

T15376 OF 2026



Industrial Relations Act 1984
s55 Industrial Agreement

AMBULANCE TASMANIA INDUSTRIAL AGREEMENT 2025

Between the

Minister administering the *State Service Act 2000*

and the

Health and Community Services Union, Tasmania Branch



1 TITLE

This Agreement shall be known as the Ambulance Tasmania Industrial Agreement 2025.

2 INDEX

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3 APPLICATION

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

4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the Ambulance Tasmania Industrial Agreement 2022, which was registered on 6 April 2023.
- 4.2 This Agreement applies with effect from 1 July 2025 and will remain in force until 30 June 2028.
- 4.3 The parties agree to commence negotiations for a replacement agreement on or before 30 November 2027.

5 PARTIES BOUND

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

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

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

7 SALARY INCREASES

- 7.1 Salaries will increase as follows:
 - (i) Subject to sub-clause 7.2, salaries will increase by 3 per cent per annum from first full pay period commencing on or after (ffppcooa) 1 December 2025.
 - (ii) 3 per cent per annum from the ffppcooa 1 December 2026.
 - (iii) 2.75 per cent per annum from the ffppcooa 1 September 2027.
 - (iv) Schedule 1 (Table 1 and Table 2) of this Agreement sets out the annual rates of pay effective ffppcooa 1 December 2025, ffppcooa 1 December 2026 and ffppcooa 1 September 2027.
- 7.2 Relativity-Based Salary Adjustment:
 - (i) The salary increase provided for in sub-clause 7.1(i) does not apply to the following current classifications:
 - (a) Clinical Support Officer;
 - (b) Intensive Care Paramedic;
 - (c) Flight Paramedic (Fixed Wing);
 - (d) Flight Paramedic (Rotary Wing); and



(e) Branch Station Officer (ICP)

- (ii) In place of the increase provided for in sub-clause 7.1(i), the classifications listed in sub-clause 7.2(i) will receive a relativity-based salary adjustment effective fppcooa 1 December 2025.
- (iii) The relativity based salary adjusted rates applicable under sub-clause 7.2(ii) are set out in Schedule 1 Table 1.

7.3 Structural Adjustments:

- (i) Subject to sub-clause 7.4(iii), a structural adjustment of \$700 will apply to all classifications covered by this Agreement from fppcooa 1 December 2025.
- (ii) A structural adjustment of \$700 will apply to all classifications covered by this Agreement from fppcooa 1 December 2026.
- (iii) The adjustment in sub-clause 7.3(i) and (ii) will be applied to the relevant salary rate immediately before the increase provided for in sub-clause 7.1(i) and (ii) and sub-clause 7.2 as applicable and as set out in Schedule 1.
- (iv) The structural adjustments are set out in Schedule 1 (Table 1 and 2) of this Agreement.

7.4 Salary rates and increases to apply for new Mental Health Emergency Response Paramedic (MHERP), Primary Care Paramedic, Secondary Triage Paramedic, and Communications Centre Educator.

- (i) From the fppcooa the date of registration of this Agreement, the following new classifications will be established and effective within the classification structure:
 - (a) Mental Health Emergency Response Paramedic (MHERP);
 - (b) Primary Care Paramedic
 - (c) Secondary Triage Paramedic
 - (d) Communications Centre Educator
- (ii) The salary rates applicable to these classifications apply from the fppcooa date of registration as set out in Schedule 1.
- (iii) The classifications specified in clause 7.4(i) will be entitled to any salary increases and structural adjustments under this clause that are effective after the date of registration of this Agreement and in accordance with Schedule 1 Table 2.

8 NEW CLASSIFICATION STRUCTURE AND TRANSLATION

- 8.1** Effective from the fppcooa the date of registration of this Agreement, a revised classification structure has been developed in accordance with Schedule 1.



- 8.2 Effective from fppcooa 1 December 2025 Intensive Care Paramedic (ICP) 01 and Intensive Care Paramedic (ICP) 02 have been removed from the current classification structure.
- 8.3 Any Employees who are classified at ICP (01) will translate to current Intensive Care Paramedic (03) and any employees classified at ICP (02) will translate to current ICP (04) effective fppcooa 1 December 2025.
- 8.4 Effective from the date of registration of the Agreements those employees who have translated to ICP (03) and (04) respectively will translate to the new corresponding classification in the new structure.
- 8.5 Effective from fppcooa 1 December 2025 the position and increases for Paramedic Immuniser is included in this Agreement and following this role is incorporated into the revised new structure as new Paramedic Level 1 and the current Ambulance Tasmanian Paramedic Immuniser Agreement 2022 is to be retired by all parties.
- 8.6 The revised classification and salary structure is set out in Schedule 1 and new classification descriptors have been updated in the Award.
- 8.7 The revised classification structure transitions the previous Paramedic 01-07 to Paramedic level 2 (01 – 07).
- 8.8 The current Manager Level 1 – 4 becomes Ambulance Manager (Man 1-4)
- 8.9 The revised structure includes the new positions of:
Mental Health Emergency Response Paramedic (MHERP)
Primary Care Paramedic
Secondary Triage Paramedic
Communications Centre Educator
- 8.10 The new positions referred above in clause 8.9 are effective from fppcooa date of registration of this Agreement and the commencing salaries are set out in Schedule 1.
- 8.11 The current positions of Paramedic Student, Paramedic Intern, Extended Care Paramedic (ECP), Clinical Support Officer (CSO) and Communications Team leader have not changed in the revised structure and employees classified in those roles will continue to be classified and paid as such in accordance with Schedule 1.
- 8.12 The previous Intensive Care Paramedic (ICP) structure is reduced from 7 increment points to 5.
- 8.13 The current classification of Flight Paramedic Fixed Wing and Flight Paramedic 'Helicopter will translate to a revised classification of Critical Care Flight Paramedic of either Fixed Wing, or Rotary Wing and remains a two increment structure.



