

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s 23 application for award or variation of award

Tasmanian Trades and Labor Council

(T14984 of 2022)

PRESIDENT D BARCLAY
DEPUTY PRESIDENT N ELLIS
COMMISSIONER T LEE

HOBART, 9 FEBRURAY 2023

**Wage Rates - Tasmanian minimum wage rate determined at \$812.60 pw – s 47AB
- supported wage varied to \$95.00 pw –training wage increased by 5.2% -
operative date from 1 August 2022**

AMBULANCE TASMANIA AWARD

ORDER BY CONSENT -

**No. 1 of 2023
(Consolidated)**

THE FOLLOWING CLAUSES ARE VARIED AND THE AWARD IS CONSOLIDATED:

IN PART I – APPLICATION AND OPERATION OF AWARD

CLAUSE 4 - DATE OF OPERATION

CLAUSE 6 – SUPERSESSION

IN PART II – CLASSIFICATIONS, SALARIES AND RELATED MATTERS

CLAUSE 5 – SUPPORTED WAGE SYSTEM FOR PERSONS WITH DISABILITIES

CLAUSE 6 – TASMANIAN MINIMUM WAGE

1. TITLE

This award shall be known as the Ambulance Tasmania Award.

2. INDEX

INDEX

1. Title.....	2
2. Index.....	2
3. Scope.....	5
4. Date of operation.....	5
5. Award interest.....	5
6. Supersession.....	5
7. Definitions.....	5
8. Employment Categories.....	6
9. Contract of Employment.....	7
10. Abandonment of Employment.....	8
PART II – CLASSIFICATIONS, SALARIES AND RELATED MATTERS	9
1. Work Level Descriptors.....	9
2. Calculation for the payment of salary.....	13
3. Payment of Salary.....	14
4. Salaries.....	15
5. Supported Wage System for Persons with Disabilities.....	17
6. Tasmanian Minimum Wage.....	20
7. Salary Progression.....	20
8. Rostered Weekly Hours Factor.....	21
9. Composite Wage.....	21
10. Training.....	21
11. ADDITIONAL EMPLOYER SUPERANNUATION CONTRIBUTIONS.....	21
12. Salary Sacrifice by employees.....	23
13. SALARY PACKAGING.....	24
PART III - ALLOWANCES	25
1. Higher Duties Allowance.....	25
2. More Responsibilities Duties Allowance.....	25
3. Paramedic Specialist allowance.....	26
4. Preceptor Allowance (Communications Classifications).....	26
5. MANAGEMENT OF Meal BreakS.....	27
6. Adjustment to Wage Related Allowances.....	29
PART IV – MISCELLANEOUS CONDITIONS OF EMPLOYMENT	30
1. Staff Amenities.....	30
2. Reimbursements.....	30
3. Medical Examinations.....	30

4. LAUNDERING OF UNIFORMS.....	30
PART V – EXPENSE AND OTHER ALLOWANCES	31
1. Travel Allowances	31
PART VI – WORKPLACE FLEXIBILITY	36
1. Workload Management	36
2. Work-Life Balance	36
3. Workplace Flexibility Arrangements	37
Part VII – HOURS OF WORK AND OVERTIME.....	39
1. Hours of Work – Day Work.....	39
2. Overtime – Day Work	40
3. Shift Work.....	40
4. Rest Period After Overtime.....	45
5. Availability (ON call) allowance	45
Part VIII – LEAVE AND HOLIDAYS WITH PAY	47
1. Recreation Leave	47
2. Recreation Leave Loading	49
3. Personal Leave	50
4. COMPASSIONATE AND Bereavement Leave.....	55
5. State Service Accumulated Leave Scheme.....	57
6. Parental Leave.....	64
7. Jury Service	73
7. FAMILY VIOLENCE LEAVE	73
(a) Purpose of Family Violence Leave	73
(b) Definitions.....	73
(c) Amount of Family Violence Leave	74
(d) Payment of Family Violence Leave.....	74
(e) Evidence for Family Violence Leave	74
(f) Personal Leave.....	75
(g) Other Support Options	75
(h) Employee to Give Notice	75
(i) Contact Officer for Family Violence	75
(j) Casual Employees	75
PART IX – UNIFORMS AND EQUIPMENT	77
1. Provision of Uniforms.....	77
Part X – AWARD COMPLIANCE AND UNION MATTERS	78
1. Workplace Delegates	78
2. Union Meetings.....	80
3. Right Of Entry	80
4. Notice Board	81
5. Records of Employment	81

PART XI – CONSULTATION AND CHANGE: GRIEVANCE AND DISPUTE RESOLUTION	82
1. Consultation and Change	82
2. Grievance and dispute settling procedure	83
Appendix 1 - Rostered Weekly Hours Factor	84

3. SCOPE

This award is to apply to all persons employed under the *State Service Act 2000* who are employed in the Department of Health and Human Services and for whom a classification is contained in this award, except for employees for whom a classification is contained in another award of the Tasmanian Industrial Commission.

4. DATE OF OPERATION

This award comes into operation from 1 August 2022.

5. AWARD INTEREST

(a) The following employee organisations are deemed to have an interest in this award pursuant to Section 63(10) of the *Industrial Relations Act 1984*;

Health Services Union, Tasmania Branch.

(b) The employer deemed to be an employer organisation having an interest in this award, under Section 62(4) of the *Industrial Relations Act 1984* is;

The Minister Administering the State Service Act 2000.

6. SUPERSESION

This award incorporates and supersedes the Ambulance Tasmania Award No 3 of 2022 (consolidated).

PROVIDED that no entitlement accrued or obligation incurred is to be affected by the supersession.

7. DEFINITIONS

'Afternoon/late shift' is a shift finishing after 6.00pm, but not later than midnight.

'Chief Executive Officer' means a person responsible for the management of Ambulance Tasmania.

'Composite Wage' is the weekly wage payable to employees and is computed by multiplying the appropriate hourly rate (as defined) for each employee by the 'rostered weekly hours factor'.

'Day shift' is a shift, which is worked between the hours of 7.00am and 6.00pm.

'Day Worker' means an employee whose weekly ordinary hours of work are performed within the days Monday to Friday inclusive, between 7.00am & 7.00pm.

'Commissioner of Ambulance Services' means a person appointed pursuant to the *Ambulance Service Act 1982* and whose functions are described within the *Ambulance Service Act 1982*. **Employee** means a person employed under the provisions of the *State Service Act 2000*.

'Employer' means the Minister administering the *State Service Act 2000*.

'Hourly Rate' - The hourly rate shall be ascertained by dividing an employee's appropriate weekly rate by the prescribed ordinary hours of work.

'Night shift' is a shift the finishing time of which occurs after midnight but not later than 8.00am.

'On call' means time during which an employee who is rostered off duty is required to hold himself/herself in readiness to answer a call.

'Ordinary Hours' shall be an average of 38 hours per week or 76 hours per fortnight.

The **'Rostered Weekly Hours Factor'** is the average number of hours per week for which an employee is entitled to receive payment and is based on the hours worked over a complete cycle of the 4 x 4 roster system (i.e. 64 weeks) taking into account the appropriate weekend penalties and shift allowances; as per the example standard calculation appearing in Appendix 1 of this Award.

'Shift worker' is an employee whose ordinary weekly hours of work are performed in accordance with a roster which regularly includes, Saturdays, Sundays and Public Holidays; i.e. Christmas Day, Boxing Day, New Year's Day, Australia Day, Hobart Regatta Day (south of Oatlands), Labour Day, Good Friday, Easter Monday, Anzac Day, Queens Birthday, Show day in relevant locality, and the first Monday in November in those districts where Hobart Regatta Day is not observed.

'Service' means Ambulance Tasmania.

'Union' shall mean Health Services Union, Tasmania Branch however titled.

8. EMPLOYMENT CATEGORIES

In this award, unless the contrary intention appears:

'Permanent full-time employee' means a person who is appointed to work the full ordinary hours of work each week (as defined) and who is appointed as such in accordance with section 37(3)(a) of the *State Service Act 2000*.

'Permanent part-time employee' means a person who is appointed to work hours that are less in number than a full-time employee and who is appointed as such in accordance with section 37(3)(a) of the *State Service Act 2000*.

'Fixed term full-time employee' means a person who is appointed to work the full ordinary hours of work each week (as defined) and is engaged for a specified term or for the duration of a specified task in accordance with section 37(3)(b) of the *State Service Act 2000*.

'Fixed term part-time employee' means a person who is appointed to work hours that are less in number than a full-time employee and is engaged for a specified term or for the duration of a specified task in accordance with section 37(3)(b) of the *State Service Act 2000*.

'Fixed term casual employee' means a person engaged for a specified term in accordance with section 37(3)(b) of the *State Service Act 2000*. A person employed as a fixed term casual employee is engaged on an as and when required basis. Offered engagement(s) may be accepted or rejected on each and every occasion. While able to be engaged for a shift or shifts, a casual employee is precluded from

being placed on a regular employment roster. A casual employee is paid a loading of 25% in addition to the base salary rate in lieu of paid leave entitlements.

9. CONTRACT OF EMPLOYMENT

- (a) Except as otherwise provided by the *State Service Act 2000*, employment is by the fortnight. Any employee not specifically engaged as a casual employee is deemed to be employed by the fortnight.
- (b) An employee (other than a casual employee) who is willing to work his or her normal ordinary hours of work, is entitled to be paid a full fortnight's salary at a rate fixed by this award or relevant industrial agreement.
- (c) Notice of termination by Employee and Employer

- (i) Notice of termination by Employee

Employment is to be terminated by an employee by the giving of two weeks' notice to the employer or by the forfeiture of two weeks wages as the case may be.

- (ii) Notice of termination by the Employer

- (1) Employment is to be terminated by the employer by the giving of notice in accordance with the following table:

<u>Period of Service</u>	<u>Period of Notice</u>
From commencement and up to the completion of 3 years	2 weeks
3 years and up to the completion of 5 years	3 weeks
5 years and over	4 weeks

- (2) In addition to the period of notice provided an employee aged 45 years and older with 2 or more years of service is entitled to an additional week's notice.
 - (3) Payment in lieu of the period of notice must be made if the appropriate period of notice is not given or in circumstances where it is agreed the period of notice is to be waived and payment in lieu substituted.
- (d) A casual employee is to be given a minimum of two hours work or pay on each occasion they are required to work unless otherwise mutually agreed by the employee, employer and relevant union.
- (e) Summary Dismissal

The employer has the right to dismiss an employee for serious misconduct or serious neglect of duty and in such circumstances the normal salary rate, allowances, penalty payments and accrued entitlements are to be paid up to the time of dismissal only.

10. ABANDONMENT OF EMPLOYMENT

An employee who is absent from work without justifiable cause for more than 14 days without notifying the employer of the reason for the absence, is to be considered on face value to have abandoned their employment. Service is deemed to have ceased from that time (that is, 14 days from the first day of absence).

PART II – CLASSIFICATIONS, SALARIES AND RELATED MATTERS

1. WORK LEVEL DESCRIPTORS

A position falling within the scope of this Award shall have assigned to it a classification level determined in accordance with the following definitions:

'Student Communications Officer' means an employee who is undertaking the Certificate IV in Ambulance Communications or other qualification approved by the Commissioner and who is appointed to an approved Student Communications Officer position. The employee will undertake such work experience as determined by the Director to become a Communications Officer. They are required to practice under supervision of a Communications Officer (or higher) throughout their studentship

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 Commissioner. Additionally this level of employee may be involved in the dispatch and movement of emergency and non-emergency ambulances utilising the Service's Computer Aided Dispatch and Telecommunication systems.

'Communications Officer' means an employee who holds the Certificate IV in Ambulance Communications or other qualification as approved by the Commissioner and who is appointed to an approved Communications Officer 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 Commissioner. 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 Commissioner.

'Senior Communications Officer' means an employee who holds the Certificate IV in Ambulance Communications or other qualification as approved by the Commissioner and who is appointed to an approved Senior Communications Officer 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 Commissioner. 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. The Senior Communications Officer has more responsible duties in relation to the functioning of the communications centre.

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 Commissioner.

'Paramedic Student' means an employee who is undertaking the Associate Degree in Paramedic Science or other qualification as approved by the Commissioner and who is appointed to an approved Paramedic Student position. The employee will undertake such work experience as determined by the Commissioner to become a paramedic. They are required to practice under supervision of a paramedic (or higher clinician) throughout their studentship.

'Paramedic Intern' means an employee who holds the Bachelor of Paramedic Science or other qualification as approved by the Commissioner and who is appointed to an approved Paramedic Intern position. Additionally the employee is undertaking the necessary and relevant work experience and other training as determined by the Commissioner to become a paramedic. They are required to practice under supervision of a paramedic (or higher clinician) throughout their internship.

'Paramedic' means an employee who holds a Bachelor of Paramedic Science and relevant work experience or other qualification approved by the Commissioner and who is appointed to an approved Paramedic 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 Commissioner.

The Paramedic 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.

'Intensive Care Paramedic (ICP)' means an employee who holds a Bachelor of Paramedic Science plus additional qualification and relevant work experience or other qualification approved by the Commissioner and who is appointed to an approved ICP 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 Commissioner.

The Intensive Care Paramedic is responsible for the effective and appropriate application of patient care skills, including advanced life support, in a time critical environment plus the transport of patients by ambulance or other means.

'Flight Paramedic – Fixed Wing' means an employee who holds a Bachelor in Paramedic Studies plus a Graduate Certificate in Emergency Health (Aeromedical Retrieval) or equivalent as determined by the Commissioner when rostered to undertake fixed wing flight paramedic duties. This level of employee requires specific skills and physical fitness to ensure specialist response capability for this role.

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 Commissioner.

The Fixed Wing Flight Paramedic is responsible for the effective and appropriate application of patient care skills, including advanced life support, in a time critical environment on the fixed wing aircraft.

'Flight Paramedic – Helicopter' means an Intensive Care Paramedic with a Graduate Certificate in Emergency Health (Aero-medical Retrieval) or equivalent as determined by the Service and who is appointed to an approved Flight Paramedic – Helicopter position with the Ambulance Tasmania Helicopter Squad on a permanent basis. The level of employee requires specific skills and physical fitness to ensure specialist response capability for this role.

Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses necessary for maintenance of their clinical helicopter skills every 3 years or as determined by the Service. The Flight Paramedic – Helicopter 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 helicopter or other means.

'Branch Station Officer (BSO)' means an employee who holds a Bachelor of Paramedic Science and relevant work experience or other qualification approved by the Commissioner 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 Commissioner.

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 provides support to Volunteer Ambulance Officers attached to their station.

'Branch Station Officer – Intensive Care Paramedic (BSO ICP)' means an employee who holds a Bachelor of Paramedic Science plus additional qualifications and relevant work experience or other qualification approved by the Service and who is appointed to an approved BSO ICP 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 BSO ICP 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. The BSO ICP provides support to Volunteer Ambulance Officers attached to their station.

'Clinical Support Officer (CSO)' means an Intensive Care Paramedic with an additional qualification in training and assessment or equivalent as approved by the Commissioner and who is appointed to an approved CSO 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 Commissioner.

This level of employee delivers educational services and programmes and participates in the assessment process. They also participate in clinical quality assurance activities and perform the duties of an ICP as directed.

'Paramedic Educator Level 1' means a paramedic with an additional qualification in training and assessment or equivalent as determined by the Commissioner and who is appointed to an approved Paramedic Educator 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 Commissioner.

This level of employee will develop, manage and teach into statewide education programmes within the Vocational Education Training sector. They will develop curriculum material in conjunction with external education providers and coordinate education services at a statewide level.

'Paramedic Educator Level 2' means an Intensive Care Paramedic with an additional qualification in training and assessment or equivalent and who is appointed to an approved Paramedic Educator 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 Commissioner.

This level of employee will develop, manage and teach into statewide education programmes at a tertiary education level. They will develop curriculum material in conjunction with external education providers and coordinate education services at a statewide level.

'Manager - Level 1' means an employee who holds a Bachelor of Paramedic Science or other qualification approved by the Director and relevant work experience with an additional qualification in management or equivalent and who is appointed to an approved Manager 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 management/clinical skills every 3 years as determined by the Commissioner.

Responsibilities at this level include:

- Operational Command of Mass Casualty Incident in the out of hospital environment
- Ensuring funds are expended according to approved budgets and policies
- Participation in professional development and appraisal
- Maintaining relationships with a range of internal and external organisations and individuals
- Regular feedback and performance management of staff
- Assistance with development of policies, procedures, practices and standards
- Capacity to direct all operational facets in accordance with Service expectations and directives.
- Adherence to Key Performance Indicators

'Manager - Level 2' means an employee who holds a Bachelor of Paramedic Science or other qualification approved by the Commissioner and relevant work experience with an additional qualification in management or equivalent and who is appointed to an approved Manager 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 management/clinical skills every 3 years as determined by the Commissioner.

Responsibilities at this level include those described at Level 1 with the following additions:

- Accountability for resource expenditure and allocation
- Regular feedback and performance management for senior staff
- Capacity to develop and implement effective solutions to improve productivity and customer services
- Development of business objectives and strategies

'Manager - Level 3' means an employee who holds a Bachelor of Paramedic Science or other qualification approved by the Commissioner and relevant work experience with an additional qualification in management or equivalent and who is appointed to an approved Manager 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 management/clinical skills every 3 years as determined by the Commissioner.

Responsibilities at this level include those described at Level 2 with the following additions:

- Participate in performance agreements linked to organisational goals.
- Contribution towards development and implementation of strategic and business objective.
- Manage multi disciplinary groups
- Overall management of individual work units including budget
- Develop changes in standards, practices, policies and procedures

'Manager - Level 4' means an employee who holds a Bachelor of Paramedic Science or other qualification approved by the Commissioner and relevant work experience with an additional qualification in management or equivalent and who is appointed to an approved Manager 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 management/clinical skills every 3 years as determined by the Commissioner.

Responsibilities at this level include those described at Level 3 with the following additions:

- Organisational management
- System wide view of out of hospital care provision and high level inter-organisational liaison
- Development and implementation of organisational strategic business plans to improve delivery and outcomes of out of hospital care linked to Government objectives.

