



T13060 of 2007
5 DEC 2007

Tasmanian Ambulance Service Agreement 2007



Clause 1 Title

This Agreement shall be known as the Tasmanian Ambulance Service Agreement 2007.

Clause 2 Arrangement

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Clause 3 Parties Bound

This Agreement is between:

The Minister administering the *State Service Act 2000* and;
Health Services Union of Australia Tasmania No. 1 Branch.

Clause 4 Date and Period of Operation

This Agreement is to take effect from the commencement of the first full pay period on or after the date of registration and shall apply until 31 December 2008.

Clause 5 Application

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

Clause 6 Relationship to the Award and Agreements

It is the intention of the parties to consolidate all previous Awards and Agreements. In the interim where any inconsistency occurs between this Agreement and the



Award, or any registered Agreement with the Minister administering the *State Service Act 2000*, this Agreement shall prevail to the extent of the inconsistency.

Clause 7 Salary Increases

The following salary increases will apply to employees covered by this Agreement and will be paid in accordance with Schedule 1.

- 4% effective from the first full pay period on or after 1 December 2007;
- 3% effective from the first full pay period on or after 1 December 2008.

Clause 8 Career Restructure

The parties agree that a joint working party will be established for the purpose of conducting a comprehensive review of career structure to be completed by 30 June 2008. Where it is agreed that replacement, amendment or revision of existing provisions is appropriate, the changes will, subject to ratification by the relevant industrial tribunal, be implemented.

Should the outcome of this review not be completed by the agreed date, the parties agree that changes will be implemented from the first full pay period on or after 1 July 2008.

Clause 9 On Call Allowance

Employees covered by this Agreement will be entitled to the rate prescribed in Clause 13A (a)(ii) (Availability Allowance) as provided for in the *Community and Health Services (Public Sector) Award* (as varied from time to time) with effect from the first full pay period on or after 1 December 2007.

Clause 10 Salary Increment Restructure

The parties agree to implement the restructure of salary increments in accordance with Schedule 2 of this Agreement. Those employees who qualify for a new classification as a result of the restructure of salary increments will translate with effect from the first full pay period on or after 1 December 2007.

Clause 11 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;

- Long service leave balance is reduced by 76 hours – base rate is paid;
- Long service leave balance is reduced by 97.16 hours – composite rate is paid.

Clause 12 Matters for Whole of Government

Should conditions having application to the whole of government be introduced or varied during the life of this Agreement the parties agree that those conditions will apply to employees covered by this Agreement.

Clause 13 Dispute Resolution

In the first instance, grievances and disputes will usually be dealt with at the workplace by the appropriate employer and union representatives. 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. If still unresolved, the matter may be referred to the Tasmanian Industrial Commission. Where a grievance or dispute is being dealt with under this process, normal work will continue.

Clause 14 No Extra Claims

The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate additional claims regarding any matter, including classification standards and structures, conditions of employment, allowances and related issues which are the subject matter of this Agreement.

Clause 15 Subsequent Agreement

The parties agree that the Agreement subsequent to this Agreement will be in place for a minimum period of 3 years and a maximum period of 5 years.

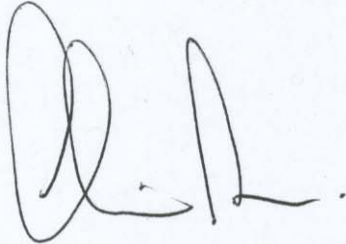


Clause 16 Signatures to the Agreement


Signed for and on behalf of the Minister
Administering the State Service Act 2000

5/12/07

Date:



Signed for and on behalf of Health
Services Union of Australia Tasmania No. 1 Branch

4/15/07

Date:



This Agreement is registered pursuant to Section 56(1) of the Industrial Relations Act 1984