- 8.14 The current Branch Station Officer (BSO) classification is revised to a new Branch Station Officer level 1 Year 1, 2 and 3 in there revised structure and the current Branch Station Officer (ICP) is revised to the new Branch Station Officer Level 2 Year 1, 2 and 3.
- 8.15 The current classification Paramedic Educator 1 and 2 is revised to Paramedic Educator Level 1 year 1 and 2 and Paramedic Educator Level 2 Year 1 and 2.
- 8.16 Emergency Medical Dispatch Support Officer (01-03) becomes Emergency Communications Officer Level 1 Years 1-3.
- 8.17 Emergency Medical Dispatcher (01-05) becomes Emergency Communications Officer Level 2 years 1-5.
- 8.18 Effective from ffppcooa date of registration of this Agreement all employees who are currently assigned a classification in the current structure will translate to the new classification and salary level as set out in Schedule 1 Table A except for those positions as outlined above in subclause 8.9.
- 8.19 In this clause 'translation' refers to the process of employees translating from their previous classification to the new classification within the new structure.
- 8.20 The translation arrangements for employees who are transitioning to a revised classification in accordance with the new classification structure as reflected in Schedule 1 is as follows:
- (i) Employees currently classified as Paramedic (01 – 07) will translate to Paramedic Level 2 (P2) (01 – 07) at the corresponding increment as per Schedule 1 with effect from the ffppcooa date of registration of this Agreement.
 - (ii) Employees classified under the previous structure as Intensive Care Paramedic (ICP) 03 to Intensive Care Paramedic (ICP) 07 inclusive, (noting that Intensive Care Paramedic 01 and 02 have been removed) will translate to the corresponding increments (now ICP (01 - 05) as per Schedule 1 with effect from the ffppcooa date of registration of this Agreement.
 - (iii) Employees classified as Flight Paramedic will translate to Critical Care Flight Paramedic – Fixed Wing, or Critical Care Flight Paramedic – Rotary Wing, in accordance with the applicable classification descriptor from the Award, at the corresponding increment as per Schedule 1 with effect from ffppcooa date of registration of this Agreement.
 - (iv) Employees classified as Branch Station Officer will translate to Branch Station Officer Level 1 (BSO1) at the corresponding increment (year 1-3) as per Schedule 1 with effect from the ffppcooa date of registration of this Agreement.



- (v) Employees currently classified as Branch Station Officer – Intensive Care Paramedic will translate to Branch Station Officer Level 2 at the corresponding increment (year 1-3) as per Schedule 1 with effect from the fppcooa date of registration of this Agreement.
- (vi) Employees currently classified as Paramedic Educator 1 will translate to Paramedic Educator Level 1 at the corresponding increment as per Schedule 1 with effect from fppcooa date of registration of this Agreement.
- (vii) Employees currently classified as Paramedic Educator 2 will translate to Paramedic Educator Level 2 at the corresponding increment as per Schedule 1 with effect from fppcooa date of registration of this Agreement.
- (viii) Employees currently classified as Emergency Medical Dispatch Support Officer will translate to Emergency Communications Officer Level 1 at the corresponding increment (years 1-3) as per Schedule 1 with effect from the fppcooa date of registration of this Agreement.
- (ix) Employees currently classified as Emergency Medical Dispatcher will translate to Emergency Communications Officer Level 2 at the corresponding increment (year 1-5) as per Schedule 1 with effect from the fppcooa date of registration of this Agreement.
- (x) Employees classified as Manager Level 1, 2, 3, and 4, will translate to Ambulance Manager (at the corresponding increment (Man 1-4) as per Schedule 1 with effect from the fppcooa date of registration of this Agreement.

9 RELEASE FROM EXTENDED SHIFT

- 9.1 The provisions of this Clause shall only apply in circumstances where the Ambulance Tasmania - End of Shift Dispatch Procedure cannot be applied.
- 9.2 Crews who have extended past their rostered shift completion time can only be requested to attend another case in the following circumstances:
 - (i) A medium, major or severe impact incident response is occurring as per the Ambulance Tasmania Incident Response Plan.
 - (ii) Where no other resource is available within a clinically safe timeframe and on the direct instruction of the Deployment Supervisor - Communications. The Deployment Supervisor – Communications will have regard to matters including crew fatigue, safety, and any other relevant considerations.



- 9.3 Should the crew on an extended shift identify that they are unable to respond on safety grounds, the next available resource will be dispatched and the extended crew will be returned to station.
- 9.4 In the event that a crew has extended past their rostered shift completion time to attend a case, relief will be provided by the next available resource. Such relief must not compromise patient safety.
- 9.5 A Critical Care Flight Paramedic (Fixed Wing) who is unable to be released from their rostered shift for a period of time that results in their shift being extended beyond 4 (four) additional hours will be released from the following shift in its entirety without deduction from pay.
- 9.6 This provision will only have application on the Critical Care Flight Paramedic (Fixed Wing)'s first day shift and first night shift in any block for a normal rotation. Relief breaks after overtime apply for subsequent shifts not involving flight duty.

10 LONG SERVICE LEAVE – SHIFT WORKERS

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

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

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

For example:

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

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

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

11 RECREATION LEAVE LOADING – DAY WORKERS

11.1 During a period of annual recreation leave an employee is to be paid a loading by way of additional salary, calculated at the rate of salary prescribed for the relevant classification as follows:

- (i) A day worker (excluding casual employees) who proceeds on Annual Recreation Leave is to be paid a loading of 17.5% of the employee's normal salary, including any higher and more



responsible duties allowance payable to the employee concerned.