2. CALCULATION FOR THE PAYMENT OF SALARY

(a) Calculation of Normal Fortnightly Salary

The formula to be used in calculating an employee's normal fortnightly salary is:

Annual Salary divided by the number of working days in a "Relevant Financial Year" multiplied by 10

'Annual Salary' means the salary given under this Part.

'Working Days in Relevant Financial Year' means the total number of working days (excluding Saturdays and Sundays) in the relevant financial year. The total number of days to be used in any one financial year is 260, 261 or 262 in accordance with the actual calendar for that financial year.

The formula is consistent with the provisions of the Financial Management and Audit Regulations 2003.

(b) Calculation of Hourly Rate for Part-time Employees

Subject to subclause (a) of this clause, the hourly rate of pay to be paid to a part-time employee is to be calculated as 1/76 of the salary calculated above.

(c) Calculation of Hourly Rate for Casual Employees

- (i) Subject to sub-clause (a) of this clause and Schedule 1 of clause 4 below, the hourly rate of pay to be paid to a casual employee is to be calculated is 1/76 of the salary calculated above.
- (ii) Further a casual employee is to be paid shift allowances calculated on the normal salary rate excluding the casual loading, with the casual loading component then added to the new rate of pay; and
- (iii) A casual employee is to be paid overtime penalty rates calculated on the normal salary rate excluding the casual loading, with the casual loading component then added to the penalty rate of pay; and
- (iv) A casual employee engaged to work on a Holiday with Pay is to be paid the penalty rate for the normal salary rate for work on that day or part day, with the casual loading component then added to the penalty rate of pay; and
- (v) The following Shift Loadings apply for casual employees only:
 - 15% loading paid on the applicable base rate for afternoon shift.
 - 22% loading paid on the applicable base rate for night shift.
 - 50% loading paid on the applicable base rate, excluding payment of afternoon or night shift loading, for shifts concluding on a Saturday.
 - 100% loading paid on the applicable base rate, excluding payment of afternoon or night shift loading, for shifts concluding on a Sunday and shifts concluding on a Holiday with Pay.

For the avoidance of doubt Saturday, Sunday, or Public Holiday shift status is determined as at conclusion of shift (i.e. Sunday night shift concluding on Monday morning paid at ordinary time rates plus night shift loading while a Friday night shift concluding on a Saturday morning would attract Saturday rates.
- (vi) These provisions apply to casual employees only.

3. PAYMENT OF SALARY

- (a) Wages, including overtime, are to be paid during working hours, at intervals of not more than two weeks and not later than Thursday.

When a holiday with pay, as prescribed in Part VIII – Leave and Holidays with Pay, falls on a normal pay day wages are to be paid on the last working day prior to the holiday with pay.

- (b) Payment is to be by direct deposit into a credit institution nominated by the employee.

The present pay day and time of payment, or method of payment are not to be varied, except after consultation with the appropriate union concerned and an agreed phasing-in period.

(c) Pay Advice

- (i) On or prior to pay day the employer is to provide to the employee, particulars in writing, setting out full details of the wages to which the employee is entitled to, the statement is to at least include the following information:
- (1) date of payment;
 - (2) period covered by payment;
 - (3) the total amount of wages;
 - (4) the amount of wages at ordinary rate, including the hourly rate;
 - (5) the amount of wages paid as overtime, at the rate of time and one half, including the rate;
 - (6) the amount of wages paid as overtime, at the rate of double time, including the rate;
 - (7) the amount paid as shift or other allowances, with sufficient information to allow the employee to identify each payment;
 - (8) the amount paid as penalty rates for rostered shifts, with sufficient information to allow the employee to identify each payment;
 - (9) any payment for annual recreation leave, personal leave, workers compensation, back pay or any other payment not usually included in the employee's wages, in sufficient detail so as to inform an employee how each amount has been calculated;
 - (10) employees classification;
 - (11) the amount deducted for taxation purposes;
 - (12) the amount of any other deduction is to be listed individually and identified;
 - (13) the net amount of wages.
- (ii) Pay advice details may be provided by way of an electronic employee self-service system (ESS), where appropriate.
- (d) An employee kept waiting for their wages on a normal pay day for more than a quarter of an hour after the usual time for ceasing work is to be paid at overtime rates after that quarter of an hour, with a minimum of a quarter of an hour.

Provided that no penalty for late payment will apply where payment of wages is delayed by reasons beyond the employer's control.

4. SALARIES

An employee appointed or promoted to a classification band prescribed by this award is to, subject to satisfying the prescribed requirements, be paid the base salary rate determined for the relevant classification.

SCHEDULE 1 SALARIES

CLASS	Rate from ffppcoa 1/12/2020
Paramedic Student, 01	\$55,548
Paramedic Student, 02	\$59,020
Paramedic Student, 03	\$64,228
Paramedic Intern, 01	\$65,962
Paramedic, 01	\$73,469
Paramedic, 02	\$75,671
Paramedic, 03	\$77,878
Paramedic, 04	\$80,081
Paramedic, 05	\$82,283
Paramedic, 06	\$84,488
Paramedic, 07	\$85,331
Intensive Care Paramedic, 01	\$88,161
Intensive Care Paramedic, 02	\$88,896
Intensive Care Paramedic, 03	\$89,631
Intensive Care Paramedic, 04	\$90,368
Intensive Care Paramedic, 05	\$91,100
Intensive Care Paramedic, 06	\$91,836
Intensive Care Paramedic, 07	\$92,755
Extended Care Paramedic, 01	\$101,411
Extended Care Paramedic, 02	\$102,425
Flight Paramedic (Fixed Wing and Helicopter), 01	\$99,918
Flight Paramedic (Fixed Wing and Helicopter), 02	\$100,918
Branch Station Officer, 01	\$88,161
Branch Station Officer, 02	\$91,836
Branch Station Officer, 03	\$92,755

Branch Station Officer – Intensive Care Paramedic, 01	\$99,918
Branch Station Officer – Intensive Care Paramedic, 02	\$102,120
Branch Station Officer – Intensive Care Paramedic, 03	\$103,142
Paramedic Educator 1, 01	\$96,244
Paramedic Educator 1, 02	\$97,206
Paramedic Educator 2, 01	\$133,418
Paramedic Educator 2, 02	\$134,753
Clinical Support Officer, 01	\$102,858
Clinical Support Officer, 02	\$103,591
Clinical Support Officer, 03	\$104,326
Clinical Support Officer, 04	\$105,369
Emergency Medical Dispatch Support Officer, 01	\$63,332
Emergency Medical Dispatch Support Officer, 02	\$66,467
Emergency Medical Dispatch Support Officer, 03	\$67,094
Emergency Medical Dispatcher, 01	\$67,972
Emergency Medical Dispatcher, 02	\$69,478
Emergency Medical Dispatcher, 03	\$70,982
Emergency Medical Dispatcher, 04	\$73,389
Emergency Medical Dispatcher,05	\$74,122
Communications Team Leader, 01	\$79,260
Communications Team Leader, 02	\$80,052
Manager Level 1	\$107,709
Manager Level 2	\$132,515
Manager Level 3	\$157,509
Manager Level 4	\$165,383

5. SUPPORTED WAGE SYSTEM FOR PERSONS WITH DISABILITIES

This clause defines the conditions which will apply to employees who because of the effects of a disability are eligible for a supported wage under the terms of this award.

In this clause:

'approved assessor' means a person accredited by the management unit established by the Commonwealth under the supported wage system to perform assessments of an individual's productive capacity within the supported wage system

'assessment instrument' means the tool provided for under the supported wage system that records the assessment of the productive capacity of the person to be employed under the supported wage system

'disability support pension' means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the Social Security Act 1991 (Cth), as amended from time to time, or any successor to that scheme

'relevant minimum wage' means the minimum wage and includes any incremental adjustment prescribed in this award for the class of work for which an employee is engaged

'supported wage system' (SWS) means the Commonwealth Government system to promote employment for people who cannot work at full award wages because of a disability, as documented in the Supported Wage System Handbook. The Handbook is available from the following website: www.jobaccess.gov.au.

'SWS wage assessment agreement' means the document in the form required by the Department of Education, Employment and Workplace Relations that records the employee's productive capacity and agreed wage rate

(a) Eligibility Criteria

- (i) Employees covered by this schedule will be those who are unable to perform the range of duties to the competence level required within the class of work for which the employee is engaged under this award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a disability support pension.
- (ii) This schedule does not apply to any existing employee who has a claim against the employer which is subject to the provisions of workers compensation legislation or any provision of this award relating to the rehabilitation of employees who are injured in the course of their employment.

(b) Supported Wage Rates

Employees to whom this schedule applies will be paid the applicable percentage of the relevant minimum wage according to the following schedule:

Assessed Capacity (subclause (c)) %	Relevant Minimum Wage %
10	10
20	20
30	30
40	40
50	50
60	60
70	70
80	80
90	90

PROVIDED that the minimum amount payable must be not less than \$95.00 per week.

Where an employee's assessed capacity is 10%, they must receive a high degree of assistance and support.

(c) Assessment of Capacity

- (i) For the purpose of establishing the percentage of the relevant minimum wage, the productive capacity of the employee will be assessed in accordance with the Supported Wage System by an approved assessor, having consulted the employer and employee and, if the employee so desires, a union which the employee is eligible to join.
- (ii) All assessments made under this schedule must be documented in an SWS wage assessment agreement, and retained by the employer as a time and wages record in accordance with the Act.

(d) Lodgement of SWS Wage Assessment Agreement

- (i) All SWS wage assessment agreements under the conditions of this clause, including the appropriate percentage of the relevant minimum wage to be paid to the employee, must be lodged by the employer with Tasmanian Industrial Commission.
- (ii) All SWS wage assessment agreements must be agreed and signed by the employee and employer parties to the assessment. Where a union which has an interest in the award is not a party to the assessment, the assessment will be referred by the Tasmanian Industrial Commission to the union by certified mail and the agreement will take effect unless an objection is notified to Tasmanian Industrial Commission within 10 working days.

(e) Review of Assessment

The assessment of the applicable percentage should be subject to annual or more frequent review on the basis of a reasonable request for such a review. The process of review must be in accordance with the procedures for assessing capacity under the supported wage system.

(f) Other Terms and Conditions of Employment

Where an assessment has been made, the applicable percentage will apply to the relevant minimum wage only. Employees covered by the provisions of this clause will be entitled to the same terms and conditions of employment as other workers covered by this award on a pro rata basis.

(g) Workplace Adjustment

An employer wishing to employ a person under the provisions of this schedule must take reasonable steps to make changes in the workplace to enhance the employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

(h) Trial Period

- (i) In order for an adequate assessment of the employee's capacity to be made, an employer may employ a person under the provisions of this schedule for

a trial period not exceeding 12 weeks, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

- (ii) During that trial period the assessment of capacity will be undertaken and the percentage of the relevant minimum wage for a continuing employment relationship will be determined.
- (iii) The minimum amount payable to the employee during the trial period must be no less than \$95.00 per week.
- (iv) Work trials should include induction or training as appropriate to the job being trialled.
- (v) Where the employer and employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment will be entered into based on the outcome of assessment under paragraph (iii).

6. TASMANIAN MINIMUM WAGE

In accordance with s 47 AB of the *Industrial Relations Act 1984* (the *Act*) the minimum weekly wage for an adult full time employee is the Tasmanian Minimum Wage as determined by the Tasmanian Industrial Commission pursuant to s 35 (10A) of the *Act*.

The Tasmanian Minimum Wage is \$812.60 per week operative from 1 August 2022.

PROVIDED this clause has no application to employees engaged under a contract of training or to an employee who is in receipt of a supported wage assessment.

7. SALARY PROGRESSION

- (a) Appointment of graduates with appropriate Degree level qualifications will be subject to acceptable minimum road experience. Applicants without adequate road experience will be placed at the Paramedic Intern classification level of the structure.
- (b) Progression through salary points at each level in the classification structure will be based upon years of experience but will be subject to existing performance criteria and to preparedness on the part of each employee to acquire and/or maintain the necessary competencies required to perform the duties of that classification level. If an employee has not maintained those competencies, some reallocation of duties may be required, but progression through the salary points of his/her classification level will not be restricted so long as the employee continues to exhibit a proven willingness to undertake the training necessary to maintain those competencies.
- (c) Promotion to all classification levels above the entry level (Paramedic) classification is subject to vacancy.
- (d) The Intensive Care Paramedic classification contains an advancement barrier at salary point ICP 3. Progression beyond this point will be subject to the prior acquisition of Advanced Airway Management skills/qualifications. Where an ICP does not possess this skill level AT will offer the necessary training. Where the employee agrees to undertake the training and successfully gains the Advanced Airway

Management qualification they will have access to the additional increment levels within the ICP classification.

8. ROSTERED WEEKLY HOURS FACTOR

The "Rostered Weekly Hours Factor" is the average number of hours per week for which an employee is entitled to receive payment and is based on the hours worked over a complete cycle of the 4 x 4 roster system (i.e. 64 weeks) taking into account the appropriate weekend penalties and shift allowances; as per the example standard calculation appearing in Appendix 1 of this Award.

9. COMPOSITE WAGE

"Composite Wage" is the weekly wage payable to employees and is computed by multiplying the appropriate hourly rate (as defined) for each employee by the 'rostered weekly hours factor'.

10. TRAINING

Student Paramedics shall be paid the composite rate of pay whilst training off road. The composite rate will not be paid for the initial training program on commencement of employment with AT or for the first six (6) months of their employment with AT. Following this time the students will be paid the composite rate as are all other operational shift work Paramedics undertaking training programs.

Paramedics attending post basic courses/lectures will receive composite wage for continuous periods not exceeding three weeks.

11. ADDITIONAL EMPLOYER SUPERANNUATION CONTRIBUTIONS

The provisions of this clause apply in addition to the rights, entitlements or obligations of the Employer or an employee under the Public Sector Superannuation Reform Act 2016 (PSSRA) or any regulations made under it.

In this clause:

"complying superannuation scheme" means a superannuation scheme that is a complying superannuation fund for the purposes of the Superannuation Industry (Supervision) Act 1993 of the Commonwealth.

"default fund" means a superannuation fund that is nominated under section 20(1) of the PSSRA to be a default fund.

11.1 Accumulation Scheme Members

- (a) For any period of unpaid parental leave in the first 12 months the employer will make fortnightly additional employer superannuation contributions on behalf of the employee to the default fund or to another complying superannuation scheme if the employee has so elected in writing, at the following rate:

$$\text{EmpCont} = \text{NRP} \times \text{C}\%$$

EmpCont – Additional Employer Superannuation Contribution

NRP – Normal rate of pay for employee as defined in by Part VIII – Leave and Holidays with Pay, Clause 6 Parental leave, subclause (a)(viii)

C% - relevant "charge percentage" specified in section 19 of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth, as amended from time to time

- (b) For a period of paid parental leave for which an employee, in accordance with a relevant Award, has decided to take the period of paid parental leave on half pay as provided for by Part VIII – Leave and Holidays with Pay, Clause 6 Parental leave, subclause (c) Maternity Leave, the employer will make additional employer superannuation contributions on behalf of the employee to the default fund or to another complying superannuation scheme if the employee has so elected in writing, at the following rate:

$$\text{EmpCont} = 0.5 \times \text{NRP} \times \text{C}\%$$

EmpCont – Additional Employer Superannuation Contribution

NRP – Normal rate of pay for employee as defined in by Part VIII – Leave and Holidays with Pay, Clause 6 Parental leave, subclause (a)(viii).

C% - relevant "charge percentage" specified in section 19 of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth, as amended from time to time

- (c) For any period when an employee is absent from work either totally or partially due to a workers compensation claim and in receipt of a workers compensation weekly payment, the employer will make additional employer superannuation contributions on behalf of the employee to the default fund or to another complying superannuation scheme if the employee has so elected in writing, at the following rate:

$$\text{EmpCont} = \text{WP} \times \text{C}\%$$

EmpCont – Additional Employer Superannuation Contribution

WP – Workers compensation weekly payment paid to employee

C% - relevant "charge percentage" specified in section 19 of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth, as amended from time to time

11.2 Defined Benefit Schemes members

- (a) For any period of parental leave in the first 12 months during which an employee is not paid salary or is paid salary of half their normal rate of pay and the employee elects not to pay, is taken to have elected not to pay or is precluded by the rules of the Defined Benefit Scheme from paying, their own contributions to the Scheme, the employer will make fortnightly additional employer superannuation contributions on behalf of the employee for that period to the default fund or to another complying superannuation scheme if the employee so elects in writing, at the following rate:

$$\text{EmpCont} = [(\text{NRP}/26) - \text{EmpCont} - \text{Additional Employer Superannuation Contribution}] \times \text{C\%}$$

NRP – Normal rate of pay for employee as defined in by Part VIII – Leave and Holidays with Pay, Clause 6 Parental leave, subclause (a)(viii)

AS – Actual salary paid to employee while on parental leave

C% - relevant "charge percentage" specified in section 19 of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth, as amended from time to time

- (b) For any period when an employee is absent from work either totally or partially due to a workers compensation claim, and in receipt of a workers compensation weekly payment and the employee elects not to pay, or is precluded by the rules of the Defined Benefit Scheme from paying, their own contributions to the Scheme, the employer will make additional employer superannuation contributions on behalf of the employee for that period to the default fund or to another complying superannuation scheme if the employee so elects in writing, at the following rate:

$$\text{EmpCont} = \text{WP} \times \text{C\%} \quad \text{EmpCont} - \text{Additional Employer Superannuation Contribution}$$

WP – Workers compensation weekly payment paid to employee

C% - relevant "charge percentage" specified in section 19 of the Superannuation Guarantee (Administration) Act 1992 of the Commonwealth, as amended from time to time

12. SALARY SACRIFICE BY EMPLOYEES

- (a) Superannuation

- (i) An employee may elect to salary sacrifice a proportion of their award salary to a complying superannuation scheme of their choice, as defined in the *Public Sector Superannuation Reform Act 1999*, subject to compliance with any Tasmanian or Commonwealth government directive and legislation.

