

TASMANIAN INDUSTRIAL COMMISSION

Matter T15376 of 2026

SECTION 55 *INDUSTRIAL RELATIONS ACT 1984*

MINISTER ADMINISTERING THE *STATE SERVICE ACT 2000*

Filing of the Ambulance Tasmania Industrial Agreement 2025

OUTLINE OF SUBMISSION

Introduction

1. This application has been filed with the consent of the parties to provide for salary increases and improvement in conditions and entitlements for employees covered by the *Ambulance Tasmania Industrial Agreement 2025* (the Agreement).
2. This Agreement has been subject to an extensive period of negotiations between the parties; the Minister Administering the *State Service Act 2000* (MASSA) and the Health and Community Services Union (HACSU).
3. As a result of those extensive negotiations the Head of the State Service presented a final formal offer on behalf of MASSA via correspondence dated 29 May 2026 (attached). As per the email response received from HACSU on 4 June 2026, that offer was accepted.
4. The final offer was comprehensive and had four main components:
 - Ambulance Tasmania Industrial Agreement matters
 - Ambulance Tasmania Award matters
 - Enhanced and new Tasmanian State Service Standard conditions
 - Non-Agreement matters
5. This application for registration is accompanied by a separate Notice of Intention to Retire from an Industrial Agreement, lodged pursuant to s55(9) of the *Industrial Relations Act 1984*, made in relation to the Ambulance Tasmania Paramedic Immunisers Agreement 2022 (T15014 of 2023), as cosigned by both parties to that Agreement (being MASSA and HACSU).
6. The application to Retire from the Agreement is made on the basis that the classification of Paramedic Immuniser created by the previous Agreement is effective from ffpcooa 1 December 2025 incorporated within the new Classification Structure as new Paramedic Level 1 as provided for by clause 8.5 of this new Agreement, with all relevant conditions of employment now provided for under this Agreement and the Award. It is noted that there are

no Ambulance Tasmania employees currently employed under the classification of Paramedic Immuniser.

7. Following the registration of the Agreement there will be a significant amount of work to be completed by the parties, and the Employer is committed to working with HACSU to finalise and implement these changes.
8. There are also a number of non-Agreement matters which the parties will continue to work through over the term of the Agreement as per the terms outlined within the Letter of Offer.
9. Below are submissions outlining the main clauses and amendments to the Agreement that have been agreed as part of this process. A number of clauses (3, 5, 6, 10, 11, 12, 14, 15, 16, 25, 26 and 27) have been carried forward from the previous Agreement (Ambulance Tasmania Industrial Agreement 2022) with no change and as such are not mentioned below.
10. Two clauses in the previous Agreement have not been brought forward to the new Agreement, as follows:
 - Clause 8 – End of Shift Dispatch
The terms of this clause have been fulfilled by the development and publication of the *Ambulance Tasmania - End of Shift Dispatch Procedure* policy.
It is noted that the previous subclause 8.2 has been brought forward to a new subclause 9.1 under this Agreement, as detailed below.
 - Clause 18 – Structural Adjustments
The terms of this cause related to structural adjustments for certain classifications during the term of the last Agreement that are no longer applicable.

Clause 1 – Title

11. The Agreement is titled the Ambulance Tasmania Industrial Agreement 2025.

Clause 4 – Date and Period of Operation

12. Subclause 4.1 cancels and replaces the Ambulance Tasmania Industrial Agreement 2022 which was registered on 6 April 2023, and all relevant clauses from that Agreement agreed to be brought forward have been reflected in the new Agreement as noted above.
13. The Agreement will operate for a period of three years commencing from 1 July 2025 until 30 June 2028.
14. The parties have agreed to commence negotiations for a new Agreement by 30 November 2027.

Clause 7 Salary Increases

15. Subclause 7.1 of the Agreement sets out the salary increases that will apply for employees covered by the Agreement in each year of its operative period as follows:

- (i) 3 percent per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 December 2025
- (ii) 3 percent per annum with effect ffppcooa 1 December 2026
- (iii) 2.75 percent per annum with effect ffppcooa 1 September 2027.

Subclause 7.1 further provides that the annual rates of pay for the various classifications under the Agreement are as set out under Schedule 1.