- (ii) In no case where the loading is calculated on the basis of 17.5% of normal salary is it to exceed the loading that would be payable in respect of the classification of Clinical Support Officer Level 1.
- (iii) Recreation leave loading shall not apply to proportionate annual recreation leave accrued by an employee in the leave year of the year of termination of service where such employee voluntarily resigns or whose services are terminated for disciplinary reasons.

12 PROFESSIONAL DEVELOPMENT

- 12.1 Without limiting its nature and extent professional development includes award bearing courses; agreed activities arising from the appraisal process; employer-initiated activities such as committees, seminars to introduce new developments, methodology, administrative and conceptual changes; and activities for individuals or groups of staff members which have been approved by the employer.
- 12.2 It must be evident that the activity will provide employees with skills/knowledge which will either:
 - (i) enable them to better undertake their work; and/or
 - (ii) enhance their career prospects; and/or
 - (iii) multi-skill them, thus enabling them to undertake a broader range of tasks within the State Service.
- 12.3 The parties agree that the establishment of professional development programs/activities shall be undertaken with genuine consultation with the employees occupying positions affected by these programs/activities.
- 12.4 An allowance of \$1000 per annum will be available to employees employed under this Agreement, including Communications Centre employees. The allowance will be made available as follows:
 - (i) \$500 per annum is to be paid to the employee on an employee's anniversary date of employment and can be used to pay for the employee's Australian Health Practitioner Regulation Agency (AHPRA) registration fees, where required.
 - (ii) \$500 per annum is to be made available upon application to the employer for genuine professional development purposes and any application will not be unreasonably refused. The employer will develop the application procedure in consultation with HACSU.
- 12.5 The increase to the Professional Development entitlement for each employee will be available from the first full pay period commencing on or after 31 March 2023.



13 REMOTE AND RURAL ALLOWANCES

- 13.1 An employee whose substantive position is:
- (i) at a Remote and Rural site; and
 - (ii) who is working at a Remote or Rural site:
- will attract an additional Remote or Rural salary allowance payable from ffppcoa 1 December 2022.
- 13.2 Employees employed at the following Remote sites are to be paid an allowance of 8% of base salary:
- (i) Miena
 - (ii) Queenstown
 - (iii) Strahan
 - (iv) Zeehan
 - (v) King Island
- 13.3 Employees employed at the following Rural sites are to be paid an allowance of 4% of base salary:
- (i) Beaconsfield
 - (ii) Bicheno
 - (iii) Bridport
 - (iv) Bruny Island
 - (v) Campbell Town
 - (vi) Deloraine
 - (vii) George Town
 - (viii) Nubeena
 - (ix) Oatlands
 - (x) Ouse
 - (xi) Scamander
 - (xii) Scottsdale
 - (xiii) Smithton
 - (xiv) Swansea
 - (xv) St Helens
 - (xvi) Triabunna



14 PART-TIME WORK

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

15 KILOMETERAGE AND TRAVEL

- 15.1 Entitlements to travel allowances will be in accordance with Part V - Expense and Other Allowances of the Award as varied from time to time subject to the following requirements:
- 15.2 Where an employee has the use of a service vehicle for travelling outside of rostered hours of duty, no kilometre travel rate is payable.
- 15.3 Where an employee has not been provided with a service vehicle the distance in excess of the kilometres travelled from their normal place of residence to their home station or cluster place is calculated and payable.
 - (i) The employee is required to update their residential address by informing Ambulance Tasmania via an approved form.
- 15.4 Where an employee who is required to undertake work related travel and who is required to remain away from home overnight is provided with accommodation and/or meals, the corresponding accommodation and/or meal allowances (where relevant) will not be payable.
- 15.5 For Rostered Duty (normal shifts) allocated to a location other than the employee's home station:
 - (i) if the employee is required to arrive at the re-assigned station, at the rostered start time, and spends additional time travelling to do so, the employee will be paid for their travel time at applicable award rates.
 - (ii) travel time payments will be in accordance with the tables of reasonable travel times as published by Ambulance Tasmania.
 - (iii) travel time will be calculated as the time in excess to the travel time from their home station to the re-assigned station.
 - (iv) where the travel distance is more than the employee's normal travel distance and the employee uses their own vehicle, the employee shall receive the Private Vehicle Use allowance as per the Award Part V, 1(c)(ii) Occasional User Rate as varied from time to time, for the distance in excess of the kilometres travelled from their normal place of residence to the allocated location.



- 15.6 For Overtime shifts where an employee is required (directed or directly requested) by Ambulance Tasmania to work a shift allocated to a location other than the employee's home station:
- (i) if the employee is required to arrive at the re-assigned station, at the rostered start time, and spends additional time travelling to do so, the employee will be paid for their travel time at applicable award rates.
 - (ii) travel time payments will be in accordance the tables of reasonable travel times that will be published.
 - (iii) travel time will be calculated as the time in excess to the travel time from their home station to the re-assigned station.
 - (iv) where the travel distance is more than the employee's normal travel distance and the employee uses their own vehicle, the employee shall receive the Private Vehicle Use allowance as per the Award Part V, 1(c)(ii) Occasional User Rate as varied from time to time, for the distance in excess of the kilometres travelled from their normal place of residence to the allocated location.
- 15.7 Where an employee requests to be allocated an Overtime shift at a location other than the employee's home station:
- (i) the employee is required to arrive at the re-assigned station at the rostered start time.
 - (ii) No travel time is payable.
 - (iii) The employee is required to use their own vehicle for travel
 - (iv) No Private Vehicle Use allowance is payable
- 15.8 These provisions do not apply to Branch Station Officer Relief employees covered under Clause 16 – Cluster Stations.