- (ii) Administrative costs incurred as a result of an employee entering into or amending a salary sacrifice agreement will be met by the employee.
 - (iii) Salary for all purposes, including superannuation for employees entering into salary sacrifice agreement, will be determined as if a salary sacrifice agreement did not exist.
 - (iv) Salary sacrifice agreements will be annual with employees being able to renew, amend or withdraw. An employee may withdraw at any time from a salary sacrifice agreement.
- (b) Other Benefits
- (i) An employee may elect to sacrifice a proportion of their award salary for non-salary (excluding novated lease of vehicles) and superannuation benefits subject to compliance with any Tasmanian or Commonwealth government directive and legislation.
 - (ii) Any Fringe Benefit Tax or direct administrative costs incurred as a result of a salary sacrifice arrangement will be met by the employee.
 - (iii) Salary for all purposes, for employees entering into a salary sacrifice arrangement, will be calculated as if the salary sacrifice arrangement did not exist.
 - (iv) Salary sacrifice arrangements will be annual based on the Fringe Benefit Reporting Year with employees being able to renew, amend or withdraw. An employee may withdraw from a salary sacrifice arrangement at any time.

13. SALARY PACKAGING

- (a) An employee who is employed to work in a public hospital or public ambulance service, as defined by the Australian Taxation Office, may elect, up to the amount allowed under relevant legislation, to take a proportion of their award salary in a form selected from a list of options offered by the employer.
- (b) Fringe Benefit Tax and any administrative costs incurred as a result of an employee entering into or amending a salary packaging arrangement will be met by the employee.
- (c) Salary for all purposes, including superannuation, for employees entering into a salary packaging arrangement will be calculated as if the salary packaging arrangement did not exist.
- (d) Salary packaging arrangements will be annual and based on the Fringe Benefit Reporting Year. The employee will be able to renew or amend the arrangement annually. An employee may withdraw from a salary packaging arrangement at any time.
- (e) Where the an employee ceases to be employed in a public hospital or public ambulance service, as defined by the Australian Taxation Office, any salary packaging arrangements will cease to apply from the date of cessation of employment.

PART III - ALLOWANCES

1. HIGHER DUTIES ALLOWANCE

For the purposes of this clause reference to an employee does not include an employee employed for a fixed term or on a casual basis.

- (a) An employee is entitled to a higher duties allowance only when the employee is directed to perform duties that are classified higher than the employee's substantive band for a period of one or more consecutive working days. The employee is to be paid an allowance equal to the difference between the employee's normal salary level and the minimum salary level of the duties being undertaken at the higher classification band.
- (b) An employee who performs duties at the same higher classification band, as prescribed in subclause (a), for a continuous period of 12 months is eligible for salary progression, if provided for.
- (c) An employee who performs duties at the same higher classification, as prescribed in subclause (a), for broken periods that aggregate 12 months in a period of three years is eligible for salary progression, if provided for.
- (d) An employee promoted to a higher classification band is to have a period of continuous higher duties immediately prior to this promotion, for which an allowance is payable, according to subclause (a), taken into account in establishing the applicable salary level and date of eligibility of future salary progression.
- (e) An employee promoted to a higher classification is to have a period of broken higher duties prior to this promotion, for which an allowance is payable, according to subclauses (a) and (c), taken into account in establishing the applicable salary level and date of eligibility of future salary progression.
- (f) An employee in receipt of an allowance according to this clause is to continue to be paid the allowance while on approved paid leave, except long service leave, provided that the duties would have been continuous but for the period of the paid leave, and are resumed immediately on the completion of the period of paid leave.

2. MORE RESPONSIBILITIES DUTIES ALLOWANCE

For the purposes of this clause reference to an employee does not include an employee employed for a fixed term or on a casual basis.

- (a) An employee is entitled to a more responsible duties allowance when the employee is directed to perform duties that are in excess of the duties of the employee's classification or consist of partial higher duties for a period of five or more consecutive working days.
- (b) The more responsible duties allowance payable is to be in proportion to the more responsible duties undertaken compared to the employee's normal duties and by reference to the employee's salary and the work value of the more responsible duties undertaken.
- (c) An employee in receipt of an allowance according to this clause is to continue to be paid the allowance while on approved paid leave, except long service leave, provided that the more responsible duties would have been continuous but for the period of

the paid leave and are resumed immediately on the completion of the period of paid leave.

3. PARAMEDIC SPECIALIST ALLOWANCE

- (a) An Allowance of \$3.36 per hour is payable to all levels of Paramedic up to and including IC Paramedic Year 7 when they are rostered by the service to perform any of the skills/duties nominated below.
- (b) Where an employee is required by the Service to perform one of the skills nominated below for part of shift. Paramedic Specialist Allowance will be payable for the full rostered shift.
- (c) Paramedic Specialist Allowance is not cumulative. Should an employee be required to perform more than one of the above nominated skills during any one shift only one allowance is payable.
- (d) The following skills, on completion of an approved program and with appropriate certification where required, will attract the Paramedic Specialist Allowance. These skills/duties will include:
 - (i) Preceptor, see (e) below
 - (ii) Wilderness
 - (iii) USAR 2
 - (iv) Driving Instructor
 - (v) Certified Bariatric
- (e) Preceptor Allowance will only apply, where the employee assigned to the Preceptor is required to achieve formal learning outcomes (e.g. completing induction/initial training, formal Performance Improvement Plans, return to work plans).

4. PRECEPTOR ALLOWANCE (COMMUNICATIONS CLASSIFICATIONS)

- (a) A Preceptor Allowance of \$3.20 per hour is to be paid to an employee other than a Communications Team Leader and who is required by Ambulance Tasmania to act as a preceptor.
- (b) Where an EMD or EMDSO is required by Ambulance Tasmania to act as a preceptor for part of a shift, Preceptor Allowance will be payable for the full rostered shift.
- (c) Preceptor Allowance will only apply:
 - (i) for the period of work in which the employee is required to perform the preceptor role and is identified as the assigned preceptor on the roster.
 - (ii) where the employee assigned to the Preceptor is required to achieve formal learning outcomes (e.g. completing induction/initial training, formal Performance Improvement Plans, return to work plans)

5. MANAGEMENT OF MEAL BREAKS

- (a) The following provisions prescribe meal breaks for operational staff and support operational staff in achieving their prescribed meal breaks. While penalties are provided for in the event that a meal break is not able to be taken, the payment of a penalty does not mitigate the responsibility to provide a break.
- (b) Staff who have missed a meal break, or who have had their meal break interrupted must be allocated a meal break at the earliest opportunity.
- (c) When an operational staff member has not received a complete meal break within the prescribed window, the staff member will be directed to take a complete meal break provided that:
 - (i) For a period of one hour commencing one hour after the start of the window of opportunity, the staff member may be required to respond to Priority O and Priority I.
 - (ii) If the meal break has not been completed by the end of the second hour after the start of the window of opportunity the employee will be required to respond to Priority 0 cases only, except for BSO's whose response protocol will be determined by policy.
 - (iii) In the event of a medium, major or severe impact incident response declared as per the Ambulance Tasmania Incident Response Plan, the provisions of sub-clauses (i) and (ii) above may not apply. Meal Breaks and allowances payable in the event a meal break is not provided will be paid In accordance with sub-clauses (1) to (6) below.
 - (1) One paid meal break of 25 minutes duration shall be allowed for officers working a shift of up to 11 hours and 24 minutes. Two paid meal breaks of 25 minutes duration shall be allowed for officers working shifts of 11 hours and 25 minutes and up to 14 hours duration.
 - (2) For officers working a shift of up to 11 hours and 24 minutes duration, the meal break shall be taken in a 2.5 hour window from the start of the fifth hour from the commencement of the shift or as agreed between the parties.
 - (3) For officers working a shift of 11 hours and 25 minutes duration but less than 14 hours duration attracting two paid meal breaks, the first break shall be taken in a window of 2.5 hours from the start of the fourth hour from the commencement of the shift and the second meal break shall be taken in a window of 2.5 hours from the start of the ninth hour from commencement of the shift or as agreed between the parties.
 - (4) For officers working shifts of 14 hours duration attracting two paid meal breaks, the first break shall be taken in a window of 2.5 hours from the start of the fourth hour from the commencement of the shift and the second meal break shall be taken in a window of 2.5 hours from the start of the tenth hour from the commencement of the shift or as agreed between the parties.
 - (5) In the circumstances where a meal break has not been provided in accordance with Sub clauses (1), (2), (3) and (4) above;

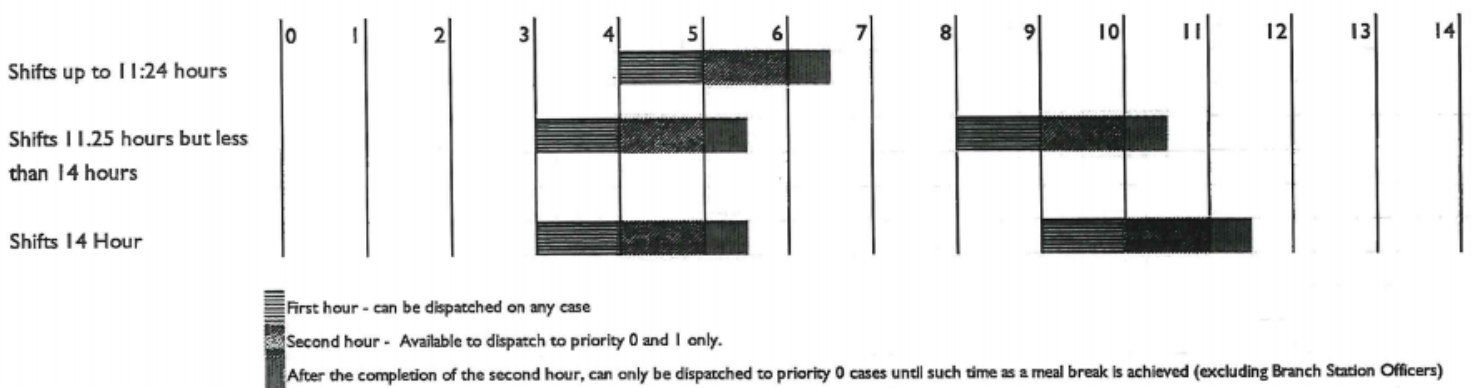
- a. The employee shall be entitled to a meal allowance of \$26.50.
 - b. If the meal break has not been provided after a further 1 hour from the times specified in sub clauses (a), (b), (c) and (d), the employee shall be entitled to a further payment of \$26.50 in addition to the payment in (e) (i) to which he/she is already entitled.
 - c. Employees will not receive more than \$53.00 in any shift for missed meal breaks.
- (6) Employees who are required to work extended hours beyond the end of their shift and these hours exceed the end of their shift by a minimum of two hours will be entitled to an additional break of 30 minutes paid at single time at the composite rate of pay.

(d) Fixed Wing Flight Paramedics

- (a) Due to the nature of the work environment of the Flight Paramedic Fixed-Wing it is understood that structured meal breaks as provided for in this clause may not be reasonably achievable. While every effort will be made to achieve two meal breaks on shifts of 11 hours and 25 minutes or more, the meal allowances prescribed in this clause will only apply in relation to the one break per shift when performing flight duties.

(e) Meal Break Windows and Dispatch Provisions

The following table provides meal break windows and describes the dispatch provisions that apply.



(f) Meals Away from Station where Work Commenced

- (a) The parties agree that on road staff may be required to take breaks or meals at a Station other than the Station from which they commenced work without penalty to Ambulance Tasmania except where the employee has brought their meal from home, the employee will be offered the opportunity to retrieve that meal. If

the employer is unable to provide the employee with the opportunity to access that meal, a meal allowance of \$26.50 will be paid.

(g) Meals at Training Courses Away from Usual Location

(a) In the event that an employee is required to attend a day training course provided by the Ambulance Tasmania, for example Clinical Professional Development, away from the employee's usual location, Ambulance Tasmania will either provide appropriate facilities such as a fridge and microwave to allow employees to bring their own meal, or will provide a meal. If neither facilities nor a meal is provided, payment of a single meal allowance of \$26.50 will be paid.

6. ADJUSTMENT TO WAGE RELATED ALLOWANCES

Unless specified separately in this Award all monetary allowances are to be adjusted from the first full pay period on or after 1 July each year by the same percentage as the salary rate for a Paramedic Year I classification of the Ambulance Tasmania Award has increased between 1 July in the preceding year and 30 June of that year. Prior to 1 July each year the parties will make application to have the salary rates in this Award updated to reflect the rates being paid.

PART IV – MISCELLANEOUS CONDITIONS OF EMPLOYMENT

1. STAFF AMENITIES

(a) Staff Room/Kitchen Facilities

The employer shall provide and furnish a suitable staff room for employees including a kitchen area which consist of washing, cooking and storage facilities. A refrigerator shall also be provided. The employer shall provide all cooking and eating utensils.

(b) Lockers and Showers

The employer shall provide for the use of employees hot and cold showers and wash basins and for each employee a locker with suitable hanging facilities.

2. REIMBURSEMENTS

(a) Telephone

Where the employer requires an employee to have a telephone installed, all costs associated with the initial standard installation and annual rental of the employee's telephone will be met by the employer. Except when required by the employer, if an employee subsequently moves residence more than three times within six years of any installation or connection paid for by the employer, the employee shall be required to pay the costs of the new telephone installation or connection.

(b) Licence

The employer shall pay the yearly driving licence fee for each officer who is required to drive a vehicle during normal duties.

3. MEDICAL EXAMINATIONS

When an employee is required by the employer to undergo a medical examination, the examining medical officer shall be nominated by the employer, who shall bear the cost of the examination. Such examinations shall be conducted in the employer's time.

4. LAUNDERING OF UNIFORMS

Ambulance Tasmania will provide suitable commercial cleaning of uniform items including jumpsuit, shirt, jacket etc. only if they become significantly contaminated in the course of ambulance duties. Significant contamination includes:

- (i) Blood spills of more than a few drops
- (ii) Faecal contamination
- (iii) Vomitus
- (iv) Body tissue
- (v) Body fluid of more than a few drops.

PART V – EXPENSE AND OTHER ALLOWANCES

1. TRAVEL ALLOWANCES

(a) Travelling

The object of this clause is to ensure that an employee who is required to undertake work related travel and who is required to remain away from home overnight is to be provided with accommodation, meals and incidental expenses without incurring out of pocket expenses.

(i) Travel Allowance Expense for Overnight Accommodation, Meal Allowances and Incidental Expenses

- (1) An employee who is required to undertake work related travel requiring overnight accommodation is to be paid a travel allowance for expenses incurred calculated in accordance with the following tables:

Overnight Accommodation

<u>Accommodation Venue</u>	<u>Overnight Accommodation</u>
Adelaide	\$ 157.00
Brisbane	175.00
Canberra	168.00
Darwin	220.00
Melbourne	173.00
Perth	180.00
Sydney	198.00
Tasmania	147.00

Meal Allowances

(Preceding or following an overnight absence)

Breakfast	Applicable 7.00am – 8.30am	29.20
Lunch	Applicable 12.30 – 2.00pm	32.85
Dinner	Applicable 6.00pm – 7.30pm	56.00

Incidental Expenses

Payable per overnight stay: \$20.60

- (2) The rates contained in the tables above are derived from the Australian Taxation Office Taxation (ATO) Determination TD2021/6, Table 1. These rates are to be adjusted from 1 July each year in accordance with the appropriate ATO determination. The accommodation component of the allowance is

derived from the capital city rate for each State within that Determination.

- (ii) Pre-Booking and Payment of Accommodation
 - (1) The employer may enter into an arrangement with a commercial provider (hotel, motel or serviced apartment) for the provision and payment of accommodation on behalf of an employee.
 - (2) In such cases the accommodation component of the Travel Allowance Expense will not be paid.
- (iii) Payment of Actual Travel Expense
 - (1) The employer and an employee may enter in an arrangement whereby it is agreed that the actual cost of accommodation and expenditure on meals, incidentals and all out of pocket expenses incurred in the course of business are to be paid upon the verification of such receipts as may be tendered in support of the claim.
 - (2) In such cases the accommodation and/or meal allowances prescribed in paragraph (a)(i) of this clause are not to be paid but the actual expenses incurred in the course of business travel are to be reimbursed to the employee along with the incidental allowance.
 - (3) The employer may provide alternative methods of payment of travel expenses, such as through use of a corporate credit card.
- (iv) Payment for Employee Choice
 - (4) An employee may choose not to stay in accommodation for which the employer has a commercial arrangement in which case the employee is to be paid the rates prescribed in paragraph (a)(i) of this clause of this clause.
 - (5) The employer may require the employee to provide evidence by way of receipt that a commercial accommodation (hotel, motel or serviced apartment) expense was incurred.
 - (6) An employee may chose not to stay overnight in commercial accommodation (hotel, motel or serviced apartment) in which case the accommodation component of the travel allowance is not payable to the employee.
- (v) Advance Payment of Travel Allowance Expense

If requested by an employee an advance payment is to be made of the estimated travelling allowance expenses payable for the period of the work related travel.

(vi) Additional Transport Costs Incurred On Work Related Travel

An employee required to undertake work related travel who incurs additional costs through the use of public transport, taxis or hire cars is to be reimbursed those costs by substantiating the actual expenses to the employer.

(vii) Conference and Training Course Incidental Allowance

An employee required to attend a training course or conference where accommodation and all meals are provided is to be paid the Incidental Allowance as prescribed in paragraph (a)(i) of this clause.

(viii) Temporary Assignment of Duties at an Alternate Location

An employee required to undertake work related duties that involve travel to a location which requires accommodation for a period up to and /or exceeding three weeks, is to be paid a travelling allowance expense at the following rates:

- (1) for the first three weeks, travelling allowances in accordance with the rates prescribed in paragraph (a)(i) of this clause; and
- (2) after three weeks travelling allowances at a rate determined by the employer.

(ix) Systematic Travelling

An employee required to undertake systematic travel is to be paid a rate within the limits set out in paragraph (a)(i) of this clause as determined by the employer.