16. Subclause 7.2 identifies 5 classifications, being:

- Clinical Support Officer
- Intensive Care Paramedic
- Flight Paramedic (Fixed Wing)
- Flight Paramedic (Rotary Wing); and
- Branch Station Officer (ICP)

to whom the 3 per cent salary increase effective from ffppcooa 1 December 2025 does not apply, instead providing that those classifications will be entitled to a relativity-based salary adjustment (as set out in Schedule 1) effective on the same date; ffppcooa 1 December 2025.

17. Subclause 7.3(i) provides for a structural adjustment of \$700 to apply to all classifications covered by the Agreement (subject to clause 7.4 (iii) which creates an exception for the new classifications that are not currently classified in the classification structure at that time) effective from ffppcooa 1 December 2025.
18. Subclause 7.3(ii) provides for a structural adjustment of \$700 to apply to all classifications covered by this Agreement from ffppcooa 1 December 2026.
19. All structural adjustments will be applied prior to the application of the percentage salary increases scheduled for those same dates under subclause 7.1(i) and (ii).
20. Subclause 7.4 identifies four new classifications that are being introduced to the Career Structure under this Agreement:
- Mental Health Emergency Response Paramedic (MHERP)
 - Primary Care Paramedic
 - Secondary Triage Paramedic
 - Communications Centre Educator

and notes that the salary rates applicable to those classifications are to take effect from the ffppcooa the date of registration of the Agreement and are set out in Schedule 1.

21. Subclause 7.4(iii) notes that any salary increases and/or structural adjustments which take effect following the date of registration of the Agreement shall have application to the four new classifications.

Clause 8 – New Classification Structure and Translation

22. Clause 8 provides that under the Agreement a revised Classification Structure has been developed, effective from the ffppcooa date of registration, and is set out in Schedule 1.
23. In accordance with clause 8.6 it is noted that new Classification Descriptors are to be updated in the Award.
24. A number of changes, effective ffppcooa 1 December 2025, are to occur prior to the introduction of the revised Classification Structure.
25. The current 7 level Intensive Care Paramedic level structure becomes a 5 Level structure with the removal of previous classifications Intensive Care Paramedic 01 (ICP 01) and Intensive Care Paramedic 02 (ICP 02) which are deleted in their entirety effective ffppcooa 1 December 2025 as set out in Schedule 1.
26. Effective ffppcooa 1 December 2025, any employees who are classified at the current ICP 01 will translate to the current ICP 03 and any employees classified at current ICP 02 will translate to the current ICP 04 effective ffppcooa 1 December 2025.
27. Effective ffppcooa 1 December 2025 as noted above, the classification of Paramedic Immuniser as previously incorporated under the Ambulance Tasmania Paramedic Immuniser Agreement 2022 is to be incorporated under this Agreement as set out in Schedule 1 to take effect on the same date, with subsequent translation to the classification of Paramedic Level 1 to take effect from ffppcooa date of registration of the Agreement
28. The changes of note to the revised Classification structure include:
 - (i) Four new classifications are introduced, effective from ffppcooa date of registration of the Agreement, being:
 - Mental Health Emergency Response Paramedic (MHERP)
 - Primary Care Paramedic
 - Secondary Triage Paramedic
 - Communications Centre Educator
 - (ii) The classification of Paramedic Immuniser will translate to the classification of Paramedic Level 1 to take effect from ffppcooa date of registration of the Agreement as set out in Schedule 1.