16 CLUSTER STATIONS

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



accommodation and incidental allowances associated with travel for normal rostered hours.

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

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



Sorell	Dodges Ferry	13
	Nubeena	76
	Triabunna	60
	Swansea	109
Glenorchy	New Norfolk	28
	Bridgewater	16
	Oatlands	77
	Ouse	76
St Helens	Bicheno	76
	Scamander	18
	St Marys	36

17 TRAINING DAYS

- 17.1 16 hours of paid time (during rostered hours) per annum will be available to employees covered by the Ambulance Tasmania Award, including Communications Centre employees to undertake face-to-face learning arranged by Ambulance Tasmania, each calendar year. The training hours will be without loss of pay.
- 17.2 Further to the provision of Clause 17.1 the following applies to Communications Centre employees (only):
- (i) The Employer shall be responsible for the management of rosters to ensure that employees have sufficient opportunity to undertake 16 hours of face-to-face learning as per the provision of Clause 17.1.
 - (ii) Employees are responsible for undertaking the required training in accordance with their roster and opportunities to do so as presented by the Employer as per Clause 17.2(i).
 - (iii) In the event that the Employer fails to provide an employee with the opportunity to complete the full 16 hours of face-to-face training required under Clause 17.1 in each complete calendar year, the employee will be paid the equivalent of 16 hours' pay at their normal pay rate, or the pro rata equivalent for any portion of the training not made available.



18 ROSTERS

- 18.1 The Employer will implement roster trials in the Northern, North-West and Southern regions and the State Communications Centre, as determined appropriate by the Employer and following consultation with HACSU. In determining the design and location of roster trials, the Employer will have regard to:
- (i) operational demand; and
 - (ii) workforce considerations, including family-friendly working arrangements, fatigue and recovery, flexible work arrangements, access to leave, and the promotion of health and wellbeing.
- 18.2 Roster trials will commence within nine months of the registration of this Agreement.
- 18.3 The Employer will take all reasonable steps to ensure that roster trials are adequately resourced throughout their duration.
- 18.4 The Employer, in consultation with HACSU, will establish agreed evaluation criteria for determining the success of each roster trial. Evaluation criteria will include, but are not limited to:
- (i) Performance measures;
 - (ii) service/operational data;
 - (iii) workforce wellbeing and fatigue outcomes;
 - (iv) leave access and utilisation; and
 - (v) feedback from employees participating in the trial.
- 18.5 Each roster trial will be monitored and evaluated against the agreed criteria.

19 FUTURE ROSTER DEVELOPMENT

- 19.1 From the date of registration of the Agreement, the Employer will undertake a review of whole-of-service rostering arrangements. This review will run concurrently with the roster trials and may result in the introduction of further trials where required.
- 19.2 The outcomes of roster trials, assessed against the agreed evaluation criteria specified under Clause 18.4(iv), will form the primary input into establishing any future permanent roster change.
- 19.3 Any permanent roster model will be developed having regard to:
- (i) operational demand;
 - (ii) service data and modelling;
 - (iii) workforce considerations; and
 - (iv) consultation with employees affected by the change.



- 19.4 The Employer will consult with HACSU and affected employees prior to implementing any new permanent roster model.

20 PROMOTION

- 20.1 Within three months of the date of registration of this Agreement employees currently and actively undertaking the duties of Mental Health Emergency Response Paramedic, Primary Care Paramedic, or Secondary Triage Paramedic, will be appointed or promoted into those new classifications.
- 20.2 The provision of Clause 20.1 is subject to the employee meeting the requirements of the role and performing to the required standard, as determined by the Employer.

21 INTEGRATED CARE TRANSITION PAYMENT

- 21.1 Effective from the date of registration of this Agreement employees listed in Schedule 2 will receive the one-off Integrated Care Transition Payment in the amounts specified in that Schedule.
- 21.2 This payment forms part of the transition arrangements associated with the implementation of the revised Integrated Care classifications in the new structure.

22 CLINICAL SHIFTS (MANAGER LEVEL 1)

- 22.1 Employees classified as Manager Level 1 will be rostered to undertake a minimum of one clinical shift every three months, to be worked within the employee's ordinary hours of work.
- 22.2 A shift worked under Clause 22.1 may be performed on overtime where a shift is available, and the employee agrees to work that shift.

23 SECONDARY TRIAGE PARAMEDICS MULTIDISCIPLINARY ALLOWANCE

- 23.1 Paramedics who work as part of a multi-disciplinary team comprising nurses and paramedics who deliver secondary triage services to the Employer will be eligible to receive a Secondary Triage Paramedic Multidisciplinary Allowance (MDA), subject to the terms of this clause.
- 23.2 A paramedic shall only receive an MDA pursuant to this clause if they are performing duties equivalent to that of a nurse performing a secondary triage role.
- 23.3 The allowance will be paid as part of wages (and be included for superannuation purposes) on an hourly basis.
- 23.4 Where payable, the MDA will be calculated by reference to the difference between:



- (i) the sums payable to the relevant paramedic pursuant to this agreement when performing the secondary triage duties; and
- (ii) the sums that would be payable to a nurse performing equivalent secondary triage duties, including relevant shift penalties but excluding any additional allowances payable to a nurse under the Nurses and Midwives Agreement and Nurses and Midwives Award as in place from time to time.

- 23.5 Paramedics shall be entitled to the annual increment payable to a nurse on the anniversary of commencement in the role.
- 23.6 The intent of this provision is to ensure that paramedics and nurses performing the same secondary triage role are paid in accordance with the same salary structure and shift allowances.