Schedule I – Wage Increases

Classification	Year	01-Dec-06	01-Dec-07	01-Dec-08
		Increment to new structure effective 01- Dec-07	4.00%	3.00%
Student Ambulance Officer	1	\$34,495	\$35,875	\$36,951
	2	\$35,607	\$37,031	\$38,142
	3	\$40,840	\$42,474	\$43,748
Ambulance Officer (Certificate of Equivalence)	1	\$44,640	\$46,426	\$47,819
	2	\$45,007	\$46,807	\$48,211
	3	\$45,334	\$47,147	\$48,561
Ambulance Officer (Patient Extrication)	1	\$48,244	\$50,174	\$51,679
	2	\$48,639	\$50,585	\$52,103
	3	\$49,001	\$50,961	\$52,490
Ambulance Officer (Advanced Life Support)	1	\$50,216	\$52,225	\$53,792
	2	\$50,612	\$52,636	\$54,215
	3	\$50,990	\$53,030	\$54,621
Ambulance Officer (ALS and PE)	1	\$53,359	\$55,493	\$57,158
	2	\$53,853	\$56,007	\$57,687
	3	\$54,307	\$56,479	\$58,173
Fixed Wing Flight Paramedic		\$56,833	\$59,106	\$60,879
Branch Station Officer (Advanced Life Support)		\$50,033	\$52,034	\$53,595
Branch Station Officer (Patient Extrication)		\$54,462	\$56,640	\$58,339
Branch Station Officer (Advanced Life Support)		\$56,833	\$59,106	\$60,879
Branch Station Officer (ALS and PE)		\$60,681	\$63,108	\$65,001
Volunteer Educator	1	\$56,720	\$58,989	\$60,759
	2	\$57,348	\$59,642	\$61,431
	3	\$57,794	\$60,106	\$61,909
Clinical Support Officer	1	\$60,681	\$63,108	\$65,001
	2	\$61,161	\$63,607	\$65,515
	3	\$61,637	\$64,102	\$66,025
Student Communications Officer	0	\$38,412	\$39,948	\$41,146
Communications Officer Level 1	1	\$40,437	\$42,054	\$43,316
Communications Officer Level 2	2	\$42,526	\$44,227	\$45,554
Communications Officer Level 3	3	\$44,689	\$46,477	\$47,871
Communications Officer Level 4	4	\$46,969	\$48,848	\$50,313
Senior Communications Officer		\$49,269	\$51,240	\$52,777
Supervisor		\$62,599	\$65,103	\$67,056
Ambulance Educator		\$65,775	\$68,406	\$70,458
Superintendent (Ambulance Award)		\$83,918	\$87,275	\$89,893
Operations Manager		\$75,524	\$78,545	\$80,901

Schedule 2

Tasmanian Ambulance Service – Increment Changes with Salary Rates as at 1 December 2006

It has been agreed on an interim basis to reduce the number of increments for some of the classification groups provided for in the Tasmanian Ambulance Service Enterprise Bargaining Agreement 2004.

Currently there are up to 4 increment points for most classification requiring staff to remain on one increment level for up to two (2) years. The proposed changes will accelerate the progression to each increment level. The proposed amendments to the salary structure are as follows;

Student Ambulance Officers will remain unchanged and will continue to increment each year for the three (3) year period.

Ambulance Officer (Certificate of Equivalence)

<i>Current</i>			<i>Proposed</i>	
1	\$44,413	→	1	\$44,640
2	\$44,640			
3	\$44,640	→	2	\$45,007
4	\$45,007			
5	\$45,007	→	3	\$45,334
6	\$45,334			
7	\$45,334			

Staff currently receiving the salary for year 1 will automatically increase to \$44,640. Staff who have been employed as a year 2/3 for more than 12 months will automatically progress to the proposed year 2 \$45,007. Staff employed as a year 4/5 for more than 12 months will automatically progress to the proposed year 3 \$45,334. Each staff member will progress to the next increment level after every 12 months at each increment level until they reach the maximum year (year 3).

Ambulance Officer (Patient Extrication)

<i>Current</i>			<i>Proposed</i>	
1	\$47,994	→	1	\$48,244
2	\$48,244			
3	\$48,244	→	2	\$48,639
4	\$48,639			
5	\$48,639	→	3	\$49,001
6	\$49,001			
7	\$49,001			

Staff currently receiving the salary equivalent to year 1 will automatically increase to \$48,244. Staff that have been employed as a year 2/3 for more than 12 months will automatically progress to the proposed year 2 \$48,639. Staff employed as a year 4/5 for more than 12 months will automatically progress to year 3 \$49,001. Each staff member will progress to the next increment level after every 12 months at each increment level until they reach the maximum year (year 3).