(x) Overseas Travel Allowance Expense

An employee required to undertake work related duties outside of Australia the employee is to be paid travel allowances at a rate determined and published by the Australian Taxation Office that is applicable to overseas locations, as amended from time to time.

(b) Excess Fares

An employee who in the normal course of employment is not required to travel to different locations for the performance of their duties, but with the knowledge and approval of the employer, is required for short periods to attend work at a location other than their regular place of employment is to be paid such reasonable additional fares necessarily incurred.

PROVIDED that no employee is to be entitled to the benefits of this subclause for more than three months in any one continuous period.

(c) Private Vehicle Use

(i) Required User

Where an employee is required in writing by the employer to have available on a regular basis a private motor vehicle which the employee is to be required to use for official purposes, and the employee agrees in writing so to do an allowance is to be paid for such use in accordance with the following rates:

<u>Annual Kilometres Travelled On Duty in a Financial Year</u>	<u>Cents per Kilometre</u>	
	<u>Rate 1 2 litres and above</u>	<u>Rate 2 Less than 2 litres</u>
First 10,000 kilometres	93.47 (100%)	80.38 (86%)
Any additional kilometres	49.54 (53%)	43.00 (46%)

PROVIDED that where the employer wishes to withdraw the requirement to provide a private motor vehicle then, except where special circumstances exist, at least one year's notice in writing is to be given, and the notice period is to be specified to end on 30 June.

(ii) Occasional User

Where an employee is not required to provide a private motor vehicle for official use as prescribed in subclause (c)(i) of this clause, but otherwise receives approval from the employer to use a private motor vehicle for official purposes on an occasional basis, an allowance is to be paid in accordance with the following rates:

<u>Annual Kilometres Travelled On Duty in a Financial Year</u>	<u>Cents per Kilometre</u>	
	<u>Rate 3 2 litres and above</u>	<u>Rate 4 Less than 2 litres</u>
First 10,000 kilometres	62.31 (100%)	53.59 (86%)
Any additional kilometres	33.02 (53%)	28.66 (46%)

(iii) For the purposes of subclauses (c)(i) and (c)(ii) of this clause, the rates specified therein are to apply as follows:

RATES 1 and 3 apply to motor vehicles generally recognised as having an engine capacity of 2:0 litres or more and include rotary engines.

RATES 2 and 4 apply to motor vehicles generally recognised as having an engine capacity of less than 2:0 litres.

(iv) The rates specified in subclauses (c)(i) and (c)(ii) of this clause, are not to be varied as a consequence of National Wage Case decisions. The rates are to be varied upon application subsequent to 30 March and 30 September of each year after the Hobart Transportation, Private Motoring subgroup, Consumer Price Index Numbers for the quarters ending 30 March and 30 September respectively, become available. The Rate 1 and Rate 3 variations for the first.

10,000 kilometres travelled are to be calculated in accordance with the formula specified in decision T.33 of 1985 dated 13 June 1985.

Variations to the other rates specified in the tables in subclauses (c)(i) and (c)(ii) of this clause, are to be calculated by applying the percentage shown in brackets to the relevant first 10,000 kilometres rate (as varied) shown as 100 percent.

- (v) An employee is not to receive an allowance for kilometres travelled in excess of 16,000 kilometres in any one financial year unless authorised by the employer concerned on the recommendation of the Head of Agency, to travel a greater distance in that year.
- (vi) In addition the following allowances are to be paid to employees:
 - (1) Where authorised to use a utility, four-wheel drive motor vehicle or any other special type of motor vehicle approved by the employer concerned: \$9.90 per month
 - (2) Where authorised to use a trailer attached to the motor vehicle 2.97 cents for each kilometre travelled on duty with the trailer attached.
 - (3) Where authorised to use a motor vehicle on work involving the regular carrying of heavy equipment - \$9.90 per month.
 - (4) Where authorised to use a motor cycle: 9.67 cents for each kilometre travelled on duty.
- (vii) Where an employee is required to provide a private motor vehicle in accordance with subclause (c)(i) of this clause, and the distance travelled on duty in any financial year does not exceed 4,000 kilometres, the employee is to be paid an allowance calculated by multiplying the appropriate rate per kilometre by the difference between the actual number of kilometres travelled on duty during that year and 4,000 kilometres.
- (viii) Where a part-time employee is eligible for any payment under subclause (c)(vii) of this clause, such allowance is to be calculated on the proportion of the total hours worked in that year by the part-time employee to the annual standard hours for a full-time employee of the same classification.
- (ix) Unless otherwise directed by the employer, kilometres travelled on duty is to be the distance travelled from an employee's place of employment to their destination and return to their place of employment.
- (x) A kilometres travelled allowance in excess of or at variance with the rates set forth in subclauses (c)(i) and (c)(ii) of this clause, may be paid if, on the determination of the employer concerned, special circumstances exist which justify such excess or variation

PART VI – WORKPLACE FLEXIBILITY

1. WORKLOAD MANAGEMENT

- (a) The employer is to ensure that supervisors and managers are aware that the tasks allocated to employees must not exceed what can reasonably be performed in the hours for which they are employed.
- (b) The employer is to ensure that supervisors and managers implement procedures to monitor the hours worked of the employees they supervise and where employees regularly work hours in excess of the hours for which they are employed to perform their jobs, changes (technology, responsibility, and extra resources) will be implemented.
- (c) An employee who believes they have been allocated duties that exceed those that can be reasonably performed in the time allocated for them to be undertaken should formally advise their manager. Where practicable to do so the employee should suggest how their allocated tasks can be prioritised.
- (d) A manager who has been advised in accordance with sub-clause (c) should respond promptly to the employee's concerns. Where the manager acknowledges the workload is excessive the response should include a plan to reduce the workload to a manageable level. If the manager does not accept that the workload is excessive the response should outline such reasons.
- (e) To minimise workload issues the employer is to make every effort to ensure vacancies are filled within three months. If it appears likely this period will be exceeded supervisors and/or managers will consult affected employees, giving the reasons why the vacancy will not be filled and advising how the workloads will be managed having regard to (a) and (b) above.
- (f) In most circumstances temporary vacancies will be filled as they arise. Where a vacancy is not to be filled supervisors and managers will consult affected employees, giving the reasons why the vacancy will not be filled and advising how the workload will be managed having regard to (a) and (b) above.

2. WORK-LIFE BALANCE

- (a) Flexible working arrangements assist employees to balance work and non-work commitments. The adoption or extension of work-life balance arrangements may require innovation in respect of supervision, scheduling of meetings, training opportunities, hours of work, and how, where and when work is performed.
- (b) Without limiting the kind of arrangements that may be suitable in any individual instance, work-life balance arrangements could include non-standard and variable starting and/or finishing times, part-time work, and job sharing.
- (c) In considering an employee's request for flexible work arrangements, the employer is to take into account the employee's family and other relevant commitments.
- (d) Such requests are to be considered in light of the operational needs of the employer but will not be unreasonably refused. Employees are to be given the reasons if requests for flexible working arrangements are not approved.

3. WORKPLACE FLEXIBILITY ARRANGEMENTS

(a) Workplace Flexibility Arrangements

- (i) An individual employee, or group of employees, and a Head of Agency (or delegate) may agree to vary the application of certain terms of the Tasmanian Ambulance Service Award or any Agreement having application to employees covered by this Agreement to meet the genuine needs of individual employee/s and/or an Agency's business requirements.
- (ii) An employer and employee, or group of employees, may enter into an arrangement that allows for ordinary hours to be performed at any time without the payment of overtime or penalty allowances that would otherwise apply.
- (iii) In any negotiations concerning an alteration of the hours of work or the spread of hours the employer and the employee are to consider the following matters:
 - (1) The maximum efficiency of the operation of the Agency;
 - (2) The retention of normal productivity levels within the Agency;
 - (3) Any flexibility in an agreement that enables part or full days to be taken off may include, but are not limited to Monday or Friday and may not be limited to the same recurring day or the week.
- (iv) In utilising these provisions regarding hours of work the parties should consider all relevant issues such as:
 - (1) The span of hours;
 - (2) Maximum hours that can be worked in specified periods;
 - (3) The rate and applicability of overtime penalty rates;
 - (4) The provision of a rostered or accrued days off;
 - (5) Record keeping.

(b) Entering and Terminating Workplace Flexibility Arrangements

- (i) Each individual employee and the Agency must genuinely reach agreement without coercion or duress.
- (ii) The terms the employee/s and the Agency may agree to vary are those relating to:
 - (1) hours of work and arrangements for when work is performed;
 - (2) overtime rates;
 - (3) shift penalty rates;
 - (4) allowances;
 - (5) availability and recall provisions; and
 - (6) substituting another day for holiday with pay.
- (iii) The agreement may be terminated:
 - (1) by the employee/s or the Agency by giving a minimum of fifty six (56) days' notice of termination, in writing, to the other party; or

- (2) at any time, by written agreement between the Agency and the employee/s.

(c) Administration of Workplace Flexibility Arrangements

- (i) The agreement between the employee/s and the Agency is to:
 - (1) be confined to vary only one or more of the terms listed in paragraph (ii) of subclause (b) of this clause;
 - (2) be in writing detailing the relevant award or agreement clause(s) that are proposed to be excluded or modified by the operation of the agreement and how the relevant award clauses(s) are to be applied;
 - (3) record with the name and signature of the employee/s and, if the employee is under 18 years of age, the employee's parent or guardian and Head of Agency or delegate;
 - (4) detail how the agreement does not disadvantage each individual employee in relation to the individual employee's overall terms and conditions of employment;
 - (5) state the date the agreement commences and the period for which it operates;
 - (6) state the date by which this arrangement is to be reviewed but in any case be no longer than two years from commencement;
 - (7) notwithstanding paragraph (5), the agreement is to continue in effect after that date of expiry unless withdrawn from by either party in writing.
- (ii) The Agency must provide a copy of the agreement to the following and retain a copy of the agreement in accordance with section 75 of the Industrial Relations Act 1984 on the individual's personal file:
 - (1) the employee;
 - (2) Director, State Service Management Office; and
 - (3) A union with relevant industrial coverage.

(d) Union Participation in Negotiating a Workplace Flexibility Agreement

- (i) If an employee is a member of a union which has an interest in the relevant award pursuant to section 63(10) of the Industrial Relations Act 1984, the employee may choose to be represented by that union to meet and confer with the Agency about the implementation of a Workplace Flexibility Agreement.
- (ii) The union must be given a reasonable opportunity to participate in negotiations regarding the proposed implementation of flexibility provisions under this clause.
- (iii) Union involvement does not mean that the consent of the union is required prior to the introduction of agreed flexibility arrangements.

PART VII – HOURS OF WORK AND OVERTIME

1. HOURS OF WORK – DAY WORK

The ordinary hours of work for day workers shall be an average of thirty-eight hours per week to be worked on the following basis: 152 hours within a period not exceeding 28 consecutive days.

The ordinary hours of work prescribed herein may be worked on any day or all of the days of the week, Monday to Friday.

The ordinary hours of work prescribed herein shall be worked in continuous periods of not more than 9 hours per day between the hours of 7.00 am and 7.00 pm, except for a meal break of not less than half an hour and not more than one (1) hour's duration on such days.

PROVIDED ALWAYS that no employee is to be required to work more than five hours without a meal break.

All day workers will accumulate 24 minutes for each day worked thereby accumulating 7.6 hours every four weeks worked. (19-Day Month)

The ordinary pay for day workers does not fluctuate each week despite the fact that day workers may work more hours in some weeks than in another. The ordinary pay for day workers remains constant for each week of the four weeks. Payment is based on the average working week of 38 hours. E.g.

Week	Hours Worked	Hours Paid
1	40	38
2	40	38
3	40	38
4	32	38
	152	152

(i) **Accrued Days Off (ADO)**

All day workers shall work a 19 day month with the 20th day being an ADO.

In the rostering of the 19 day month, the ADO will, where possible, be provided on a Monday or Friday.

In the event of an ADO falling due on a Public Holiday, the day worker shall be entitled to observe the ADO on the working day falling immediately after the Public Holiday.

Where there is mutual agreement between the day worker(s) and the employer, another day may be substituted as the ADO provided that such a day is taken prior to the advent of the next scheduled ADO. This will prevent the accumulation of ADO's.

In the event that a day worker is required to work on their ADO, then the day worker shall be entitled to an ADO on the next immediate working day or such other day as may be agreed between employer and the day worker provided that the ADO shall be taken prior to the advent of the next ADO arising from an entitlement under the next succeeding work cycle.

2. OVERTIME – DAY WORK

The employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement provided that nothing in this clause bestows an entitlement to paid overtime for employees who do not have an entitlement to paid overtime.

An employee may refuse to work overtime in circumstances where it would result in the employee working hours which would be unreasonable having regard to:

- (i) any risk to the employee's health or safety;
- (ii) the employee's personal circumstances including any family responsibilities;
- (iii) the needs of the employer;
- (iv) the notice given (if any) by the employer of the overtime and by the employee of his or her intention to decline it; and
- (v) any other relevant matter.

No overtime shall be worked without the prior approval of the employer except in circumstances where an employee is involved in duties directly affecting patient care and prior approval is not possible.

For all time worked in excess of the ordinary hours of work, the following payments shall be made:

Monday to Sunday inclusive - time and one half for the first two hours and double time thereafter.

Public holidays - double time and one half.

Unless the period of overtime is one and a half hours or less, an employee before starting overtime shall be allowed a meal break of 20 minutes which shall be paid at ordinary rates. The employer and an employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that no employee shall be required to work more than five hours without a break for a meal.

3. SHIFT WORK

The ordinary hours of work shall be 38 per week in accordance with the following provisions:

- (i) employees attached to Urban Stations shall work a roster system of four days on duty followed by four days off duty, provided that the rostered average weekly hours do not exceed 40 ordinary hours plus two extra duty hours;
- (ii) employees at Rural Stations shall work a roster system of four days on duty followed by four days off duty in shifts of 11 hours 25 minutes duration.
- (iii) employees within the State Communications Centre will work a roster of four days on, followed by four days off, provided that the average working hours does not exceed 40 per week for full time staff. The roster will have predominantly approximately 12 hour shifts for day and night duty.
- (iv) 10 hour break

The minimum duration of time between successive rostered shifts shall be 10 hours (excluding overtime).

(a) Accumulation of Hours

All full time shift workers shall accrue 2 hours per week for every week worked. This time shall accrue and be taken in the form of Accrued Days Off (ADO's).

Accrued Days Off means the day off in each cycle.

- (i) For the purposes of this provision, "ADO leave block" means an approved period of absence encompassing all an employee's rostered shifts between time off. For example, an employee working a four on four off roster would take 4 rostered shifts off, amounting to a debit of the total rostered hours against their ADO balance. Another example would be if an employee with an ADO balance assumed regular dayshift work, that employee would take Monday to Friday off and be debited 38 hours.

Accrued days off shall be taken as a rostered ADO leave block to be debited based on the rostered hours of those shifts. ADO leave blocks may be rostered as either a standalone block or as two consecutive blocks in the financial year in which the time is accrued.

Where ADO leave blocks are rostered, industrial provisions continue to apply to roster changes.

The time worked towards the ADOs shall accrue as time off for time worked as described in Appendix 1.

Accrued days off shall be paid at the employee's rate of pay at the time the leave block occurs.

Time accrued in excess of 96 hours each year shall be paid as a lump sum in the 26th pay of each year. Payment will be paid at the employee's rate of pay at the time of the payout.

On-call hours and overtime hours are not included in the calculation of accrued hours.

Work performed for the purpose of the accrual of ADOs do not attract overtime penalties.

Normal award and/or agreement conditions applying to stand-by, availability, and/or call back shall prevail to employees so rostered on an ADO leave block.

(ii) Long Service Leave

Whilst an officer is rostered for a period of long service leave, no accrual of ADO time shall occur.

(iii) Personal Leave

Periods of personal leave shall be debited from leave entitlements in the actual time taken ie a 10 hour day shift shall be debited as 10 hours thereby the normal accrual of time for the purposes of ADO's shall occur.

Personal leave on an ADO is likened to personal leave on a weekend or rostered day off. Thus the employee is not granted an ADO in lieu.

(iv) Other Statutory Leave Entitlements (Jury Service, Special Leave etc.)

Days of paid absence on statutory leave shall count towards ADO's.

(v) Workers Compensation

Periods of Workers compensation leave shall be treated as normal time worked and will accrue towards time off.

PROVIDED that where an officer is unable to take rostered ADO's the time accrued shall be paid as an allowance in the 26th pay of each year.

(vi) Training

All staff in training must work 40 hours during training weeks to be able to accrue 2 hours towards accrued days off.

To achieve this all staff involved in training must wear uniform and be available to carry out other functions to make their time up to 40 hours.

To ensure 40 hours are covered (which includes travel time to return to their region) people in training may be required to:-

Work on-road in an operational capacity in Hobart, or wherever training is occurring (this may release rostered staff to perform other duties or access time credits).

Carry out other training commitments within the regional training unit.

Alternately people in training maybe offered access to Time Credits for approved non paid activities they have previously undertaken.

Staff in Training who would prefer to finish training days early or commence late may seek approval to vary their time credit balances.

(vi) Part Time Employees

Part time employees shall not be entitled to accrue time.

(vii) Leave without pay

No accrual of time shall occur during periods of leave without pay.

(viii) Resignation/Termination

Any hours accrued by an officer shall be paid at the substantive rate of the officer as at the first pay period of the financial year on resignation or termination.

(ix) Maternity Leave

No additional time off is accrued during the period of absence on maternity leave.

(b) Rosters

The roster shall be in accordance with the provisions of this clause, and exhibited in each station. The roster shall show 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 shall be kept affixed or posted in a conspicuous part of the premises in which the employees subject to this award work and where it may be readily seen by such employees and the Health and Community Services Union.

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.

(c) Shift Penalties – Casual Employees

A shift penalty of 9% shall apply to all shifts worked during Monday to Friday.

Where the major portion of a shift falls on a Saturday, the employee shall be paid at the rate of time and one half of the employee's base salary rate. Where the major portion of a shift falls on a Sunday, the employee shall be paid at the rate of double time.