24 DAYLIGHT SAVING

- 24.1 An employee is not to be penalised for time not worked because of the commencement of Daylight Saving.
- 24.2 An employee who works the extra time at the end of Daylight Saving is to be paid for such time worked.

25 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 25.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 25.2 If a grievance or dispute arise about the application of this Agreement:
- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
 - (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
 - (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.
- 25.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 25.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

26 NO EXTRA CLAIMS

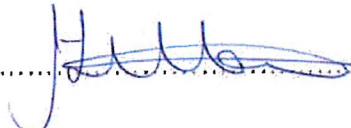
The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed:.....

Name:*Jane Fitton*.....

Date:*23 July 2026*.....

SIGNED FOR AND ON BEHALF OF

Health and Community Services Union, Tasmania Branch

Signed:.....

Name:*Robbie Moore*.....

Date:*22/07/26*.....



SCHEDULE 1 –CLASSIFICATION STRUCTURE (INCLUDING TRANSLATION) & SALARIES

Table 1

Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of Agreement	Salary effective from ffppcooa 1 Dec 2024	Relativity Based Salary adjustment effective from ffppcooa 1 Dec 2025	Structural adjustment into base salary (\$700pa) effective ffppcooa 1 Dec 2025	3% Salary increase effective ffppcooa 1 Dec 2025	Base salary effective ffppcooa date of registration of this Agreement
Student Paramedic 01	Student Paramedic 01	\$63,777	-	\$64,477	\$66,411	\$66,411
Student Paramedic, 02	Student Paramedic 02	\$67,976	-	\$68,676	\$70,736	\$70,736
Student Paramedic, 03	Student Paramedic 03	\$73,828	-	\$74,528	\$76,764	\$76,764
Paramedic Intern, 01	Paramedic Intern 01	\$75,777	-	\$76,477	\$78,771	\$78,771
Paramedic Immuniser	Paramedic Level 1 (P1)	\$75,777	-	\$76,477	\$78,771	\$78,771
Paramedic, 01	Paramedic Level 2 (P2) 01	\$83,666	-	\$84,366	\$86,897	\$86,897
Paramedic 02	Paramedic Level 2 (P2) 02	\$86,140	-	\$86,740	\$89,445	\$89,445
Paramedic 03	Paramedic Level 2 (P2) 03	\$88,620	-	\$89,320	\$92,000	\$92,000
Paramedic 04	Paramedic Level 2 (P2) 04	\$91,096	-	\$91,796	\$94,550	\$94,550
Paramedic 05	Paramedic Level 2 (P2) 05	\$94,345	-	\$95,045	\$97,896	\$97,896
Paramedic 06	Paramedic Level 2 (P2) 06	\$96,822	-	\$97,522	\$100,448	\$100,448
Paramedic 07	Paramedic Level 2 (P2) 07	\$97,768	-	\$98,468	\$101,422	\$101,422
	Mental Health Emergency Response Paramedic (MHERP) 01	-	-	-	-	\$102,192
	Mental Health Emergency Response Paramedic (MHERP) 02	-	-	-	-	\$105,441



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of Agreement	Salary effective from ffppcooa 1 Dec 2024	Relativity Based Salary adjustment effective from ffppcooa 1 Dec 2025	Structural adjustment into base salary (\$700pa) effective ffppcooa 1 Dec 2025	3% Salary increase effective ffppcooa 1 Dec 2025	Base salary effective ffppcooa date of registration of this Agreement
	Mental Health Emergency Response Paramedic (MHERP) 03	-	-	-	-	\$107,918
	Mental Health Emergency Response Paramedic (MHERP) 04	-	-	-	-	\$108,864
	Primary Care Paramedic 01	-	-	-	-	\$104,898
	Primary Care Paramedic 02	-	-	-	-	\$107,374
	Primary Care Paramedic 03	-	-	-	-	\$110,623
	Primary Care Paramedic 04	-	-	-	-	\$113,100
	Primary Care Paramedic 05	-	-	-	-	\$114,046
Intensive Care Paramedic, 01***		\$100,177	Classification Removed (effective ffppcooa 1 December 2025)			
Intensive Care Paramedic, 02***	-	\$101,002	Classification Removed (effective ffppcooa 1 December 2025)			
Intensive Care Paramedic, 03	Intensive Care Paramedic 01	\$101,828	\$104,198	\$104,898	-	\$104,898
Intensive Care Paramedic, 04	Intensive Care Paramedic 02	\$102,657	\$106,674	\$107,374	-	\$107,374
Intensive Care Paramedic, 05	Intensive Care Paramedic 03	\$104,252	\$109,923	\$110,623	-	\$110,623
Intensive Care Paramedic, 06	Intensive Care Paramedic 04	\$105,079	\$112,400	\$113,100	-	\$113,100
Intensive Care Paramedic, 07	Intensive Care Paramedic 05	\$106,112	\$113,346	\$114,046	-	\$114,046
Extended Care Paramedic, 01	Extended Care Paramedic, 01	\$115,067	-	\$115,767	\$119,240	\$119,240
Extended Care Paramedic, 02	Extended Care Paramedic, 02	\$116,207	-	\$116,907	\$120,414	\$120,414