Ambulance Officer (Advanced Life Support)

<i>Current</i>			<i>Proposed</i>	
1	\$49,967	→	1	\$50,216
2	\$50,216			
3	\$50,216	→	2	\$50,612
4	\$50,612			
5	\$50,612	→	3	\$50,990
6	\$50,990			
7	\$50,990			

Staff currently receiving the salary equivalent to year 1 will automatically increase to \$50,216. Staff that have been employed as a year 2/3 for more than 12 months will automatically progress to the proposed year 2 \$50,612 and staff employed as a year 4/5 for more than 12 months will automatically progress to year 3 \$50,990. Each staff member will progress to the next increment level after every 12 months at each increment level until they reach the maximum year (year 3).

Ambulance Officer (ALS and PE)

<i>Current</i>			<i>Proposed</i>	
1	\$53,057	→	1	\$53,359
2	\$53,359			
3	\$53,359	→	2	\$53,853
4	\$53,853			
5	\$53,853	→	3	\$54,307
6	\$54,307			
7	\$54,307			

Staff currently receiving the salary equivalent to year 1 will automatically increase to \$53,359. Staff that have been employed as a year 2/3 for more than 12 months will automatically progress to the proposed year 2 \$53,853 and staff employed as a year 4/5 for more than 12 months will automatically progress to year 3 \$54,307. Each staff member will progress to the next increment level after every 12 months at each increment level until they reach the maximum year (year 3).

Fixed Wing Flight Paramedic

As there is one salary point only, there will be no change to this classification.

Branch Station Officers

<i>Current</i>		<i>Proposed</i>	
Branch Station Officer (Certificate of Equivalence)	\$50,033	Year 1	\$50,033
Branch Station Officer (Patient Extrication)	\$54,462	Year 2	\$54,462
Branch Station Officer (Advanced Life Support)	\$56,833	Year 3	\$56,833
Branch Station Officer (ALS and PE)	\$60,681	Year 4	\$60,681

Branch Station Officers must have Advanced Life Support to proceed beyond year 2.

- Ambulance Officers (Certificate of Equivalence) that are Acting or appointed to a Branch Station Officer will commence on year 1 \$50,033.
- Ambulance Officers (Patient Extrication) that are Acting or appointed to a Branch Station Officer will commence on year 2 \$54,462.
- Ambulance Officer (Advanced Life Support) that are Acting or appointed to a Branch Station Officer will commence on year 3 \$56,833.
- Ambulance Officer (ALS and PE) that are Acting or appointed to a Branch Station Officer will commence on year 4 \$60,681.

Volunteer Educator

<i>Current</i>			<i>Proposed</i>	
1	\$56,603	→	1	\$56,720
2	\$56,720			
3	\$56,720	→	2	\$57,348
4	\$57,348			
5	\$57,348	→	3	\$57,794
6	\$57,794			
7	\$57,794			

Staff currently receiving the salary equivalent to year 1 will automatically increase to \$56,720. Staff that have been employed as a year 2/3 for more than 12 months will automatically progress to the proposed year 2 \$57,348 and staff employed as a year 4/5 for more than 12 months will automatically progress to year 3 \$57,794. Each staff member will progress to the next increment level after every 12 months at each increment level until they reach the maximum year (year 3).

Clinical Support Officer

<i>Current</i>			<i>Proposed</i>	
1	\$60,366	→	1	\$60,681
2	\$60,681			
3	\$60,681	→	2	\$61,161
4	\$61,161			
5	\$61,161	→	3	\$61,637
6	\$61,637			
7	\$61,637			

Staff currently receiving the salary equivalent to year 1 will automatically increase to \$60,681. Staff that have been employed as a year 2/3 for more than 12 months will automatically progress to the proposed year 2 \$61,161 and staff employed as a year 4/5 for more than 12 months will automatically progress to year 3 \$61,637. Each staff member will progress to the next increment level after every 12 months at each increment level until they reach the maximum year (year 3).

There will be no change to Communications Officer as increments are competency based.

There will be no change to the following classifications as there is only one increment level.

Supervisor

Ambulance Educator

Superintendent (Ambulance Award)