

T 15014 OF 2023

Industrial Relations Act 1984
s55 Industrial Agreement

AMBULANCE TASMANIA –
PARAMEDIC IMMUNISER
AGREEMENT 2022

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 – Paramedic Immuniser Agreement 2022.

2 INDEX

1	TITLE.....	2
2	INDEX	2
3	APPLICATION.....	3
4	DATE AND PERIOD OF OPERATION.....	3
5	PARTIES BOUND.....	3
6	RELATIONSHIP TO AWARDS AND AGREEMENTS.....	3
7	GENERAL TERMS AND CONDITIONS OF EMPLOYMENT	3
8	PARAMEDIC IMMUNISER CLASSIFICATION	3
9	SALARY INCREASES	4
10	GRIEVANCES AND DISPUTE SETTLING PROCEDURE	5
11	NO EXTRA CLAIMS	5
12	SIGNATORIES.....	6
	SCHEDULE 1 – Salary rates for Paramedic Immunisers	7



3 APPLICATION

This Agreement is made in respect of employees engaged as Paramedic Immunisers in Ambulance Tasmania by the Department of Health.

4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the Ambulance Tasmania – Paramedic Immuniser Agreement 2021 which was registered on 23 September 2021.
- 4.2 This Agreement applies with effect from 1 July 2022 and will remain in force until 30 June 2025.

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 any registered Agreement with the Minister administering the *State Service Act 2000*.

7 GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

- 7.1 The terms and conditions of Paramedic Immunisers employed under this Agreement are to be the same as the terms and conditions of employment contained in the Ambulance Tasmania Award and the Ambulance Tasmania Agreement 2022 as varied from time to time, subject to 7.2 of this clause.
- 7.2 Paramedic Immunisers employed under this Agreement will not be entitled to the provisions under Part IX – Uniforms and Equipment of the Ambulance Tasmania Award.
- 7.3 Where any term or condition of employment contained in the Ambulance Tasmania Award and the Ambulance Tasmania Agreement 2022 is inconsistent with any term or condition of this Agreement, the terms of this Agreement to the extent of any such inconsistency will prevail.

8 PARAMEDIC IMMUNISER CLASSIFICATION

A 'Paramedic Immuniser' means an employee who holds a Bachelor of Paramedic Science or other qualification as approved by the Commissioner and who is appointed to an approved Paramedic



Immuniser position. The Paramedic Immuniser is responsible for the effective and appropriate application of patient care skills in the vaccination of patients/clients.

9 SALARY INCREASES

9.1 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

9.2 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 9.1(i).

9.3 In addition to 9.2, all employees covered by this Agreement 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 9.1(i).

9.4 All employees covered by this Agreement 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

9.5 Part-time and fixed-term casual employees will receive pro-rata payment of the Lower Income Payment referred to in Clause 9.4 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.

- 9.6 Schedule 1 of this Agreement sets out the annual rates of pay for Paramedic Immunisers effective ffppcooa 1 December 2022, ffppcooa date of registration of this Agreement, ffppcooa 1 December 2023 and ffppcooa 1 December 2024.

10 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 10.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 10.2 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.
- 10.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 10.4 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.

11 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.



12 SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

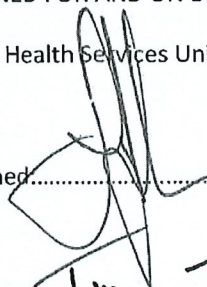
Signed: 
.....

Name: AMANDA RUSSELL
.....

Date: 31/3/23
.....

SIGNED FOR AND ON BEHALF OF

The Health Services Union, Tasmania Branch

Signed: 
.....

Name: Tim JACOBSON
.....

Date: 31/3/23
.....



SCHEDULE 1 – Salary rates for Paramedic Immunisers

Classification (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)	One-off Low Income Payment ffppcooa 1 Dec 2023 \$500 (pro rata)	3.0% effective ffppcooa 1 Dec 2023	One-off Low Income Payment ffppcooa 1 Dec 2024 \$500 (pro rata)	3.0% effective ffppcooa 1 Dec 2024
Paramedic Immuniser	\$67,512	\$68,012	\$69,012	\$71,427	\$1,000	\$500	\$73,570	\$500	\$75,777