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of Agreement	Salary effective from ffppcooa 1 Dec 2024	Relativity Based Salary adjustment effective from ffppcooa 1 Dec 2025	Structural adjustment into base salary (\$700pa) effective ffppcooa 1 Dec 2025	3% Salary increase effective ffppcooa 1 Dec 2025	Base salary effective ffppcooa date of registration of this Agreement
Flight Paramedic, 01	Critical Care Flight Paramedic – Fixed Wing, 01	\$113,389	\$118,853	\$119,553	-	\$119,553
Flight Paramedic, 02	Critical Care Flight Paramedic – Fixed Wing, 02	\$114,513	\$120,031	\$120,731	-	\$120,731
Flight Paramedic, 01	Critical Care Flight Paramedic – Rotary Wing, 01	\$113,389	\$118,853	\$119,553	-	\$119,553
Flight Paramedic, 02	Critical Care Flight Paramedic – Rotary Wing, 02	\$114,513	\$120,031	\$120,731	-	\$120,731
Branch Station Officer, 01	Branch Station Officer Level 1 (BSO-1), Year 1	\$100,177	-	\$100,877	\$103,903	\$103,903
Branch Station Officer, 02	Branch Station Officer Level 1 (BSO-1), Year 2	\$104,307	-	\$105,007	\$108,157	\$108,157
Branch Station Officer, 03	Branch Station Officer Level 1 (BSO-1), Year 3	\$105,340	-	\$106,040	\$109,221	\$109,221
Branch Station Officer – Intensive Care Paramedic, 01	Branch Station Officer Level 2 (BSO-2), Year 1	\$113,389	\$118,853	\$119,553	-	\$119,553
Branch Station Officer – Intensive Care Paramedic, 02	Branch Station Officer Level 2 (BSO-2), Year 2	\$115,864	\$121,447	\$122,147	-	\$122,147
Branch Station Officer – Intensive Care Paramedic, 03	Branch Station Officer Level 2 (BSO-2), Year 3	\$117,013	\$122,652	\$123,352	-	\$123,352
Paramedic Educator 1, 01	Paramedic Educator Level 1 (PED1), Year 1	\$109,261	-	\$109,961	\$113,260	\$113,260
Paramedic Educator 1, 02	Paramedic Educator Level 1 (PED1), Year 2	\$110,341	-	\$111,041	\$114,372	\$114,372



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of Agreement	Salary effective from ffppcooa 1 Dec 2024	Relativity Based Salary adjustment effective from ffppcooa 1 Dec 2025	Structural adjustment into base salary (\$700pa) effective ffppcooa 1 Dec 2025	3% Salary increase effective ffppcooa 1 Dec 2025	Base salary effective ffppcooa date of registration of this Agreement
Paramedic Educator 2, 01	Paramedic Educator Level 1 (PED1), Year 1	\$151,037	-	\$151,737	\$156,289	\$156,289
Paramedic Educator 2, 02	Paramedic Educator Level 1 (PED1), Year 2	\$152,538	-	\$153,238	\$157,835	\$157,835
Clinical Support Officer, 01	Clinical Support Officer, 01	\$116,694	\$122,317	\$123,017	-	\$123,017
Clinical Support Officer, 02	Clinical Support Officer, 02	\$117,517	\$123,180	\$123,880	-	\$123,880
Clinical Support Officer, 03	Clinical Support Officer, 03	\$118,344	\$124,047	\$124,747	-	\$124,747
Clinical Support Officer, 04	Clinical Support Officer, 04	\$119,516	\$125,275	\$125,975	-	\$125,975
Emergency Medical Dispatch Support Officer, 01	Emergency Communications Officer Level 1 (ECO1), Year 1	\$72,821	-	\$73,521	\$75,727	\$75,727
Emergency Medical Dispatch Support Officer, 02	Emergency Communications Officer Level 1 (ECO1), Year 2	\$76,346	-	\$77,046	\$79,357	\$79,357
Emergency Medical Dispatch Support Officer, 03	Emergency Communications Officer Level 1 (ECO1), Year 3	\$77,050	-	\$77,750	\$80,083	\$80,083
Emergency Medical Dispatcher, 01	Emergency Communications Officer Level 2 (ECO2), Year 1	\$78,036	-	\$78,736	\$81,098	\$81,098
Emergency Medical Dispatcher, 02	Emergency Communications Officer Level 2 (ECO2), Year 2	\$79,729	-	\$80,429	\$82,842	\$82,842
Emergency Medical Dispatcher, 03	Emergency Communications Officer Level 2 (ECO2), Year 3	\$80,870	-	\$81,570	\$84,017	\$84,017



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of Agreement	Salary effective from ffppcooa 1 Dec 2024	Relativity Based Salary adjustment effective from ffppcooa 1 Dec 2025	Structural adjustment into base salary (\$700pa) effective ffppcooa 1 Dec 2025	3% Salary increase effective ffppcooa 1 Dec 2025	Base salary effective ffppcooa date of registration of this Agreement
Emergency Medical Dispatcher, 04	Emergency Communications Officer Level 2 (ECO2), Year 4	\$83,575	-	\$84,275	\$86,803	\$86,803
Emergency Medical Dispatcher, 05	Emergency Communications Officer Level 2 (ECO2), Year 5	\$84,399	-	\$85,099	\$87,652	\$87,652
Communication Team Leader, 01	Communication Team Leader, 01	\$90,173	-	\$90,873	\$93,599	\$93,599
Communication Team Leader, 02	Communication Team Leader, 02	\$91,063	-	\$91,763	\$94,516	\$94,516
	Communication Centre Educator 01	-	-	-	-	\$109,961
	Communication Centre Educator 02	-	-	-	-	\$111,041
	Secondary Triage Paramedic 01	-	-	-	-	\$104,898
	Secondary Triage Paramedic 02	-	-	-	-	\$107,374
	Secondary Triage Paramedic 03	-	-	-	-	\$110,623
	Secondary Triage Paramedic 04	-	-	-	-	\$113,100
	Secondary Triage Paramedic 05	-	-	-	-	\$114,046
Manager Level 1, 01	Ambulance Manager (MAN1)	\$122,145	-	\$122,845	\$126,530	\$126,530
Manager Level 2, 01	Ambulance Manager (MAN2)	\$150,796	-	\$151,496	\$156,041	\$156,041
Manager Level 3, 01	Ambulance Manager (MAN3)	\$178,112	-	\$178,812	\$184,176	\$184,176
Manager Level 4, 01	Ambulance Manager (MAN4)	\$186,961	-	\$187,661	\$193,291	\$193,291