- (iii) Effective from the date of registration of the Agreement those employees who translated to ICP 03 and ICP 04 from ICP 01 and ICP 02, respectively, that were removed from the classification structure effective ffpccoaa 1 December 2025, will translate to the new corresponding classification ICP 01 and ICP 02 in the new structure as set out in Schedule 1.
 - (iv) The following current classifications of Paramedic Student, Paramedic Intern, Extended Care Paramedic (ECP), Clinical Support Officer (CSO) and Communications Team Leader have not changed in the revised classification structure and employees classified in those roles will continue to be classified in those roles and paid as such in accordance with Schedule 1.
 - (v) A number of the current classifications have changed their titles as follows:
 - Flight Paramedic Fixed Wing and Flight Paramedic Helicopter - Critical Care Flight Paramedic of either Fixed Wing, or Rotary Wing (remains a 2-increment structure)
 - Branch Station Officer (BSO) - Branch Station Officer level 1 Year 1, 2 and 3
 - Branch Station Officer (ICP) - Branch Station Officer Level 2 Year 1, 2 and 3
 - Paramedic Educator 1 and 2 - Paramedic Educator Level 1 year 1 and 2 and Paramedic Educator Level 2 Year 1 and 2.
 - Emergency Medical Dispatch Support Officer (01-03) - Emergency Communications Officer Level 1 Year 1, 2, and 3
 - Emergency Medical Dispatcher (01-05) - Emergency Communications Officer Level 2 Year 1, 2, 3, 4, and 5.
29. Effective from ffpccoaa date of registration of this Agreement all employees who are currently assigned a classification in the current structure will translate to the new classification and salary level as set out in Schedule 1 Table A except for those positions as outlined above in subclause 8.9 of the Agreement (new positions).
30. Subclauses 8.18 to 8.20, inclusive, define and provide for the translation of all existing employees under the former Classification Structure, to the revised Classification Structure.
31. Subclause 8.20(i) to (x), inclusive, provides for the translation arrangements for each of the transitioning classifications as set out in Schedule 1.

Clause 9 – Release from Extended Shift

32. A single change has been made within Clause 9 being the addition of a new subclause 9.1 which provides that the clause shall only apply in circumstances where the Ambulance Tasmania – End of Shift Dispatch Procedure cannot be applied.

33. This change brings forward subclause 8.2 of the previous Agreement. Under that Agreement subclause 8.1 provided that a 'case priority-based end of shift protection Policy' was to be developed within 3 months of the date of registration of that Agreement, with subclause 8.2 thereafter prescribing that in the absence of such a policy or in circumstances where such a policy could not be applied Clause 9 was to take effect.
34. Given the development and publication of the Ambulance Tasmania – End of Shift Dispatch Procedure policy in fulfilment of the terms of the previous Agreement, the previous Clause 8 has not been brought forward, however, the incorporation of the new subclause 9.1 ensures that the policy serves as the default recourse (as far as is practicable) before turning to the provisions of Clause 9. Release From Extended Shift.

Clause 13 – Remote and Rural Allowances

35. 'King Island' has been added to the list of work sites under subclause 13.2(v), thereby entitling an employee whose substantive position is at a Remote and Rural site (King Island) and who is working at a Remote or Rural site (King Island) to be paid an allowance of 8% of base salary.

Clause 17 – Training Days

36. This clause has been brought forward from the previous Agreement and now includes three additional subclauses, 17.2 – 17.4, to ensure that employees in the Communications Centre are provided with Training time. The current provisions have been brought forward under a new subclause 17.1.
37. Subclause 17.2 provides that the Employer is responsible for managing rosters to ensure that employees have sufficient opportunity to undertake 16 hours of face-to face learning.
38. Subclause 17.3 provides that employees are responsible for undertaking the training in accordance with their roster and opportunities that are presented by the Employer.
39. Subclause 17.4 provides that if the Employer fails to provide the opportunity to complete the full 16 hours of face-to face training in each calendar year, the employee is to be paid the equivalent of 16 hours pay at their normal rate of pay or the pro rata equivalent for any portion of the 16 training hours not made available.

Clause 18 – Rosters

40. This is a new clause that provides for the implementation of roster trials as determined appropriated by the Employer after consultation with HACSU in the Northern, North-West, and Southern regions, as well as the State Communications Centre.
41. The roster trials are to commence within nine months of the registration of the Agreement.

42. The Employer will take all reasonable steps to ensure that the roster trials are adequately resourced and the employer in consultation with HACSU will establish the evaluation criteria for the roster trials.

Clause 19 – Future Roster Development

43. The new Clause 19 provides that following the date of registration of the Agreement, the Employer will undertake a review of whole-of-service rostering arrangements concurrently with the roster trials.
44. The Employer will consult HACSU and affected employees prior to implementing any new permanent roster model.

