (base)	Current	2.3% from ffppcoa 1 December 2019	2.3% from ffppcoa 1 December 2020	2.35% from ffppcoa 1 December 2021
Branch Station Officer – Intensive Care Paramedic, 01	\$95,476	\$97,672	\$99,918	\$102,266
Branch Station Officer – Intensive Care Paramedic, 02	\$97,580	\$99,824	\$102,120	\$104,520
Branch Station Officer – Intensive Care Paramedic, 03		\$100,823	\$103,142	\$105,566
Branch Station Officer, 01	\$84,241	\$86,179	\$88,161	\$90,233
Branch Station Officer, 02	\$87,753	\$89,771	\$91,836	\$93,994
Branch Station Officer, 03		\$90,670	\$92,755	\$94,935
Emergency Medical Dispatch Support Officer, 01	\$60,516	\$61,908	\$63,332	\$64,820
Emergency Medical Dispatch Support Officer, 02	\$63,512	\$64,973	\$66,467	\$68,029
Emergency Medical Dispatch Support Officer, 03	\$64,111	\$65,586	\$67,094	\$68,671



Emergency Medical Dispatcher, 01	\$64,950	\$66,444	\$67,972	\$69,569
Emergency Medical Dispatcher, 02	\$66,389	\$67,916	\$69,478	\$71,111
Emergency Medical Dispatcher, 03	\$67,826	\$69,386	\$70,982	\$72,650
Emergency Medical Dispatcher, 04	\$70,126	\$71,739	\$73,389	\$75,114
Emergency Medical Dispatcher, 05		\$72,456	\$74,122	\$75,864
Clinical Support Officer, 01	\$98,284	\$100,545	\$102,858	\$105,275
Clinical Support Officer, 02	\$98,985	\$101,262	\$103,591	\$106,025
Clinical Support Officer, 03	\$99,687	\$101,980	\$104,326	\$106,778
Clinical Support Officer, 04		\$103,000	\$105,369	\$107,845
Extended Care Paramedic, 01	\$96,902	\$99,131	\$101,411	\$103,794
Extended Care Paramedic, 02		\$100,122	\$102,425	\$104,832
Flight Paramedic, 01	\$95,476	\$97,672	\$99,918	\$102,266
Flight Paramedic, 02		\$98,649	\$100,918	\$103,290
Intensive Care Paramedic, 01	\$84,241	\$86,179	\$88,161	\$90,233
Intensive Care Paramedic, 02	\$84,943	\$86,897	\$88,896	\$90,985



Intensive Care Paramedic, 03	\$85,646	\$87,616	\$89,631	\$91,737
Intensive Care Paramedic, 04	\$86,350	\$88,336	\$90,368	\$92,492
Intensive Care Paramedic, 05	\$87,050	\$89,052	\$91,100	\$93,241
Intensive Care Paramedic, 06	\$87,753	\$89,771	\$91,836	\$93,994
Intensive Care Paramedic, 07		\$90,670	\$92,755	\$94,935
Paramedic Intern, 01	\$63,029	\$64,479	\$65,962	\$67,512
Manager Level 1, 01	\$102,920	\$105,287	\$107,709	\$110,240
Manager Level 2, 01	\$126,624	\$129,536	\$132,515	\$135,629
Manager Level 3, 01	\$150,506	\$153,968	\$157,509	\$161,210
Manager Level 4, 01	\$158,030	\$161,665	\$165,383	\$169,270
Paramedic , 01	\$70,202	\$71,817	\$73,469	\$75,196
Paramedic, 02	\$72,307	\$73,970	\$75,671	\$77,449
Paramedic, 03	\$74,415	\$76,127	\$77,878	\$79,708
Paramedic, 04	\$76,521	\$78,281	\$80,081	\$81,963
Paramedic, 05	\$78,625	\$80,433	\$82,283	\$84,217
Paramedic, 06	\$80,731	\$82,588	\$84,488	\$86,473
Paramedic, 07		\$83,413	\$85,331	\$87,336
Paramedic Educator 1, 01	\$91,965	\$94,080	\$96,244	\$98,506
Paramedic Educator 1, 02		\$95,021	\$97,206	\$99,490
Paramedic Educator 2, 01	\$127,486	\$130,418	\$133,418	\$136,553
Paramedic Educator 2, 02		\$131,723	\$134,753	\$137,920



Communications Team Leader, 01	\$75,736	\$77,478	\$79,260	\$81,123
Communications Team Leader, 02		\$78,252	\$80,052	\$81,933
Student Paramedic, 01	\$53,078	\$54,299	\$55,548	\$56,583
Student Paramedic, 02	\$56,396	\$57,693	\$59,020	\$60,407
Student Paramedic, 03	\$61,372	\$62,784	\$64,228	\$65,737



Schedule 2 – Shift Worker Attendance at Meetings

The following conditions apply where a shift worker is a member of an Ambulance Tasmania Committee and is requested by the Service to attend an authorised meeting:

1. Attendance at authorised meetings is not to attract Time Credit unless prior mutually agreed arrangements have been made.
2. Payment for attendance is made at single time on an hourly basis at composite rate.
3. The maximum paid hours for any meeting is to be twelve (12) hours, including travelling time.
4. Payment is to be calculated to the nearest half hour except where a meeting is less than three hours duration. In this case, payment is to be made to the next full hour, for example 2 hours 16 minutes becomes 3 hours.
5. Payment is only to be made on the completion of the prescribed attendance form and pay variation form.
6. Conveners of meetings are to be responsible for the time frames of all meetings.
7. Employees are only entitled to normal pay for meetings attended in their normal working hours.
8. In normal circumstances, authorised meetings are to be facilitated via videoconferencing or teleconferencing facilities as. In the event that the Service determines that a face-to -face meeting is necessary, travelling is to be paid at single time on a set basis as follows:

• Hobart / Launceston return	4.5 hours
• Devonport / Launceston return	2.25 hours
• Burnie / Launceston return	3.5 hours
• Devonport / Hobart return	7 hours
• Burnie / Hobart return	8 hours
9. Authorised meetings include:
 - Tasmanian Ambulance Clinical Council;
 - Fleet and Equipment Advisory Group;
 - Ambulance Consultative Committee
 - Regional Consultative Committee
 - Regional Clinical Quality Committees.



10. Approved workshops/seminars relating to Ambulance Tasmania activities such as;

- Product evaluations/demonstrations,
- Corporate planning
- Public relations events
- Career expos
- Shows
- Agfest
- Selection Panels; and
- Other meetings as approved by the Chief Executive Officer

* Authorised meetings do not include HACSU AESB Meetings.

Note: All single time payment is for voluntary attendance or participation. When employees are directed to attend, award conditions apply.