Table 2 – Salary increases effective ffppcoa 1 December 2026 and ffppcoa 1 September 2027

Current Classification Structure	New Classification structure (including translation) effective from ffppcoa date of registration of agreement	Structural adjustment into base salary effective ffppcoa 1 Dec 2026	3% Salary Increase effective from ffppcoa 1 Dec 2026	2.75% Salary Increase effective from ffppcoa 1 Sep 2027
Student Paramedic, 01	Student Paramedic,01	\$700	\$69,124	\$71,025
Student Paramedic, 02	Student Paramedic 02	\$700	\$73,579	\$75,602
Student Paramedic, 03	Student Paramedic 03	\$700	\$79,788	\$81,982
Paramedic Intern, 01	Paramedic Intern 01	\$700	\$81,855	\$84,106
Paramedic Immuniser	Paramedic Level 1 (P1)	\$700	\$81,855	\$84,106
Paramedic, 01	Paramedic Level 2 (P2), 01	\$700	\$90,225	\$92,706
Paramedic, 02	Paramedic Level 2, (P2) 02	\$700	\$92,849	\$95,402
Paramedic, 03	Paramedic Level 2, (P2) 03	\$700	\$95,481	\$98,107
Paramedic, 04	Paramedic Level 2, (P2) 04	\$700	\$98,108	\$100,806
Paramedic, 05	Paramedic Level 2, (P2) 05	\$700	\$101,554	\$104,347
Paramedic, 06	Paramedic Level 2, (P2) 06	\$700	\$104,182	\$107,047
Paramedic, 07	Paramedic Level 2, (P2) 07	\$700	\$105,186	\$108,079
	Mental Health Emergency Response Paramedic (MHERP) 01	\$700	\$105,979	\$108,893
	Mental Health Emergency Response Paramedic (MHERP) 02	\$700	\$109,325	\$112,331
	Mental Health Emergency Response Paramedic (MHERP) 03	\$700	\$111,877	\$114,954



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of agreement	Structural adjustment into base salary effective ffppcooa 1 Dec 2026	3% Salary Increase effective from ffppcooa 1 Dec 2026	2.75% Salary Increase effective from ffppcooa 1 Sep 2027
	Mental Health Emergency Response Paramedic (MHERP) 04	\$700	\$112,851	\$115,954
	Primary Care Paramedic 01	\$700	\$108,766	\$111,757
	Primary Care Paramedic 02	\$700	\$111,316	\$114,377
	Primary Care Paramedic 03	\$700	\$114,663	\$117,816
	Primary Care Paramedic 04	\$700	\$117,214	\$120,437
	Primary Care Paramedic 05	\$700	\$118,188	\$121,438
Intensive Care Paramedic 01***	Classification Removed (effective ffppcooa 1 December 2025)			
Intensive Care Paramedic 02***	Classification Removed (effective ffppcooa 1 December 2025)			
Intensive Care Paramedic, 03	Intensive Care Paramedic 01	\$700	\$108,766	\$111,757
Intensive Care Paramedic 04	Intensive Care Paramedic 02	\$700	\$111,316	\$114,377
Intensive Care Paramedic 05	Intensive Care Paramedic 03	\$700	\$114,663	\$117,816
Intensive Care Paramedic 06	Intensive Care Paramedic 04	\$700	\$117,214	\$120,437
Intensive Care Paramedic 07	Intensive Care Paramedic 05	\$700	\$118,188	\$121,438
Extended Care Paramedic 01	Extended Care Paramedic, 01	\$700	\$123,538	\$126,935
Extended Care Paramedic 02	Extended Care Paramedic, 02	\$700	\$124,747	\$128,178
Flight Paramedic 01	Critical Care Flight Paramedic Fixed Wing 01	\$700	\$123,861	\$127,267
*** Note Intensive Care Paramedic 01 and Intensive Care Paramedic 02 classifications have been removed from the current classification structure effective ffppcooa 1 December 2025 and current employees assigned at those levels are to be translated to Intensive Care Paramedic 03 and 04 respectively effective ffppcooa 1 December 2025 and will transition to the new structure as at the ffppcooa date of registration of the Agreement.				
Flight Paramedic 02	Critical Care Flight Paramedic Fixed Wing 02	\$700	\$125,074	\$128,514