(d) Overtime

The employer may require any employee to work reasonable overtime at overtime rates and such employee will work such overtime in accordance with that requirement. All time worked by a shift worker outside of rostered ordinary hours shall be paid at the rate of double time.

No overtime shall be worked without the prior approval of the employer except in circumstances where an employee is involved in duties directly affecting patient care and prior approval is not possible.

PROVIDED that overtime shall not commence to accrue until 10 minutes after the completion of an employee's hours of duty where a change of shift involves a hand-over requirement.

Overtime shall be calculated to the nearest one quarter of one hour. In calculation of overtime, each day's work shall stand alone. Whenever the finishing time of an employee required to work overtime is such that there is no public transport (excluding taxis) available, transport shall be provided for him by the employer within half an hour of such finishing time.

An employee may refuse to work overtime in circumstances where it would result in the employee working hours which would be unreasonable having regard to;

- (i) any risk to the employee's health or safety;
- (ii) the employee's personal circumstances including any family responsibilities;
- (iii) the needs of the employer;
- (iv) the notice given (if any) by the employer of the overtime and by the employee of his or her intention to decline it; and

(v) any other relevant matter.

(e) Flexible Work practices – Time Credit

- (i) Employees who work a shift work roster will, where possible, have access to Time Credit arrangements. These arrangements provide eligible staff who work overtime with the option of allocating those hours to a Time Credit Bank to be utilised at a later date in lieu of an overtime payment.
- (ii) Time Credit arrangements are accessible on the basis that they are cost neutral for Ambulance Tasmania and therefore must not result in payment of additional allowances.
- (iii) Time Credit will be managed in accordance with the following principles:
 - (1) The services of employees are used as effectively, efficiently and economically as is practicable
 - (2) Service delivery requirements are the primary focus for determining appropriate patterns of work
 - (3) The needs and preferences of employees are reasonably accommodated where practicable
 - (4) Time Credit records are maintained for each employee
 - (5) The maximum number of hours that can be accrued is 48 hours or pro rata if part time
 - (6) Hours accrued as Time Credit are banked on the basis of time for time
 - (7) Time Credit cannot be converted to recreation leave
 - (8) Accessing Time Credit must not result in a negative Time Credit Balance
 - (9) Where an employee transfers to another region, their Time Credit Bank will be paid out at the time of transfer
- (iv) This provision will be supported by the Flexible Work Practices -Time Credit Procedure.

(f) Work on Saturdays and Sundays

In calculation of the 'rostered weekly hours factor' (as defined) of the composite wage, where the major portion of a shift falls on a Saturday the rate applicable will be time and one half. Where the major portion of a shift falls on a Sunday the rate applicable will be double time.

(g) Exchange of Shifts

Employees who, for their personal convenience, desire to change from their allotted shifts, or portion thereof, will be permitted to do so provided that the consent of the employer has been obtained.

The employee approved by the delegated authority to perform the exchanged shifts is responsible for that duty in accordance with the conditions of this award. Notification of exchange of shifts is required to be given to the employer 48 hours prior to the shift commencing.

4. REST PERIOD AFTER OVERTIME

When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least nine consecutive hours off duty between the work of successive days. An employee (other than a casual employee) who works so much overtime between the termination of ordinary work on one day and the commencement of ordinary work on the next day that there is not at least nine consecutive hours off duty between those times, shall be released after completion of such overtime until the employee has had nine consecutive hours off duty without the loss of pay for ordinary working time occurring during such absence.

If, on the instructions of the employer, or his or her delegate, an employee resumes or continues work without having had nine consecutive hours off duty, such employee shall be paid at the appropriate overtime rate until released from duty for such period, and shall be entitled to be absent for nine consecutive hours off duty without the loss of pay for ordinary working time occurring during such absence.

The provisions of this clause shall not apply to employees who are rostered for on call duty.

5. AVAILABILITY (ON CALL) ALLOWANCE

- (a) For the purposes of this clause:
 - (i) Time reasonably spent in travelling to and from work is to be regarded as time worked.
 - (ii) An employee is required to maintain a record in the form of a time-sheet for all time worked.
- (b) Availability
 - (i) The employer may require an employee, by way of a roster or direction, to be available to resume duty and the employee is required to remain:
 - a. Fit for duty; and
 - b. Readily contactable while so rostered or directed; and
 - c. Able to resume duty.
 - (ii) An employee required to be available is to be paid \$5.03 per hour for each hour the employee is required to be available.
 - (iii) An employee required to return to the workplace to resume duty is to be remunerated in accordance with the Recall provisions of this clause.
 - (iv) At Regional and Urban stations on call may only be rostered to provide coverage as back up to rostered duty staff.
 - (v) During the on call period an employee must be immediately contactable by AT in order to facilitate the timely and efficient provision of pre-hospital and emergency care as required and within acceptable response times.
 - (vi) An acceptable turnout time will be determined by policy.
- (c) Recall

Except where otherwise specifically provided an employee recalled to work after leaving the ambulance station (whether notified before or after leaving such

premises) shall be paid at overtime rates for the actual period or periods of duty - with a minimum payment of three hours per call for the time so worked, provided that three hours has elapsed from the commencement of the previous call.

(d) Disturbance Allowance

- (i) An employee classified at Manager - Level I or above who is required to undertake duties without returning to the workplace will be entitled to payment of the Disturbance Allowance at the appropriate overtime rate for a minimum payment of one hour.
- (ii) Any further requirements to undertake duties without returning to work that occurs within one hour of the commencement of the first requirement in accordance with sub-clause (i) of this clause, for which a minimum payment is to be made, does not attract any additional payment until the time actually worked exceeds one hour.
- (iii) An employee other than an employee classified at Manager Level I or above who is rostered to be on call and who is required by a Manager to perform duties during the on call period where such duties do not constitute a call back will be entitled to payment of Disturbance Allowance in accordance with (i) and (ii) above.

(e) Breaks

- (i) Where an employee is rostered on call, the employee must have a period of 9 hours, without receiving a recall or disturbance, between shifts on consecutive days.
- (ii) The 9 hour period can accumulate across the period of on call and is not required to be continuous.
- (iii) If an employee is recalled to work for more than 6 hours of the on call period, the employee must receive a 9 hour break from the end of the last recall or disturbance without loss of pay for ordinary working time occurring during the break.

PART VIII – LEAVE AND HOLIDAYS WITH PAY

1. RECREATION LEAVE

(a) Period of Leave

Employees other than those who receive a 20 per cent loading in lieu of annual recreation leave, personal leave and holidays with pay are to be allowed annually and after 12 months of continuous service, 152 hours leave in the case of employees working 38 hours per week.

(b) Shift Workers

In addition to the leave hereinbefore prescribed shift workers (as defined) shall be allowed 38 hours leave to be taken in a period of seven consecutive days including non-working days. Where an employee with twelve months continuous service is engaged for part of the twelve monthly period as a shift worker, he/she shall be entitled to have the period of annual leave hereinbefore prescribed increased by 7.6 hours for each two months he/she is continuously engaged as aforesaid.

(c) Holidays with Pay (Recreation Leave Exclusive of)

A shift worker shall have added to his period of annual leave one day for each statutory holiday (viz. Christmas Day, Boxing Day, New Year's Day, Australia Day, Hobart Regatta Day (south of Oatlands), Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Show Day in the relevant locality, Recreation Day (where Hobart Regatta Day is not observed); irrespective of whether or not such holiday is observed on a day which for that employee, would have been a rostered day off. This shall not apply to a statutory holiday which is observed on a Saturday or Sunday.

(d) Proportionate Leave on Termination of Service

If, after one month of continuous service in any qualifying twelve month period, an employee leaves the employment or the employment is terminated by the employer through no fault of the employee, the employee shall be paid at the ordinary rate of wages as follows:

- (i) day workers - thirteen and one third hours for each completed month of continuous service;
- (ii) shift workers - sixteen and two thirds hours for each completed month of continuous service in addition such entitlements established under the provisions of subclause (h) hereof;
- (iii) part-time employees - shift workers - 9.6 percent of the normal hours worked in each completed month of continuous service in addition to entitlements under the provisions of subclause (h) hereof;
- (iv) part-time employees - day workers - 7.7 percent of the normal hours worked in each completed month of continuous service.

Service shall be deemed to be continuous if the employee was engaged as a part-time employee (as defined) during the relevant period.

(e) Personal Leave Requirements During Recreation Leave

- (i) An employee who is injured or ill, or is required to care for a member of the employee's immediate family or household while absent on recreation leave may, on written application to the employer, be credited with a period of annual leave equal to the number of working days for which the employee was injured or ill, or required to care for a member of the employee's family or household.
- (ii) Where, in accordance with subclause (e)(i) above, the employer re-credits an employee with recreation leave, a deduction of that number of days will be made from any personal leave credit to which the employee is entitled.
- (iii) An application made under subclause (e)(i) of this clause is to be accompanied with a certificate from a registered health practitioner.

(f) Calculation of Continuous Service

For the purpose of this clause, service shall be deemed to be continuous notwithstanding any absence from work on account of personal sickness or accident.

In calculating the period of 12 months continuous service any such absence as aforesaid shall not, except to the extent of not more than 91 days in any 12 monthly period, be taken into account in calculating the period of 12 months continuous service.

(g) Broken Leave

Leave allowed under the provisions of this clause is to be given and taken in not more than two separate periods unless the employer and the employee otherwise agree.

(h) An employee and employer may agree for the employee to cash out a particular amount of their accrued recreation leave subject to:

- (i) The amount of recreation leave to be cashed out cannot result in the employee's remaining accrued entitlement being less than one (1) year's entitlement; and
- (ii) Cashing out of a particular amount of excess recreation leave must be by separate agreement in writing between the employer and the employee; and
- (iii) The employee is to be paid the amount of salary that would have been payable had the employee taken the leave that is now forgone; and
- (iv) The employee and the employer are to agree on an amount of accrued recreation leave that the employee is required to access in the year in which the leave is to be cashed out.

(i) Payment for Period of Leave

Employees before going on leave shall be paid the amount of wages they would have received in respect of the ordinary time they would have worked if not on leave during the relevant period if so requested.

In the case of shift workers, payment shall be at the appropriate hourly rate multiplied by the rostered weekly hours factor for the period of leave taken.

Payment for leave shall exclude the payment of extra duty hours.

- (j) Recreation leave may be taken for a single day.

2. RECREATION LEAVE LOADING

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 in Part II – Classifications, Salaries and Related Matters, Clause 4 - Salaries of this award, as follows:

(a) Day Worker

- (i) A day worker (excluding employees who receive the 20% loading in lieu of Annual Recreation Leave, Personal Leave and Holidays with Pay) who proceeds on Annual Recreation Leave for a period of 10 or more days is to be paid a loading of 17.5% of the employees normal salary, including any higher and more responsible duties allowance payable to the employee concerned.
- (ii) Recreation leave loading is to be calculated at the salary rate applicable to the employee concerned on the day of annual recreation leave accrual in the year in which the annual recreation leave is accrued.
- (iii) 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, on and from the employees anniversary date, in respect of all annual recreation leave accrued during the previous 12 months.
- (iv) 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.
- (v) Recreation leave loading shall not be cumulative. Any balance of such loading due to an employee at the expiration of a period of one year following the date upon which the annual recreation leave was credited is to be paid to such employee as soon as is practicable after the date of the expiration of such period.

(b) Shift Worker

An employee who, but for the period of annual recreation leave, would have worked shift work, is to receive a loading calculated at the rate of 17.5 per cent of the employee's base salary including any higher and more responsible duties allowance.

PROVIDED that an employee who would have received shift payments had the employee not been on annual recreation leave during the relevant period, and where such shift payments would have entitled to the employee a greater monetary amount than a loading of 17.5 per cent of the employee's base salary, the employees annual recreation leave loading is to be calculated as an amount

equivalent to the shift payment the employee would have received in accordance with their projected shift roster.

PROVIDED FURTHER that such allowance shall:

- (i) be calculated on the basis of a maximum period in any one leave year as follows:
 - (1) in the case of a shift worker a period of five weeks annual recreation leave; and
 - (2) in all other cases a period of four weeks annual recreation leave.where, in the case of a shift worker, more than five weeks annual recreation leave accrues per annum the excess above five weeks be paid only as per projected shift roster;
- (ii) in no case where the loading is calculated on the basis of 17.5 per cent of base salary, is it to exceed the loading which would be payable in respect of the classification of Clinical Support Officer Level 1 of this award, on and from the employees anniversary date, in respect of all annual recreation leave accrued during the previous 12 months;
- (iii) 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 or other good reason;
- (iv) be calculated in the case of:
 - (1) a shift worker, where the loading is calculated as to projected shift roster, at the salary rate applicable to the employee concerned as at the date of commencement of annual recreation leave; or
 - (2) a shift worker, where the loading is calculated at 17.5 per cent of the employee's base salary, at the salary rate applicable to the employee concerned on the day of annual recreation leave accrual in the year in which the annual recreation leave is credited.
- (v) not be cumulative. Any balance of such loading due to an employee at the expiration of a period of one year following the date upon which the annual recreation leave was credited is to be paid to such employee as soon as is practicable after the date of the expiration of such period.

3. PERSONAL LEAVE

The provisions of subclauses (a) to (l) and (m) apply to permanent and fixed-term employees but do not apply to casuals, unless otherwise specified. The entitlements of casual employees are set out in subclause (m).

(a) Definitions

- (i) '**Health Practitioner**' means a registered health practitioner registered or licensed as a health practitioner under an appropriate law of Australia.

- (ii) **'Household'** in respect of an employee means any person or persons who usually reside with the employee.
- (iii) **'Immediate family'** in respect of an employee includes:
- (1) spouse (including a former spouse) of the employee. Spouse means a person who is married or a person who is in a significant relationship within the meaning of the *Relationships Act 2003*.

A significant relationship is a relationship between two adult persons who:
 - (a) have a relationship as a couple; and
 - (b) are not married to one another or related by family.
 - (2) child or an adult child (including an adopted child, a step child or an exnuptial child), parent (including foster parent step parent or legal guardian), grandparent, grandchild, sibling or step sibling, of the employee or employee's spouse.
- (iv) **'Medical Certificate'** issued by a registered health practitioner is taken to be a medical certificate for the purpose of this clause if it is issued in respect of the area of practice in which the practitioner is registered or licensed under an appropriate law of Australia that provides for the registration or licensing of health practitioners.
- (v) **'Personal Leave'** means leave provided for:
- (1) personal illness or injury; or
 - (2) to provide care or support for to a member of the employee's immediate family or household who is ill or injured; or
 - (3) to provide care or support to a member of the employee's immediate family or household due to an unexpected emergency;
- (vi) **'Statutory Declaration'** means a declaration made in writing according to the requirements of the Oaths Act 2001 (Tas). It is an offence under section 113 of the Criminal Code, as contained in Schedule 1 of the Criminal Code Act 1924 (Tas), to make a false statement in a Statutory Declaration.
- (b) Amount of Personal Leave
- (i) Personal leave is available to an employee, when the employee is absent:
 - (1) due to a personal illness or injury; or
 - (2) to provide care or support for a member of the employee's immediate family or household who is ill or injured; or
 - (3) for the purposes of caring for an immediate family or household member who is sick and requires the employee's care or support or who requires care due to an unexpected emergency;
 - (ii) Personal leave accrues according to length of service. Part time employees are entitled to the same personal leave credits as a full time employee but

on a pro-rata basis according to the number of hours worked compared to full time employees. Payment for personal leave will only be made for those hours that would normally have been worked had the employee not been on personal leave.

- (iii) An employee is entitled to a maximum accrual of 152 hours in each personal leave year except as prescribed in subclause (c) of this clause. In the first year of service an employee is entitled to a maximum of 12 hours and 40 minutes for each completed month of service.
 - (iv) An employee is entitled to leave on full pay (excluding overtime or penalties). Composite rate is payable where applicable.
- (c) Accumulation of personal leave
- If the full period of personal leave as prescribed in subclause (b) (iii) of this clause is not taken in any personal leave year, the proportion that is not taken is cumulative from year to year without limitation.
- (d) The effect of workers compensation
- An employee is not entitled to take paid personal leave for a period during which the employee is receiving workers' compensation.
- (e) Personal Leave for Personal Injury or Sickness
- An employee is entitled to use the full amount of their personal leave entitlement including accrued leave for the purposes of personal illness or injury, subject to the conditions set out in this clause.
- (f) Personal Leave to Care for an Immediate Family or Household Member
- (i) An employee is entitled to use up to 76 hours personal leave or 10 full rostered shifts of any duration (whichever is greater in terms of hours worked), including accrued personal leave, each year to provide care or support for a member of their immediate family or household who is ill or injured or to provide care or support to a member of their immediate family or household due to an unexpected emergency, subject to the conditions set out in this clause.
 - (j) Leave may be taken for part of a single day.
- (g) Sole Person Accessing Leave
- In normal circumstances an employee is not to take leave to provide care or support at the same time as another person who has taken leave to care or support for the same person.
- (h) Employee Must Give Notice
- An employee is required to provide notice in writing for leave to be approved.
- (i) As far as practicable an employee absent on personal leave for personal injury or illness (except in exceptional circumstances) must inform the employer of the employee's inability to attend

for duty within two hours of commencement time of normal duty on the day of the personal leave absence.

The employee is to state:

- (1) the nature of the injury or illness and;
 - (2) the estimated duration of the absence.
- (ii) As far as practicable an employee taking personal leave to provide care or support for a member of their immediate family or household who is ill or injured or to provide care or support to a member of the employee's immediate family or household due to an unexpected emergency is to provide the employer with:
- (1) notice prior to the absence of the intention to take leave; and
 - (2) the name of the person requiring care and their relationship to the employee; and
 - (3) the reasons for taking such leave; and
 - (4) the estimated length of absence.
- (ii) If it is not practicable for the employee to give prior notice of the absence, the employee is to notify the employer at the earliest opportunity on any day leave is required and provide an estimation of the length of leave required.

