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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

CORRECTION ORDER

WHEREAS an error occurred in the order giving effect to the Commission's decision of 11 November 1992 (T.2586 of 1990 and T.3779 of 1992) varying the **TASMANIAN AMBULANCE SERVICE AWARD** in accordance with Section 21(1) of the Act the Commission hereby corrects Order No. 2 in the following manner:

1. Delete from Clause 28 - Leave Reserved; Ambulance Technician and insert in lieu thereof the following.

"- Ambulance Technician - Quota
- Entry Requirements/Definitions
- Training to be calculated with
and accredited to the student
Ambulance Officer Course."

2. Delete from Clause 8 - Salaries, subclause (b) - Part-Time Employees and insert in lieu thereof the following:

"(b) PART-TIME EMPLOYEES

Part-time employees shall be paid at the appropriate rate for the classification in which they are employed.

Part-time employees shall be entitled to public holidays, annual leave and sick leave as prescribed in this award, provided that payment therefore shall be in the proportion of ordinary hours worked to full-time hours."

3. Delete subclause 9(c) - Certificate Allowance from Clause 9 - Allowances and insert in lieu thereof the following:

"(c) Certificate Allowance

An employee who is an ambulance officer and who is currently in receipt of the allowance of \$5.75 per week for each certificate held, shall continue to receive such allowance subject to the following:

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- . the allowance shall not be subject to CPI adjustments; and
- . the allowance shall cease if an employee is promoted to a higher classification - which is the position -

PROVIDED that allowances paid under this Clause shall be subject to review within three years from the date of the new Award."

4. Delete from Clause 7 - Shift Worker and insert the following:

"'Shift Worker'

Shift Workers 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, Queen's Birthday, Show Day in the relevant locality, and the first Monday in November in those districts where Hobart Regatta Day is not observed."

5. Delete subclause 9(e) from Clause 9 - Kilometreage Allowance and insert in lieu thereof the following:

"(e) Kilometreage Allowance

Where an employee is authorized by the Director of Ambulance Services to use in his performance of duties a particular private motor vehicle in his possession, he shall be paid an allowance for such use in accordance with the following rates:

<u>Rate 1</u>	<u>Cents per Kilometre</u>	<u>Rate 2</u>
Engine capacity of 2 litres or more		Engine capacity of less than 2 litres
45.22 cents		38.71 cents"

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6. Delete from Clause 13 - Grievance Procedures; Disciplinary Procedures and insert in lieu thereof the following:

"13. GRIEVANCE PROCEDURE

It is the objective of this procedure to ensure that grievances are resolved by negotiation and discussion between the parties.

The parties to the award recognize that from time to time individual employees may have grievances which need to be resolved in the interests of good relationships.

An employee will have the right for a grievance to be heard through all levels of management:

- (a) In the first instance the employee shall attempt to resolve the grievance with his immediate supervisor. The local union representative shall be present if desired by either party.
- (b) If the employee still feels aggrieved, then the matter shall be referred to his Superintendent. The local union representative shall be present if desired by either party.
- (c) If the grievance is unresolved at the second stage, the matter shall be referred to senior management of the Tasmanian Ambulance Service and to the State Secretary of the Ambulance Employees' Association of Tasmania.
- (d) It is agreed that steps (a) to (c) shall take place within seven days.
- (e) If the grievance still exists the matter shall be referred to either the Commissioner for Review or the Tasmanian Industrial Commission for decision which shall be accepted by the parties as ending the matter.
- (f) Until the grievance is determined, work shall continue normally in accordance with custom and practice existing before the grievance arose.

No party shall be prejudiced as to the final settlement of a grievance by the continuance of work.

NOTE: Each step of the above procedures shall be documented and the employee shall have access to the documentation."

7. Delete from Clause 23(b) - Rosters the word "permitted" and insert in lieu thereof the following:

" with 28 days notice, or for movements to and from training leave and country stations, or in the event of sickness or other pressing contingency."

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8. Insert in Clause 28 the following:

"28. LEAVE RESERVED

Leave is reserved to the parties in respect to the following:

- Communications Officer
- Trainee
- Senior
- Part Time Employee definition
- Keyboard Employee and Office Assistants Award - Salaries
- Living Away From Home Allowance
- Staff Amenities
- Higher Duties Allowance
- Call Back
- Deletion of Classifications
 - Ambulance Technician - Quota
 - Entry Requirements/Definition
 - Training to be calculated with and accredited to the student Ambulance Officer Course.
- Definitions
- Out of area calls
- Stress
- Rate of pay for mechanic"

R K Gozzi
COMMISSIONER

7 December 1992

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