Clause 20 – Promotion

45. This is a new clause that provides for either appointment or promotion within 3 months of the date of registration of the Agreement for employees currently and actively undertaking the duties of the new classifications of Mental Health Emergency Response Paramedic (MHERP), Primary Care Paramedic, and Secondary Triage Paramedic, as per Clause 8 of the Agreement.
46. In accordance with subclause 20.2 the appointment or promotion is subject to the employee meeting the requirements of the role and performing to the required standard, as determined by the Employer.

Clause 21 – Integrated Care Transition Payment and Schedule 2 Integrated Care Schedule

47. Effective from the date of registration of the Agreement, this clause provides for one-off payments for certain employees as set out in Schedule 2 of the Agreement.
48. In accordance with subclause 21.2 the one-off payments form part of the transition arrangements associated with the implementation of the revised Integrated Care classifications in the new structure in accordance with clause 8.9 of the Agreement and as set out in Schedule 1.
49. Schedule 2 of the Agreement sets out the names, employee numbers, and prescribed payment amounts, for all eligible employees for the Integrated Care Transition Payment as per clause 21.
50. Due to the personal nature of information contained in Schedule 2 of the Agreement we respectfully request that the names of employees are redacted from the public version and the copy that is published on the TIC website.

Clause 22 – Clinical Shifts (Manager Level 1)

51. This is a new clause that provides that employees classified as Manager Level 1 are to be rostered to undertake a minimum of one clinical shift every three months to be worked within the employee's ordinary hours of work.
52. Subclause 22.2 provides that a clinical shift may be performed on overtime where it is available, and the employee agrees to work that shift.

Clause 23 – Secondary Triage Paramedics Multidisciplinary Allowance

53. This is a new clause that sets out in subclause 23.6 *'The intent of this provision is to ensure that paramedics and nurses performing the same secondary triage role are paid in accordance with the same salary structure and shift allowances'*.
54. Subclause 23.1 provides that a paramedic undertaking secondary triage duties as part of a multidisciplinary team which includes nurses shall be entitled to a Multidisciplinary Allowance (MDA).
55. Subclause 23.2 provides that a paramedic shall only receive an MDA if they are performing duties equivalent to that of a nurse performing a secondary triage role
56. Subclauses 23.3 and 23.4 provide that MDA is to be paid on an hourly basis as a part of wages (including superannuation), and shall amount to the difference as calculated between:
 - (i) the sums payable to the relevant paramedic pursuant to this Agreement when performing the secondary triage duties; and
 - (ii) the sums that would be payable to a nurse performing equivalent secondary triage duties, including relevant shift penalties but excluding any additional allowances payable to a nurse under the Nurses and Midwives Agreement and the Nurses and Midwives Award as in place from time to time.
57. Subclause 23.5 provides that paramedics under this clause shall be entitled to the annual increment payable to a nurse (for the purpose of determining the sums described under point 56 above on the anniversary of their commencement in the role.

Clause 24 – Daylight Saving

58. This is a new clause that provides that an employee is not to be penalised for time not worked because of the commencement of Daylight Saving and is not deducted pay.
59. Further, subclause 24.2 provides that An employee who works the extra time at the end of Daylight Saving is to be paid for such time ordinary time worked.

Schedule 1

60. Schedule 1 provides for the classification, translation, and salaries.
61. Schedule 1 sets out the current structure from the Ambulance Agreement 2022 and the new Classification Structure and translated roles effective from fppcooa date of registration of the Agreement including the four new roles that come into existence under the revised structure.
62. Schedule 1 sets out the salary increases over the life of the Agreement as set out in clause 7 of the Agreement including the relativity uplifts and structural adjustments.

No Disadvantage and Public Interest

63. The new Agreement provisions do not disadvantage the employees covered by this Agreement as there is no reduction in the overall terms and conditions of employment of those employees compared with the award or agreement that otherwise applies to these employees, there is genuine consent of the parties to this Agreement, and consistent with section 55(4C)(b) of the *Industrial Relations 1984* (Tas) the public interest is satisfied.

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed:



Name: Jane Fitton

Director, Workforce Management and Employment

State Service Management Office

Date: 31 July 2026