(i) Evidence	Supporting	Claim
(i)	When taking personal leave the employee is to provide the employer with evidence acceptable to a reasonable person that the employee was unable to attend duty on the day or days on which personal leave is claimed.	
(ii)	The evidence the employee is required to provide is:	
	(1) for leave on account of personal injury or illness, a medical certificate from a registered health practitioner;	
	(2) for leave to provide care or support to a member of the employee's immediate family, or a member of the employee's household, because of a personal illness or injury affecting the member, a medical certificate from a registered health practitioner stating the person concerned is ill or injured; and that such illness or injury requires care or support by the employee;	
	(3) for leave to provide care or support to a member of the employee's immediate family, or a member of the employee's household, due to an unexpected emergency affecting the member, documentation acceptable to a reasonable person stating the nature of the emergency and the care or support required to be provided by the employee;	
(iii)	If it is not reasonably practicable for the employee to give the employer a medical certificate as prescribed in paragraphs (1)	

and (2) or other acceptable documentation as prescribed in paragraph (3), a statutory declaration made by the employee, stating the circumstances and the reasons for which leave is required is to be provided.

- (iv) An employee may take in aggregate up to 38 hours of personal leave in any personal leave year without being required to provide evidence in support of their application except where an absence is for 3 or more consecutive days, in which case the requirements of sub-clauses (ii) and (iii) apply.
- (v) Other than an application for personal leave under sub-clause (iv), an application for personal leave that is not supported by the evidence required under sub-clause (i) (i), (ii) and (iii) will not be accepted.

(j) Calculation of Personal Leave Year

- (i) A personal leave year for the purposes of this clause means 12 months of continuous paid employment from the commencement of employment including periods of paid leave.
- (ii) For any period of leave without pay, including personal leave without pay, taken by an employee of more than 20 working days in aggregate in any personal leave year the whole of that period is not to count as service for the purpose of calculating the personal leave accrual date.

(k) Verification of Illness

- (i) If the employer is not satisfied that an employee has provided evidence that is acceptable to a reasonable person to support an application for a period of personal leave the employer may request the employee to provide a written explanation to verify the application.
- (ii) A request for an explanation by the employer is to specify the area(s) of concern the employer has in sufficient detail to enable the employee to provide a response. The employee will be provided a reasonable opportunity to respond.
- (iii) After considering the employee's response, the employer may:
 - (a) accept the employee's response as verifying the application; or
 - (b) counsel the employee regarding future applications; or
 - (c) counsel the employee and notify the employee that all applications for personal leave for a specified period must be supported by the evidence requirements of (i)(ii) (i.e. cannot be replaced by a Statutory Declaration); or
 - (d) direct an employee to undergo a medical examination by a registered health practitioner selected and paid for by the employer, at any reasonable time and place

and with reasonable notice, for an assessment of the basis for the employee's application for leave.

- (iv) If the employee is aggrieved at the decision taken by the employer in sub-clause (iii) they may raise a grievance through the Part XII (3) – Grievance and Dispute Settling Procedure.

(l) Unpaid Personal Leave

Where an employee has exhausted all paid personal leave entitlements, the employee is entitled to take unpaid personal leave to provide care or support for a member of the employee's immediate family or household who is ill or injured or to provide care and support to a member of the employee's immediate family or household due to an unexpected emergency. The employer and the employee are to agree on the period. In the absence of agreement, the employee is entitled to take up to two working days per occasion, provided the requirements of subclauses (h) and (i) are met.

(m) Casual Employees

Subject to the evidentiary and notice requirements in subclauses (h) and (i) casual employees are entitled to not be available to attend work, or to leave work if they need to provide care or support to a member of the employee's immediate family or a member of the employee's household who is sick and requires care or support because of a personal illness or injury affecting the member, or who requires care due to an unexpected emergency.

4. COMPASSIONATE AND BEREAVEMENT LEAVE

(a) Purpose

Compassionate and bereavement leave is an entitlement to paid leave when a particular member of an employee's immediate family or household has a life threatening illness and/or dies.

'Compassionate Leave' is available for an employee when a member of the employee's immediate family or household has a life threatening illness or injury and for whom the employee is providing care or support.

'Bereavement Leave' is available for an employee when a member of the employee's immediate family or household dies, to allow the employee to grieve and to attend to funeral and other arrangements due to the death.

(b) Definitions

- (i) **'Household'** in respect of an employee means any person or persons who usually reside with the employee.
- (ii) **'Immediate family'** in respect of an employee includes:
 - (1) spouse (including a former spouse) of the employee. Spouse means a person who is married or a person who is in a significant relationship within the meaning of the *Relationships Act 2003*.

A significant relationship is a relationship between two adult persons who:

(A) have a relationship as a couple; and

(B) are not married to one another or related by family.

(2) child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent (including foster parent step parent or legal guardian), grandparent, grandchild, sibling or step sibling, of the employee or employee's spouse.

(3) The employer acknowledges that employees may have significant relationships outside of those specified in sub-clause (c) (i) and (ii) and therefore would consider an application for bereavement leave in those circumstances. The amount of any bereavement leave would be at the discretion of the employer.

(iii) '**Personal Leave Year**' is as specified in Part VIII Clause 3(c) of this Award.

(c) Entitlement

(i) In the event of a life threatening illness, injury, and/or death of a particular member of the employee's immediate family or household, an employee is entitled to compassionate and bereavement leave of up to ten (10) days paid leave per personal leave year per members of the employee's immediate family or household.

(ii) Where an employee has had compassionate leave to provide care or support to a particular member of the employee's immediate family or household and that particular member then dies, the amount of bereavement leave that may be approved is the balance after deducting any compassionate leave taken in that personal leave year for that person.

(iii) Paid compassionate or bereavement leave in addition to sub-clauses (i) and (ii) is available at the discretion of the employer.

(iv) Compassionate and bereavement leave is paid at the normal salary rate, as defined.

(v) Compassionate and bereavement leave may be taken in more than one period. Bereavement leave must be taken within three months of the death of the person however compassionate leave is only to be taken at times directly related to providing care or support to the person suffering a life threatening illness or injury.

(vi) The entitlement of casual employees are set out in subclause (g).

(d) Relationship to other paid leave

(i) By written application to the employer, an employee who is absent on recreation leave who becomes entitled to compassionate or bereavement leave during that period of recreation leave, may be credited with an amount of recreation leave equivalent to the number of working days of compassionate or bereavement leave approved and taken during that period of recreation leave.

- (ii) By written application to the employer, an employee who is absent on parental leave who becomes entitled to compassionate or bereavement leave during that period of parental leave may be credited, subject to the limits specified in of Part VIII LEAVE AND HOLIDAYS WITH PAY, clause 6 Parental Leave, sub-clause (b), with an amount of parental leave equivalent to the number of working days of compassionate or bereavement leave approved and taken during that period of parental leave.
- (iii) Compassionate and bereavement leave is not available while an employee is absent from work due to paid leave for a reason other than that specified in subclause (i) or (ii).

(e) Evidence Requirements

An employee is to provide evidence satisfactory to a reasonable person, to support an application for compassionate and/or bereavement leave specified by this clause.

(f) Unpaid Compassionate or Bereavement Leave

An employee may take a period of unpaid compassionate and/or bereavement leave by agreement with the employer.

(g) Casual Employees

- (i) Subject to the evidence requirements in subclause (e) casual employees are entitled to leave work or to not be available to attend work, for the purposes of this clause.
- (ii) The employer and an employee are to agree on the period the employee is entitled to not be available to attend work. In the absence of agreement, an employee is entitled to not be available to attend work for up to five days per annum in the event of a life threatening illness or injury to a member of the employee's immediate family or household and/or upon the death of that particular member.
- (iii) The employer must not fail to re-engage a casual employee because the employee has accessed the entitlement provided for in this clause. The rights of an employer to engage or not engage a casual employee are otherwise not affected.

5. STATE SERVICE ACCUMULATED LEAVE SCHEME

An employee is to be entitled to participate in the State Service Accumulated Leave Scheme under the terms and conditions specified in this clause.

The scheme is to be known as the State Service Accumulated Leave Scheme (SSALS).

(a) Summary of Scheme

The SSALS allows the employer to approve Plans under which participating employees will, by taking a reduction in normal salary (as defined below) for a given period, become entitled at the end of that period to a pre-determined amount of special ("accumulated") leave during which they will be paid salary at the same reduced rate.

(b) Interpretation

The conditions and administrative arrangements in the SSALS are to be administered in conjunction with the *State Service Act 2000* and, the *State Service Regulations 2001*

'Accumulated leave' means the period of time that is accumulated under the Plan as leave during a work period.

'Leave period' means the period specified in a Plan when a participating employee is absent from work on accumulated leave.

'Normal Salary' means the salary that the employee would normally be paid if that employee was not participating in a SSALS Plan. This means the salary that is paid for hours worked according to the roster relevant for the role the employee normally undertakes, excluding Higher Duties and More Responsible Duties Allowances.

For example, the 'normal salary' for an employee whose usual roster is that prescribed by one of the three Rostered Weekly Hours Factors of Appendix 1 of this Award is the composite salary prescribed by that Factor.

Intermittent rotation to a roster that attracts a different Rostered Weekly Hours Factor as prescribed in Appendix 1 does not constitute 'normal salary' for the purposes of a SSALS Plan.

In the event an employee would be paid less while on leave than they have paid to participate in a SSALS plan a reconciliation will occur to ensure that payment for the leave taken is equivalent to the amount paid.

'Operational requirements' means the need to ensure that the Agency is to be operated as effectively, efficiently and economically as possible.

'Participating employee' means an employee whose election to participate in a Plan has been approved by the employer.

'Plan' means an arrangement in the SSALS consisting of a specified work period followed by a specified leave period.

'Work period' means the period specified in a Plan when an employee is at work.

(c) Plans

The SSALS consists of arrangements known as Plans. For example:

Work Period	Percentage of Normal Salary payable during the period of the Plan	Leave Period
Four Years	80% - The Four over Five Year Plan	One Year

Three Years	75% - The Three over Four Year Plan	One Year
Twenty Months	83.3% - The 20 over 24 Month Plan	Four Months
Eighteen Months	75% - The 18 over 24 Month Plan	Six Months
Forty Eight Weeks	92.3% - The 48 over 52 Week Plan	Four Weeks
Forty Weeks	76.9% - The 40 over 52 Week Plan	Twelve Weeks

(Other Plan)	$\frac{A}{100}$	(Other Plan)
"A"	$A+B \times 1 = \dots\%$ (to one decimal place)	"B"
..... Years	Year Year
..... Months	The..... over..... Month Plan Months
..... Weeks	Week Weeks

(d) Application of SSALS

- (i) The employer, after considering the operational requirements of the Agency, determines whether any Plan or Plans are to be available to employees in the Agency.
- (ii) The employer may make any Plan or Plans available to employees in that Agency or an employee or employees can request the employer that a Plan be made available to them.
- (iii) A Plan may be made available to any permanent employee (full or part-time) including an employee who works shifts. A Plan may be made available to any temporary employee the term of whose contract of employment is sufficient to cover the period of the plan.
- (iv) The Head of Agency determines:
 - (1) whether one or more Plans will be made available to all or only some of the employees;
 - (2) whether particular Plans will be made available to particular categories of employees;
 - (3) whether quotas will apply to the number of employees who may participate in a Plan, and whether quotas will apply to any category of employees;

- (4) the selection arrangements where quotas are imposed; and
- (5) the commencement date of any Plan.

(v) Where an employee participating in a Plan is promoted, transferred, seconded or otherwise moved either into another Agency or within their own Agency the Head of the Agency in which the employee is thereafter employed will, after consultation with the employee and taking into account the operational requirements of the Agency, determine whether or not the employee is able to continue on their Plan.

(vi) If the Head of Agency determines under subclause (d)(v) that the employee is not able to continue on their Plan, the Head of Agency may forthwith terminate the employee's Plan whereupon the employee becomes entitled to a period of accumulated leave which bears the same proportion to the total leave period of the Plan as the period worked under the Plan bears to the total work period, to be remunerated at the percentage of normal salary payable during the period of the Plan. The employee may apply to the Head of Agency at any time to take that leave, and it shall be granted as soon as can be, consistent with the operational requirements of the Agency.

(e) How to Participate in SSALS

(i) Where the Head of an Agency offers a Plan to an employee the employee may elect to participate in the Plan by lodging an election in writing with the Head of Agency in any form which the Head of Agency may approve.

(ii) The Head of the Agency may accept or reject an election to participate made in accordance with subclause (e)(i).

(iii) The Head of Agency will notify the employee in writing if the employee's election has been disapproved.

(iv) Where the employee's election is approved, the Head of Agency will endorse approval on the form of election which was lodged by the employee, and will provide the employee with a copy of that endorsed form.

(v) An employee's election under subclause (e)(i) does not entitle the employee to participate in a Plan until it is approved by the Head of Agency in accordance with Clause 6.4.

(vi) A participating employee wishing to withdraw from a Plan must apply in writing to their Head of Agency who may refuse the application if he or she considers such refusal to be reasonably required to meet the operational requirements of the Agency.

(f) Conditions and Administrative Arrangements

(i) Work Period to be completed prior to Period of Leave

The work period specified in a Plan must be completed before a participating employee can commence the leave period specified in that Plan.

(ii) Suspension of Plan

The Head of Agency on the application of the employee or otherwise can in writing suspend a Plan.

In deciding to suspend a plan, either on application of the employee or otherwise, the Head of Agency will take into account the employee's circumstances and response to any proposal to suspend, and what is reasonably required to meet the operational requirements of the Agency. Suspension may occur either during the work period or the leave period of the Plan, and will be for such period as may be specified by the Head of Agency in the instrument by which the Plan is suspended.

Where the total period of the Plan comprises five years or more (for example a four over five plan) the Plan may only be suspended with the agreement of the employee.

An employee is entitled to compensation for reasonable expenses incurred by the employee, but not otherwise recoverable, as a result of the Head of Agency's decision to suspend the plan otherwise than on the application of the employee.

(iii) Accumulated Leave

Accumulated leave is to be managed in accordance with any legislative requirements and with any guidelines which may be issued by the relevant Head of Agency which are not inconsistent with the SSALS.

A record is to be kept to show at all times the exact amount of the accumulated leave for each participating employee.

On withdrawal from a Plan, the accumulated leave is to be taken immediately or either wholly or in part at a later time approved by the Head of Agency, at the percentage of normal salary payable during the period of the Plan. It is not to be paid out unless the participating employee's employment ends.

Where a participating employee moves to another Agency the exact amount of the accumulated leave and salary for that employee is to be transferred to that Agency no later than twenty working days after the date of movement.

(iv) Payment during the Leave Period

During the leave period the participating employee will receive salary at the percentage of normal salary payable during the period of the Plan. Normal employment conditions will apply as if the employee was on annual leave. An employee may, on request, receive a lump sum payment in either one or two instalments.

(v) Salary Progression

Salary progression will accrue throughout the period of a Plan.

(vi) Superannuation

Superannuation contributions are to be paid throughout the period of a Plan and in accordance with the rate of salary applicable under the Plan.

It is the responsibility of a participating employee to obtain any personal superannuation advice from the Retirement Benefits Fund Board or from the employee's own adviser(s).

A participating employee's superannuation contributions (where the employee is a contributor to a superannuation scheme other than Retirement Benefits Fund) and entitlements depends upon the employment arrangements for that employee.

An Agency's superannuation responsibilities and financial obligations for participating employees depends upon the nature of the employment arrangements for each participating employee.

(vii) Other Compulsory Deductions from Pay

Compulsory deductions from pay will be made throughout the period of a Plan. ("Compulsory deductions" include garnishees, salary attachments, court orders, etc.)

(viii) Voluntary Deductions from Pay

Voluntary deductions from pay (including life insurance premiums, private health fund premiums, union membership fees etc) made by the Agency at the request of an employee will continue throughout the period of the Plan.

(ix) Administrative Records

An Agency administering a Plan must maintain proper separate records of accruals based upon that Plan.

(x) Recreation Leave

Recreation leave entitlements accrue throughout the period of the Plan and will be taken otherwise than during the leave period of a Plan at the percentage of normal salary payable during the period of the Plan. Whenever taken, entitlements will be deducted from credits in the normal manner.

(xi) Personal Leave

Personal leave entitlements taken during the period of a Plan will be taken at the rate of salary applicable under the Plan and will be deducted from credits in the normal manner.

Personal leave entitlements will accrue throughout the period of the Plan and access to those entitlements will be in accordance with the Tasmanian State Service Regulations and any relevant Award provisions.

(xii) Parental Leave

Where a participating employee is absent on maternity leave or adoption leave, either within the work period of a Plan or during the leave period, the employee's participation in the Plan is not affected by that maternity or adoption leave. Salary arrangements established by the Plan apply during maternity or adoption leave.

(xiii) Other Leave

Payment of all other leave entitlements (including leave on account of special circumstances, bereavement leave, leave of absence with or without pay, Defence Force leave, leave for jury service, leave in lieu of overtime, etc) taken during the currency of a Plan will be at the rate of salary applicable under the Plan. Such entitlements will when taken be deducted from credits in the normal manner, and are to be taken otherwise than during the leave period of a Plan.

(xiv) Long Service Leave

Long service leave is provided for in the Long Service Leave (State Employees) Act 1994. Long service leave entitlements accrue throughout the work period of a Plan. The leave period is not to be regarded as a period of employment in calculating length of employment for the purposes of the Act, but is not to be taken as interrupting the continuous employment of a participating employee. Long Service leave entitlements are to be taken otherwise than during the leave period of a Plan.

Where a participating employee is absent on long service leave in the work period of a Plan the employee's participation in the Plan is not postponed for the duration of that long service leave, and salary is to be paid at the rate of salary applicable under the Plan.

(xv) State Service Holidays (Public Holidays)

The leave period of a Plan is to be extended by the number of State Service holidays (public holidays) falling within it.

(xvi) Workers Compensation

A Plan is to be suspended during any period of incapacity for which the worker is entitled to compensation under the provisions of the Workers Rehabilitation and Compensation Act 1988, effective from the day before the commencement of the period of incapacity and terminating upon the last day of the incapacity. Upon suspension of a Plan in accordance with this provision, the employee reverts to normal salary entitlement.