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of agreement	Structural adjustment into base salary effective ffppcooa 1 Dec 2026	3% Salary Increase effective from ffppcooa 1 Dec 2026	2.75% Salary Increase effective from ffppcooa 1 Sep 2027
Flight Paramedic 01	Critical Care Flight Paramedic Rotary Wing 01	\$700	\$123,861	\$127,267
Flight Paramedic 02	Critical Care Flight Paramedic Rotary Wing 02	\$700	\$125,074	\$128,514
Branch Station Officer 01	Branch Station Officer Level 1 (BSO1) Year 1	\$700	\$107,741	\$110,704
Branch Station Officer 02	Branch Station Officer Level 1 (BSO1) Year 2	\$700	\$112,123	\$115,206
Branch Station Officer 03	Branch Station Officer Level 1 (BSO1) Year 3	\$700	\$113,219	\$116,333
Branch Station Officer – Intensive Care Paramedic 01	Branch Station Officer Level 2 (BSO2) Year 1	\$700	\$123,861	\$127,267
Branch Station Officer Intensive Care Paramedic 02	Branch Station Officer Level 2 (BSO2), Year 2	\$700	\$126,532	\$130,012
Branch Station Officer Intensive Care Paramedic 03	Branch Station Officer Level 2 (BSO2) Year 3	\$700	\$127,774	\$131,288
Paramedic Educator 1 01	Paramedic Educator Level 1 (PED1) Year 1	\$700	\$117,379	\$120,607
Paramedic Educator 1 02	Paramedic Educator Level 1 (PED1) Year 2	\$700	\$118,524	\$121,783
Paramedic Educator 2, 01	Paramedic Educator Level 2 (PED1), Year 1	\$700	\$161,699	\$166,146
Paramedic Educator 2, 02	Paramedic Educator Level 2 (PED1), Year 2	\$700	\$163,291	\$167,782
Clinical Support Officer, 01	Clinical Support Officer, 01	\$700	\$127,429	\$130,933
Clinical Support Officer, 02	Clinical Support Officer, 02	\$700	\$128,317	\$131,846
Clinical Support Officer, 03	Clinical Support Officer, 02	\$700	\$129,210	\$132,763



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of agreement	Structural adjustment into base salary effective ffppcooa 1 Dec 2026	3% Salary Increase effective from ffppcooa 1 Dec 2026	2.75% Salary Increase effective from ffppcooa 1 Sep 2027
Clinical Support Officer, 04	Clinical Support Officer, 03	\$700	\$130,475	\$134,063
	Clinical Support Officer, 04			
Emergency Medical Dispatch Support Officer, 01	Emergency Communications Officer Level 1 (ECO1), Year 1	\$700	\$78,720	\$80,885
Emergency Medical Dispatch Support Officer, 02	Emergency Communications Officer Level 1 (ECO1), Year 2	\$700	\$82,459	\$84,727
Emergency Medical Dispatch Support Officer, 03	Emergency Communications Officer Level 1 (ECO1), Year 3	\$700	\$83,206	\$85,494
Emergency Medical Dispatcher, 01	Emergency Communications Officer Level 2 (ECO2), Year 1	\$700	\$84,252	\$86,569
Emergency Medical Dispatcher, 02	Emergency Communications Officer Level 2 (ECO2), Year 2	\$700	\$86,048	\$88,414
Emergency Medical Dispatcher, 03	Emergency Communications Officer Level 2 (ECO2), Year 3	\$700	\$87,259	\$89,659
Emergency Medical Dispatcher, 04	Emergency Communications Officer Level 2 (ECO2), Year 4	\$700	\$90,128	\$92,607
Emergency Medical Dispatcher, 05	Emergency Communications Officer Level 2 (ECO2), Year 5	\$700	\$91,003	\$93,506
Communication Team Leader, 01	Communication Team Leader, 01	\$700	\$97,128	\$99,799
Communication Team Leader, 02	Communication Team Leader, 02	\$700	\$98,072	\$100,769



Current Classification Structure	New Classification structure (including translation) effective from ffppcooa date of registration of agreement	Structural adjustment into base salary effective ffppcooa 1 Dec 2026	3% Salary Increase effective from ffppcooa 1 Dec 2026	2.75% Salary Increase effective from ffppcooa 1 Sep 2027
	Communication Centre Educator 01	\$700	\$113,981	\$117,115
	Communication Centre Educator 02	\$700	\$115,093	\$118,258
	Secondary Triage Paramedic 01	\$700	\$108,766	\$111,757
	Secondary Triage Paramedic 02	\$700	\$111,316	\$114,377
	Secondary Triage Paramedic 03	\$700	\$114,663	\$117,816
	Secondary Triage Paramedic 04	\$700	\$117,214	\$120,437
	Secondary Triage Paramedic 05	\$700	\$118,188	\$121,438
Manager Level 1, 01	Ambulance Manager (MAN1)	\$700	\$131,047	\$134,651
Manager Level 2, 01	Ambulance Manager (MAN2)	\$700	\$161,443	\$165,883
Manager Level 3, 01	Ambulance Manager (MAN3)	\$700	\$190,422	\$195,659
Manager Level 4, 01	Ambulance Manager (MAN4)	\$700	\$199,811	\$205,306



SCHEDULE 2 – INTEGRATED CARE SCHEDULE

No.	Employee Number	Employee Name	One-off amount of Payment Effective date of registration of Agreement
Secondary Triage Paramedic			
1.	674977		
2.	760183		
3.	624538		
4.	716240		
5.	709255		
Mental Health Emergency Response Paramedic (MHERP)			
6.	847736		
7.	822203		
8.	466051		
9.	251645		
10.	755183		
11.	760183		
12.	675029		
13.	715917		
14.	675404		
15.	674944		
16.	737024		
17.	783440		
18.	653558		
19.	797922		
20.	774610		
21.	784396		
22.	663132		
23.	708820		
24.	709233		

No.	Employee Number	Employee Name	One-off amount of Payment
			Effective date of registration of Agreement
25.	892479		
26.	858313		
27.	708853		
28.	830438		
29.	728191		
30.	678967		
31.	821925		
32.	447829		
33.	832025		
34.	797864		
35.	876847		
36.	838768		
37.	800970		
38.	737589		
39.	601328		
40.	784396		
41.	884062		
42.	774519		
43.	742035		
44.	782674		
45.	775216		
46.	844578		
47.	674627		
48.	305777		
49.	471550		
50.	797955		

No.	Employee Number	Employee Name	One-off amount of Payment
			Effective date of registration of Agreement
51.	492970		
52.	688064		
53.	758658		
54.	827444		
55.	601328		
56.	401748		
57.	774778		
58.	649448		
59.	481270		
60.	754792		
61.	427402		