(xvii) Cessation of Employment

Where a participating employee ceases to be employed in the Tasmanian State Service, the Plan will thereupon terminate and the Head of the Agency will pay in one lump sum to that former employee, or to that person's estate, the exact amount of that former participating employee's accumulated leave entitlement less the

prescribed income tax and any other compulsory deductions not later than twenty working days after termination.

6. PARENTAL LEAVE

Subject to the terms of this clause employees are entitled to maternity, paternity and adoption leave and to work part-time in connection with the birth or adoption of a child.

(a) Definitions

For the purposes of this clause:

- (i) **'Child'** means a child of the employee under the age of one year except for adoption of a child where 'child' means a person under the age of sixteen years who is placed with the employee for the purposes of adoption other than a child or step child of the employee or of the spouse or a child who has previously lived continuously with the employee for a period of six months.
- (ii) **'Continuous service'** is work for an employer on a regular and systematic basis including any period of authorised leave or absence.
- (iii) **'Day of Placement'** means in relation to the adoption of a child by an employee the earlier of the following days:
 - (1) The day on which the employee first takes custody of the child for adoption; or
 - (2) The day on which the employee starts any travel that is reasonably necessary to take custody of the child for adoption.
- (iv) **'Eligible casual employee'** means a casual employee employed during a period of at least 12 months, either:
 - (3) on a regular and systematic basis for several periods of employment; or
 - (4) on a regular and systematic basis for an ongoing period of employment, and who has, but for the pregnancy or the decision to adopt, a reasonable expectation of ongoing employment.
- (v) **'Employee'** includes full-time, part-time, permanent, fixed term and "eligible" casual employees.
- (vi) **'Expected date of birth'** means the day certified by a medical practitioner to be the day on which the medical practitioner expects the employee or the employee's spouse, as the case may be, to give birth to a child.
- (vii) **'Keeping in touch day'** means a day on which an employee performs work for the employer during the period of approved parental leave if:

- (1) the purpose of performing the work is to enable the employee to keep in touch with his or her employment in order to facilitate a return to that employment after the end of the period of leave; and
 - (2) both the employee and the employer consent to the employee performing work for the employer on that day(s) or time(s); and
 - (3) the day is not within 14 days after the date of birth, or day of placement, of the child to which the period of leave relates; and
 - (4) the employee has not already performed 10 days of paid work that were keeping in touch days for the employer or another entity during the period of leave.
- (viii) **'Normal rate of pay'** means an employee's rate of salary and includes allowances which would have continued to be paid but for taking parental leave.

The normal rate of pay for a part-time employee with variable hours of work is calculated as the greater of the following:

- (1) the average of the hours worked by the employee over the preceding 12 months or;
 - (2) the actual hours of work at the time of commencement of leave.
- (ix) **'Parental Leave'** means adoption leave, maternity leave, special maternity leave and paternity leave, as appropriate.
- (x) **'Personal Leave'** for the purposes of this clause means absence due to personal illness or injury.
- (xi) **'Spouse'** means a person who is married or a person who is in a significant relationship within the meaning of the *Relationships Act 2003*.

A **'significant relationship'** is a relationship between two adult persons who:

- (1) have a relationship as a couple; and
 - (2) are not married to one another or related by family.
- (xii) **'Primary Care Giver'** means a person who assumes the principal role of providing care and attention to a child. The employer may require confirmation of primary care giver status.
- (xiii) **'State Service'** means an organisation listed in Schedule 1 of the *State Service Act 2000*.

(b) Entitlement

- (i) After 12 months continuous service parents are entitled to a combined period of up to 52 weeks unpaid parental leave on a shared basis in relation to the birth or adoption of a child. For females,

maternity leave may be taken and for males paternity leave may be taken. Adoption leave may be taken in the case of adoption.

(ii) Parental leave is only available to one parent at a time in a single unbroken period, except both parents are entitled to access simultaneous parental leave in the following circumstances:

(1) for maternity and paternity leave an unbroken period of up to eight weeks at the time of the birth of the child which includes one day of paid leave for the partner to attend the birth of the child;

(2) for adoption leave an unbroken period of up to eight weeks at the time of placement of the child.

(iii) Right to request

(1) An employee entitled to parental leave pursuant to the provisions of this clause may request the employer to allow the employee:

(A) to extend the period of simultaneous unpaid parental leave provided for in this clause up to a maximum of eight weeks; and/or

(B) to extend the period of unpaid parental leave provided for in this clause by a further continuous period of leave not exceeding 12 months;

to assist the employee in reconciling work and parental responsibilities.

(2) The employer is to consider a request, according to this clause and having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

(iv) An employee is eligible, without resuming duty, for subsequent periods of parental leave in accordance with the provisions of this clause.

(v) An employee employed for a fixed term contract has the same entitlement to parental leave, however the period of leave granted is not to extend beyond the term of that contract.

(c) Maternity leave

After twelve months continuous service an employee is entitled to 16 weeks paid maternity leave which forms part of the 52 week entitlement provided in subclause (b)(i).

- (i) The 16 weeks paid leave is to be taken at the commencement of the period of maternity leave and must be taken in a consecutive period, except in circumstances provided for in Part VIII, Clause 4 (d)(ii).
 - (ii) The rate of pay for an employee during the period of the paid absence is the normal rate of pay, as defined in Clause 2 (a) (viii) of this Part,
 - (iii) The employee may elect to take payment for the paid period of the absence,
 - (1) prior to the commencement of the leave or;
 - (2) over 16 consecutive weeks at a consistent rate of pay or;
 - (3) over 32 consecutive weeks at a consistent rate of pay
 - (iv) Where an employee elects to take half pay over 32 weeks the payment beyond the 16 weeks does not increase the accrual of paid leave entitlements prescribed by this award.
 - (v) An employee is to provide written notice to the employer in advance of the expected date of commencement of parental leave. The notice requirements are:
 - (1) at least ten weeks' notice of the expected date of birth in a certificate from a registered medical practitioner stating that the employee is pregnant;
 - (2) at least four weeks' notice of the date on which the employee proposes to commence maternity leave and the period of leave to be taken.
 - (3) particulars of any period of partner leave sought or taken by the employee's spouse.
 - (vi) An employee is not in breach of this clause if failure to give the required notice is due to the date of birth occurring earlier than the presumed date.
 - (vii) Subject to subclause (c)(i) and unless agreed otherwise between the employer and employee, an employee may commence maternity leave at any time within six weeks immediately prior to the expected date of birth.
 - (viii) An employee who continues to work within the six week period immediately prior to the expected date of birth, or an employee who elects to return to work within six weeks after the birth of the child is required to provide a medical certificate to the employer stating that the employee is fit to work on their normal duties.
- (d) Special Maternity Leave
- (i) An employee who has not yet commenced maternity leave and who suffers an illness related to their pregnancy or is required to undergo a pregnancy related medical procedure is to be granted any paid personal leave to which the employee is entitled and such further unpaid special maternity leave as a registered medical practitioner certifies as necessary before their return to work.
 - (ii) Where a pregnancy related illness or medical procedure is continuous with the commencement of maternity leave the aggregate of paid personal leave, special maternity leave and parental leave, including parental leave taken by a spouse, is not to exceed 52 weeks.

- (iii) Where the pregnancy of an employee terminates other than by the birth of a living child, not earlier than 28 weeks before the expected date of birth the employee is entitled to up to 52 weeks parental leave, including 16 weeks paid maternity leave, certified as necessary by a registered medical practitioner.

(e) Partner Leave

After twelve months continuous service an employee is entitled to 3 weeks paid partner leave which forms part of the 52 week entitlement provided in subclause (b)(i) to be taken at the time of the birth, except in circumstances provided for in Part VIII, Clause 4 (d)(ii).

In addition, an employee will also be entitled to access a further 2 weeks of accrued Long Service Leave entitlements or as Leave Without Pay.

An employee is to provide to the employer at least ten weeks notice prior to each proposed period of partner leave, with:

- (i) A certificate from a registered medical practitioner which names the other parent, states that the other parent is pregnant and the expected date of birth, or states the date on which the birth took place; and
- (ii) An employee is to provide written notice to the employer in advance of the expected date of commencement of parental leave. The notice requirements are:
 - (1) the proposed dates to start and finish the period of partner leave; and
 - (2) that the period of partner leave will be taken to become the primary care-giver of a child; and
 - (3) particulars of any period of parental leave sought or taken by the other parent.

An employee is not in breach of subclause (e) if the failure to give the required period of notice is due to the birth occurring earlier than expected, or due to the death of the birth parent of the child, or other compelling circumstances.

(f) Adoption Leave

- (i) After twelve months continuous service an employee identified as the primary care giver is entitled to 16 weeks paid adoption leave, which forms part of the 52 week entitlement, except in circumstances provided for in Part VIII, Clause 4 (d)(ii)..
- (ii) After twelve months continuous service an employee who is a partner but not identified as the primary care giver is entitled to 3 weeks paid partner leave continuous from the day of placement, except in circumstances provided for in Part VIII, Clause 4 (d)(ii).
- (iii) An employee is to notify the employer at least ten weeks in advance of the date of commencement of adoption leave and the period of leave to be taken. An employee may commence adoption leave prior to providing such notice where, through circumstances beyond the control of the employee, the adoption of a child takes place earlier than expected.
- (iv) Before commencing adoption leave, an employee is to provide the employer with a statutory declaration stating:

- (1) the employee is seeking adoption leave to become the primary caregiver of the child; and
 - (2) particulars of any period of adoption leave sought or taken by the employee's partner.
- (v) An employer may require an employee to provide confirmation of the placement from the appropriate government authority.
- (vi) Where the placement of a child for adoption with an employee does not proceed or continue, the employee is to notify the employer immediately and the employer is to nominate a time not exceeding four weeks from receipt of notification for the employee's return to work.
- (vii) An employee is not in breach of this clause as a consequence of failure to give the required periods of notice if the failure is due to a requirement of an adoption agency to accept earlier or later placement of a child, or due to the death of a partner, or other compelling circumstances.
- (viii) An employee seeking to adopt a child is entitled to unpaid leave to attend any compulsory interviews or examinations that are necessarily part of the adoption procedure. The employee and the employer are to agree on the length of the unpaid leave. Where agreement cannot be reached, the employee is entitled to take up to two days unpaid leave. If available, paid leave other than personal leave, may be taken instead.
- (ix) An employee is not entitled to paid Adoption Leave unless the child that is, or is to be, placed with the employee for adoption:
 - (1) is, or will be, under 16 as at the day of placement, or the expected day of placement, of the child; and
 - (2) has not, or will not have, lived continuously with the employee for a period of 6 months or more as at the day of placement, or the expected day of placement of the child; and
 - (3) is not (otherwise than because of adoption) the child of the employee or the employee's spouse or partner.
- (g) Variation of Period of Parental Leave

With the agreement of the employer an employee may shorten or extend the period of parental leave, provided the maximum of 52 weeks is not exceeded. Any such change is to be notified at least four weeks prior to the commencement of the requested changed arrangements.
- (h) Parental Leave and Other Entitlements
 - (i) An employee may, in lieu of or in conjunction with parental leave, access any accrued recreation leave or long service leave entitlements subject to the total amount of leave not exceeding 52 weeks.
 - (ii) An employee may, subject to written application and approval, access any compassionate or bereavement leave they become entitled to during the period of parental leave subject to the total amount of leave not exceeding 52 weeks.

(iii) Unpaid leave

- (1) A period of unpaid leave is available according to this clause and may form part of an employee's parental leave entitlement.
- (2) Any period of parental leave without pay in excess of 20 working days is regarded as leave without pay for accrual purposes, including for annual leave and personal leave but does not break an employee's continuity of service.

(iv) Keeping in Touch Days

- (1) This provision enables an employee to perform work for the employer on a keeping in touch day while they are on approved parental leave. If the employee does so, the performance of that work does not break the continuity of the period of paid or unpaid parental leave.
- (2) The employer cannot request an employee attend on a keeping in touch day until a minimum of 6 weeks (42 days) after the birth, or day of placement, of the child. However, the employee may request to the employer that they attend a keeping in touch day 14 days after the date of birth, or day of placement, of the child.
- (3) An employee is eligible to perform paid work for the employer up to 10 working days as keeping in touch days for each of the periods prescribed below:
 - (A) a period of paid or unpaid parental leave taken during the employee's available parental leave period; and
 - (B) a period of unpaid parental leave taken as an extension of the leave referred to in paragraph (A) for a further period immediately following the end of the available parental leave period.
- (4) The period worked by the employee as a keeping in touch day may be for part of a single day.
- (5) If, during a period of unpaid parental leave, an employee performs work for the employer on a keeping in touch day taking that leave or performing that work does not have the effect of extending the period of unpaid parental leave.
- (6) If, during a period of paid parental leave, an employee performs work for the employer on a keeping in touch day performing that work will extend the period of that paid leave but will not extend the period of unpaid parental leave.

(i) Transfer to a Safe Job

- (i) Where an employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy or hazards connected with the work assigned to the employee make it inadvisable for the employee to continue at her present work, the employee is to be transferred to a safe job, if the employer deems it practicable, until maternity leave commences.

- (ii) In circumstances where the employer is unable to provide a safe job for the employee the employee will continue to be paid at the normal rate of salary for the employee's ordinary hours of work for the period of the risk. The period of risk ends with the commencement of maternity leave or six weeks before the expected date of confinement, whichever is earlier.

(j) Returning to Work After a Period of Parental Leave

- (i) An employee is to notify of their intention to return to work after a period of parental leave at least four weeks prior to the expiration of the leave.
- (ii) An employee is to notify of their intention to return to work on a part-time basis after a period of parental leave at least 8 weeks prior to the expiration of leave to enable the employer to satisfy the requirements of these provisions.
- (iii) When an employee returns to work after a period of parental leave an employee is entitled to undertake the duties allocated to them immediately before proceeding on parental leave and which the employee would have continued to undertake but for taking parental leave:
 - (1) if the female employee was moved to safe duties because of the pregnancy – immediately before the move; or
 - (2) if the female employee began working part-time because of the pregnancy – immediately before the part-time work began; or
 - (3) otherwise – immediately before the employee commenced maternity leave, except duties for which the employee was in receipt of a higher or more responsible duties allowances, unless the employee resumes those duties upon returning to work.
- (iv) If those duties no longer exist, the employer is to assign similar duties at the same classification, as appropriate, to the employee.

(k) Right to Request

- (i) An employee entitled to parental leave pursuant to the provisions of subclause (b)(i) may request the employer to allow the employee to return from a period of parental leave on a part-time basis until the child reaches school age to assist the employee in reconciling work and parental responsibilities.
- (ii) The employer is to consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of suitable replacement staff, loss of efficiency and effectiveness, the specialised nature of the work and the impact on customer service.

- (iii) An employee may return to work on a modified basis that may involve the employee:
 - (1) working on different days or at different times, or both; and/or
 - (2) working on fewer days or for fewer hours, or both; and/or
 - (3) undertaking different duties at the same classification;

than the employee worked immediately before commencing parental leave, other than for an employee to whom subclause (i) of this Parental Leave clause applied.

(l) Replacement Employees

- (i) A replacement employee is an employee specifically engaged or promoted or transferred for a fixed-term as a result of another employee proceeding on parental leave.
- (ii) Prior to engagement, a replacement employee is to be informed of the fixed-term nature of the employment and of the rights of the employee who is being replaced, including that the engagement may be subject to variation according to subclause (g) and the right to request provisions of subclause (b)(iii).
- (iii) Nothing in this subclause is to be construed as requiring an employer to engage a replacement employee.

(m) Communication During Parental Leave

- (i) Where an employee is on parental leave and a decision has been made to introduce significant change at the workplace, the employer is to take reasonable steps to:
 - (1) make information available in relation to any significant effect the change is to have on the status or responsibility level of the duties assigned to the employee prior to commencing parental leave; and
 - (2) provide an opportunity for the employee to discuss any significant effect the change is to have on the status or responsibility level of the duties assigned to the employee prior to commencing parental leave.
- (ii) The employee is to take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of parental leave to be taken, whether the employee intends to return to work and whether the employee intends to request to return to work on a part-time basis.
- (iii) The employee is to also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with sub-clause (m)(i) above.

7. JURY SERVICE

- (a) An employee required for jury service is to be granted the necessary leave of absence on full pay, and is not permitted to claim jury fees but only those out of pocket expenses (e.g.: parking fees) as determined by the Crown.
- (b) An employee is to advise the employer as soon as the notification is received for the requirement to undertake jury service.
- (c) An employee required for jury service who is on recreation leave is to be credited with the time occupied with the jury service. The employee is to be permitted to take any recredited recreation leave at the end of the original period of leave or at a later date according to the work demands of the employer.

7. FAMILY VIOLENCE LEAVE

- (a) Purpose of Family Violence Leave

Family violence leave is available to an employee who is experiencing family violence:

- Attending medical/counselling/legal/financial appointments;
- Organising safe housing, child care, education or care services;
- Maintaining support networks with children, family and significant others; and
- Undertaking other related activities.

The privacy and confidentiality of an employee who has applied for or taken family violence leave is of primary importance.

- (b) Definitions

- (i) **'An employee experiencing family violence'** means a person against whom family violence is directed.
- (ii) **'Family Violence'** is conduct as defined by s.7 of the *Family Violence Act 2004* against a member of an employee's immediate family or household.
- (iii) **'Household'** means any person or persons who usually reside with the employee.
- (iv) **'Immediate family'** of an employee includes:

- (1) spouse (including a former spouse) of the employee. Spouse means a person who is married or a person who is in a significant relationship within the meaning of the *Relationships Act 2003*.

A significant relationship is a relationship between two adult persons who:

- (A) have a relationship as a couple; and
 - (B) are not married to one another or related by family.
- (2) child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent (including foster parent step parent or legal guardian), grandparent, grandchild, sibling or step sibling, brother-in-law,

sister-in-law, son-in-law or daughter-in-law of the employee or employee's spouse.

- (3) The employer acknowledges that employees may have relationships outside of those specified in sub-clause (b) (i) and (ii) and therefore would consider an application for family violence leave in those circumstances. The amount of any family violence leave would be at the discretion of the employer.

(c) Amount of Family Violence Leave

- (i) Family violence leave is paid leave of up to 10 days per personal leave year (non-cumulative) and is available to an employee who is experiencing family violence. This leave may be taken in hours.
- (ii) A Head of Agency (or authorised person) may approve paid family violence leave in addition to the family violence leave entitlement prescribed in this sub-clause.

(d) Payment of Family Violence Leave

Family violence leave is paid at the employee's normal rate of pay, as defined.

(e) Evidence for Family Violence Leave

- (i) Where practicable, an employee who requests family violence leave is required to satisfy the employer of this request with no reasonable request to be denied for immediate and short-term absences.
- (ii) All reasonable action is to be taken by the employer to protect an employee's identity and maintain their confidentiality and privacy in approving, managing and recording leave under this clause.
- (iii) Any documentation provided by an employee as evidence to support an application for family violence leave is to be returned to the employee without being copied or recorded in any way and no information regarding family violence leave is to be kept on an employee's personnel file without the employee's express written permission.
- (iv) Evidence that may be provided to support an application for leave under this clause includes, but is not limited to, documentation or contact information (with appropriate authority from the employee) from professional support services such as:
- Safe at Home Service provider (Police, Court Support and Liaison Service, Family Violence Counselling and Support Service, Legal Aid, Magistrates Court);
 - Employee Assistance Program (EAP) provider;
 - Specialist counselling or refuge service;
 - Legal or financial service; or
 - Medical/Health practitioner.

(f) Personal Leave

An employee who is providing support to a person who is a member of the employee's immediate family or household and who is, or has been, experiencing family violence, may be granted carer's leave according to the provisions of Part VIII, Clause 3 (i), Personal Leave.

(g) Other Support Options

In addition to leave for family violence issues the employee, their Agency contact person and their manager should consider and implement, as appropriate, relevant measures to support the employee including, but not limited to, increased workplace security, alternative duties, flexible work arrangements and counselling through an Employee Assistance Provider or specialist service provider.

(h) Employee to Give Notice

(i) As far as practicable, and taking into consideration privacy and confidentiality requirements, an employee who is experiencing family violence and who requires leave to attend to matters associated with family violence is to provide the employer with:

- (1) prior notice of the requirement for leave; and
- (2) the estimated duration of the leave.

(i) If it is not practicable for the employee to provide prior notice of the requirement for leave notification consistent with sub-clause (i) should be provided at the earliest opportunity.

(i) Contact Officer for Family Violence

(i) Each Agency is to provide support for employees who are experiencing family violence and to notify employees of the name of the nominated Contact Officer(s).

(ii) A nominated Contact Officer(s) is to be trained in family violence and related issues such as sensitivity, privacy, raising awareness, providing access to support and referral services, proposing reasonable adjustments to work arrangements, family violence risk assessment and risk management.

(iii) An employee who is experiencing family violence may seek the support of a nominated Agency Contact Officer, their immediate supervisor, their union delegate or an Agency employee who the employee nominates as their contact person.

(iv) Where requested by an employee, the Agency Contact Officer or employee nominated contact person is to liaise with the employee's supervisor/ manager on the employee's behalf and recommend the most appropriate form of support and management.

(j) Casual Employees

(i) Subject to the specifications of this clause, casual employees are entitled to leave work or to not be available to attend work, for the purposes of this clause.

- (ii) The employer and an employee are to agree on the period the employee is entitled to not be available to attend work. In the absence of agreement, an employee is entitled to not be available to attend work for up to ten days per occasion.
- (iii) The employer must not fail to re-engage a casual employee because the employee has accessed the entitlement provided for in this clause. The rights of an employer to engage or not engage a casual employee are otherwise not affected.

PART IX – UNIFORMS AND EQUIPMENT

1. PROVISION OF UNIFORMS

(a) The following arrangements for the approval and replacement of uniforms will apply:

- (i) the Service shall provide each new employee with sufficient, suitable and serviceable uniforms.
- (ii) the Service will provide uniforms in accordance with the uniforms policy.
- (iii) replacement of items of uniform shall be made (as and when reasonably necessary as determined by the Commissioner) on return of the unserviceable article.
- (iv) if an employee is unable to wear issued boots or shoes and produces a medical certificate suitable boots or shoes shall be provided to the value of the issued item.
- (v) the Service shall provide any other special clothing or personal protective equipment the Service requires an employee to wear.
- (vi) articles of uniform and special clothing issued under the terms of the policy remain the property of the Service and shall be returned by the employee upon cessation of employment at the request of the Service.
- (vii) The Director of Ambulance Services shall pay the cost of dry cleaning the uniform of an employee, providing that such dry cleaning becomes necessary through ambulance duties, and has been authorised.
- (viii) any request for uniform replacement by an employee will not be unreasonably refused.

The Service will approach any change to current uniform provisions in a genuinely collaborative and consultative manner. This clause is intended to expedite improvement to the operational uniform.

PART X – AWARD COMPLIANCE AND UNION MATTERS

1. WORKPLACE DELEGATES

- (a) Workplace union delegates will have recognition by the employer through:
- (i) The right to be treated fairly and to perform the role as workplace delegates without any discrimination in employment, and the right to be treated with respect and without victimisation by management representative.
 - (ii) The right to formal recognition by the employer that endorsed union delegates speak on behalf of union members in their workplaces and that issues raised by delegates will be dealt with promptly and appropriately.
 - (iii) The right to have workplace union structures, such as delegates, work site committees, sub branch executive etc, recognised and respected.
 - (iv) The right to represent members on workplace issues.
 - (v) The right to representation on consultative committees, genuine consultation and reasonable access to information about the workplace.
 - (vi) The right to reasonable paid time:
 - (1) to represent the interests of members to the employer;
 - (2) to represent the interests of members in industrial tribunals;
 - (3) to consult with union members;
 - (4) to participate in the operation of the union;
 - (5) to research and prepare prior to all negotiations with management;
 - (6) an opportunity to explain the benefits of union membership to employees including new employees at the time they enter into employment.
 - (vii) The right to call meetings of members and invite non-members to discuss union business.
- (b) Workplace delegates are to have access to facilities, including:
- (i) where practicable, access to a private room to meet with individual members and perform union business.
 - (ii) reasonable access to telephone, facsimile, post, photocopying, internet and email facilities for the purpose of carrying out work as a

delegate and consulting with workplace colleagues and the union.

- (iii) the right to place union information on an appropriate notice board in a prominent location in the workplace.
- (iv) access to information relevant to the workplace and/or workplace issues, including appropriate awards, agreements, statements of duty, departmental and governmental policies and, where available, staff lists.

(c) Workplace delegates are to have:

- (i) An entitlement to five days paid training leave in any one calendar year to attend union-endorsed union courses and attendance at union conferences.
- (ii) Recognition that the time associated with travel for country delegates may require additional time to paragraph (i) above.
- (iii) The skills acquired by an employee undertaking the role of a workplace delegate form part of the evaluation criteria for performance management, salary progression and overall career advancement wherever those identified skills are also required by the classification band of that delegate.
- (iv) The employee is to notify the employer of the skills acquired and their relevance for the evaluation of performance and for salary progression

(d) Workplace delegates' roles may extend beyond the workplace and the delegates are to have access to reasonable time:

- (i) To promote union issues, for participation on committees, and to assist delegate development, including paid work in the union office negotiated between the union and the employer on a case by case basis;
- (ii) For participation in internal union forums and committees (e.g. branch or national conferences). Generally, members are elected to these roles under the registered union rules.
- (iii) In dispersed or remote workplaces the delegate structure may require coordinating delegates and that these delegates may require a greater amount of time to perform their duties.
- (iv) Delegates will have access to leave without pay for the purposes of working for a union. Any such period of leave will be considered as service for salary increment purposes and is not to constitute a break in service for other purposes. Delegates will be entitled to undertake the duties which they undertook immediately before taking up such positions with the union.

2. UNION MEETINGS

Employees elected as Delegates to the Ambulance Employees Sub-branch Executive shall be entitled to leave of absence if rostered on duty without deduction of pay to attend Sub-branch Executive meetings.

Face-to-face attendance at Sub-branch Executive meetings shall not exceed four (4) meetings in any one year. For the remaining two (2) Sub-Branch Executive meetings, the Service will assist where possible to provide access to teleconferencing and videoconferencing facilities.

The employer shall be provided with a minimum of four weeks' notice prior to the date of each meeting.

The number of Delegates released by the Service to attend Sub-branch Executive meetings shall not exceed nine (9).

General meetings of members shall be conducted during normal working time and on the employer's premises for the purposes of informing members of union activities. The employer shall be notified of such meetings and every effort shall be made to minimise any disruption to the normal operations of the service.

PROVIDED that any such meetings do not involve relocation of rostered staff.

Workplace delegates shall have:

- (a) Workplace Union Delegates shall have an entitlement of up to five days paid training leave in any one calendar year to attend union-endorsed courses and attendance at union conferences.
Provided that the employer is notified of such training leave at least 90 days in advance and subject to operational imperatives being met.
- (b) Recognition that the time associated with travel for country delegates may require additional time to (a) above.
- (c) Recognition by management of any identified skills acquired by a delegate in that role for the purposes of progression through any skills-based progression system operating in that workplace wherever those identified skills are also required by the substantive position occupied by that delegate. Delegates must notify the employer of the intention to use the skills for progression.
- (d) Delegates will have access to leave without pay for the purposes of working for a union. Any such period of leave will be considered as a service for salary increment purposes and shall constitute a break in service for other purposes. Prior to taking up such positions with the union, employees will not be required to relinquish their substantive positions.

3. RIGHT OF ENTRY

Right of entry for union officials is in accordance with the provisions of section 77 of the *Industrial Relations Act 1984* (as amended).

4. NOTICE BOARD

The employer is to permit a notice board of suitable size to be erected in each station to facilitate communication on workplace issues between employees and/or their unions.

5. RECORDS OF EMPLOYMENT

The employer is to maintain records of employment as required by section 75 of the *Industrial Relations Act 1984*.

PART XI – CONSULTATION AND CHANGE: GRIEVANCE AND DISPUTE RESOLUTION

1. CONSULTATION AND CHANGE

- (a) Where the Service proposes changes in work arrangements and practices that are likely to impact employees, the Service is to consult with the employees who may be affected by the proposed changes and the relevant union/s prior to a final decision being made to implement that change.
- (b) Consultation is undertaken because all parties acknowledge that by discussing proposed changes with the employees who may be affected by the change and giving consideration to their views and feedback, a better informed decision occurs.

Consultation is not joint decision making or a barrier to the prerogative of management to make decisions; nor is it simply advice on what is about to happen. It is a process that informs affected employees about proposed change and provides them with a genuine opportunity to influence the outcome before a final decision is made.

- (c) While employees should be consulted on all change that is likely to affect them the extent of any consultation process should be based on the materiality or impact of the change and the number of employees likely to be impacted by the change.

Employees and the relevant unions should be provided with access to relevant information about a change proposal, be given a reasonable opportunity to provide feedback and be provided with a response to any reasonable alternatives put forward.

- (d) Consultation should involve four clear stages:
 - (i) Formulation of ideas or proposals;
 - (ii) Consultation on a proposal;
 - (iii) Considering responses and providing feedback; and
 - (iv) Making a final decision and implementing it.
- (e) Agencies are to maintain a register of changes subject to this process. The employer will maintain a register of major changes subject to this process. Employees and relevant unions may request access to these registers.
- (f) Subject to sub-clauses (g) & (h), in the event that outsourcing of a service or services supplied by an Agency is under consideration by that Agency, consultation is to occur in line with this clause. This will include identification of the actual service, program and functions to be outsourced, the services, programs and functions that are to remain, reasons and impact on employees.
- (g) Where the outsourcing of an in-house service is being considered by an Agency and that service will continue to be provided within the State Service, but by an external organisation, information will be provided on the following matters as a minimum:
 - (i) The current cost of the service;

- (ii) Impact on current employment arrangements, including salaries, job security and reasons for outsourcing;
 - (iii) Future costs, where available, including contract management costs on an outsourced service, program or function;
 - (iv) Description of the service, program or functions to be outsourced and those that are to remain;
 - (v) Service quality requirements;
 - (vi) Risk assessment should the outsourced provider cease to continue the service.
- (h) Prior to the implementation of a decision to tender Agencies will provide the opportunity for the employees and /or their union to submit a case to meet the requirements for undertaking the service, program or function.

2. GRIEVANCE AND DISPUTE SETTLING PROCEDURE

- (a) When a possible dispute or grievance arises the employee(s) should in the first instance discuss the issue(s) with their immediate supervisor.
- (b) The employee(s) may choose to be represented or assisted with the issue(s) by a workplace union delegate or by another person.
- (c) Should discussions fail to resolve the grievance/dispute, the issue(s) may be referred to the appropriate union (if applicable) and to management representative.
- (d) If the issue(s) remains unresolved, either party may refer the dispute/grievance to the Tasmanian Industrial Commission for conciliation/arbitration and settlement.
- (e) Whilst a dispute/grievance is being dealt with through this process the status quo will remain and work will continue without disruption.
- (f) However where a safety issue is involved immediate priority will be given to the resolution of it having regard to recognised safety standards and relevant legislation. This may involve the cessation of work where an employee's safety is at risk.
- (g) Further the operation of this clause does not remove or lessen the right of an employee to seek redress through the provisions of the *State Service Act 2000* or any other applicable legislation.



9 February 2023

APPENDIX 1 - ROSTERED WEEKLY HOURS FACTOR

The average number of hours per week an employee would be entitled to be paid, for the actual hours worked over a complete cycle of the 4 x 4 roster system, having regard for the days the employee would work on over this period of 64 weeks (ie. one complete cycle) and taking into account the appropriate penalties and shift allowance applicable for those days he would be rostered on duty. It depends on the actual length of shifts the employee is required to work, and how many, in the roster of 64 weeks. It is used in the calculation of the composite wage applicable for the particular roster required to be worked by employees.

Stated below is the method of calculation. This method takes account of the increase in base rate and corresponding adjustments to overtime and shift penalties as prescribed in the *Tasmanian Ambulance Service Enterprise Bargaining Agreement 2000*.

(a) Over a complete cycle of 64 weeks a Paramedic would work -

80 day shifts on week days ie.	760.000	hours
60 night shifts on week days	798.000	hours
20 late shifts on week days	<u>178.914</u>	hours
(Total hours worked on week days)	<u>1736.914</u>	hours

Plus

16 day shifts on Saturdays	152.000	hours
12 night shifts on Saturdays	159.600	hours
4 late shifts on Saturdays	<u>35.777</u>	hours
(Total hours worked on Saturdays)	<u>347.377</u>	hours

Plus

16 day shifts on Sundays	152.000	hours
12 night shifts on Sundays	159.600	hours
4 late shifts on Sundays	<u>35.777</u>	hours
(Total hours worked on Sundays)	<u>347.377</u>	hours

Therefore, total hours actually worked over 64 weeks is -

1736.914	
347.377	
<u>347.377</u>	
<u>2431.668</u>	hours

(Average hours per week is – 37.995 hours)

For the hours worked during the week days (1736.914), there is a 9 percent shift loading, which amounts to 156.322 hours, in addition to the actual hours worked.

Time worked on Saturdays is paid at time and one half, ie. 347.377 times 1.5 is – 521.066 hours.

Time worked on Sundays is paid at double time, ie. 347.377 times 2 is – 694.754 hours.

The Paramedic would be paid over the 64 weeks –

1736.914	hours for week days
156.322	hours for shift allowance
521.066	hours for Saturdays
<u>694.754</u>	hours for Sundays
<u>3109.056</u>	hours total

(Average hours paid per week is 48.579)

This then is the ROSTERED WEEKLY HOURS FACTOR for Paramedics working the rostered hours.

b) 2 Day 2 Night Roster

The calculation for Paramedics working a 2 Day 2 Night roster is as follows -

112 day shifts of 10 hours -	1120.000	hours
112 night shifts of 14 hours	<u>1568.000</u>	hours
	<u>2688.000</u>	hours

This is 256 hours in excess of an average 38 hour week over the 64 week cycle (64 x 38 = 2432 hours).

These extra 256 hours are worked evenly over all days of the week (36.57 hours for each day of the week). Taking into account the 2 hours per week that accrues towards ADOs, hours in excess of 40 hours are paid at overtime rates.

Therefore –

Overtime factor is $7 \times 18.28 \times 2 = 255.92$ hours

Average per week over 64 weeks = 4 hours

Provided that this factor is set at 3.617 in recognition of the increase in base rate and corresponding adjustments to overtime and shift penalties as prescribed in the Tasmanian Ambulance Service Enterprise Bargaining Agreement 2000.

For Paramedics who work a 2 day 2 night roster the 'Rostered Weekly Hours Factor' is $48.579 + 3.617 = 52.196$.

(c) Branch Stations

The calculation for a Paramedic at a Branch Station is as follows:

Over a complete cycle of 64 weeks a Paramedic at a Branch Station would work -

160 shifts on weeks days, ie. 1737.862 hours

32 shifts on Saturdays 347.563 hours

32 shifts on Sundays 347.563 hours

Therefore the total hours actually worked in 64 weeks –

2432.988 hours

Therefore average weekly hours is -38.015 hours

For the hours worked during week days, there is a 9 per cent shift loading which amounts to 156.408.

Time worked on Saturday is at time and one half, ie.

$347.563 \times 1.5 = 521.345$

Time worked on Sunday is at double time, ie.

$347.563 \times 2 = 695.126$

The Paramedic would be paid over the 64 weeks –

1737.862	hours for week days
156.408	hours for shift allowance
521.345	hours for Saturdays
<u>695.126</u>	hours for Sundays
<u>3110.741</u>	hours total

Therefore the 'Rostered Weekly Hours Factor' would be 48.605.

However, for the purposes of this Award, it is agreed that these officers will be paid the same rostered weekly hours factor as on-road paramedics at Headquarters.

Therefore the rostered weekly hours factor to be paid to Paramedics at Branch Stations is 48.579.