

IN THE FAIR WORK COMMISSION

Matter No: AM2014/65

Title S 156- 4 yearly review of modern awards

SUBMISSION of

United Voice

Exposure Draft Ambulance and Patient Transport industry Award 2015

Introduction

- 1 On 9 June 2017, in the decision *4 yearly review of modern awards –award state - group 1* [2017] FWCFB 3177, the Commission released various group 1 exposure drafts of modern awards and sought comments by 30 June 2017.
- 2 This submission is made in respect of the *Ambulance and Patient Transport Industry Award 2010* Exposure Draft ('the Award').
- 3 All pin-point references refer to the Exposure Draft of the Award unless otherwise stated.

Ambulance and Patient Transport Industry Award

Clause 9- *Breaks*

- 4 Clause 9.2 Paid crib time: We note that the clause provides that only '*ambulance service operational employees*' are entitled to paid crib time. The clause should read '*operational employees*' to ensure that employees engaged in the private sector in the operational classifications listed at clause 10.2 under the Award continue to receive paid meal breaks.
- 5 The exposure draft of the Award provides no definition of ambulance service. There is now a greater density of private non-emergency patient transport providers in operation in the sector.
- 6 To rectify this matter a definition of '*operational employee*' should be included in the Award. '*Operational employee*' should be defined as an employee engaged in a classification provided for in Schedule A- Classification Definitions subclause A.1 *Operational Classifications*. Operational employees are involved in the logistics and provision of patient care. =

Clause 13- *Penalty Rates*

- 7 Clause 13.2 deals with penalty rates: we note that the clause provides that penalty rates are not payable for overtime hours worked by employees covered by the Award. This represents a proposed cut by the Fair Work Commission in the penalty rates of workers employed in the ambulance and patient transport sector. There is no justification for this reduction in penalties and does not reflect the review of the Award.

- 8 Casual employees under the current Award at clause 10.5 (e) are excluded from the following entitlements including paid personal leave/carer's leave, annual leave and redundancy pay. Overtime is not included.
- 9 Further clause 24 of the current Award provides the overtime penalty rates for all employee. Casual employees are not excluded from the operation of this clause.
- 10 Casual employees in the ambulance and patient transport sector have always received both overtime and the casual loading. The Exposure Draft should make it clear that casual employees are entitled to overtime.
- 11 The Fair Work Ombudsman *Pay Guide- Ambulance and Patient Transport industry Award 2010* [MA000098] provides for casuals to be paid both the casual and overtime penalty when working overtime. This is extracted at Schedule A.
- 12 The difference in penalty payments for casuals is outlined below:

Shift	Current Award	Exposure Draft Award
Weekends	225%	175%
Public Holiday	275%	200%

United Voice

30 July 2017

Schedule A

Fair Work Ombudsman Pay *Guide- Ambulance and Patient Transport industry Award 2010* [MA000098] as published 28 June 2016.



Pay Guide - Ambulance and Patient Transport Industry Award 2010

[MA000098]

Published 28 June 2016

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2016.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am	On call - working	Recall
Senior station officer - year 1	\$1,089.50	\$28.67	\$43.01	\$71.68	\$28.67 per hour and an additional payment of \$41.79 per shift	\$57.34	\$57.34
Senior station officer - year 2	\$1,096.50	\$28.86	\$43.29	\$72.15	\$28.86 per hour and an additional payment of \$41.79 per shift	\$57.72	\$57.72
Senior station officer - year 3 and above	\$1,101.60	\$28.99	\$43.49	\$72.48	\$28.99 per hour and an additional payment of \$41.79 per shift	\$57.98	\$57.98
Station officer/ team manager - headquarters or branch with less than 10 staff - year 1	\$999.40	\$26.30	\$39.45	\$65.75	\$26.30 per hour and an additional payment of \$41.79 per shift	\$52.60	\$52.60
Station officer/ team manager - headquarters or branch with less than 10 staff - year 2	\$1,006.00	\$26.47	\$39.71	\$66.18	\$26.47 per hour and an additional payment of \$41.79 per shift	\$52.94	\$52.94
Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above	\$1,011.70	\$26.62	\$39.93	\$66.55	\$26.62 per hour and an additional payment of \$41.79 per shift	\$53.24	\$53.24
Station officer/ team manager - headquarters or branch with 10 or more staff - year 1	\$1,023.40	\$26.93	\$40.40	\$67.33	\$26.93 per hour and an additional payment of \$41.79 per shift	\$53.86	\$53.86
Station officer/ team manager - headquarters or branch with 10 or more staff - year 2	\$1,030.50	\$27.12	\$40.68	\$67.80	\$27.12 per hour and an additional payment of \$41.79 per shift	\$54.24	\$54.24
Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above	\$1,035.60	\$27.25	\$40.88	\$68.13	\$27.25 per hour and an additional payment of \$41.79 per shift	\$54.50	\$54.50
Assistant station officer/ relieving regional officer - year 1	\$972.70	\$25.60	\$38.40	\$64.00	\$25.60 per hour and an additional payment of \$41.79 per shift	\$51.20	\$51.20

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6am and 6.30am	On call - working	Recall
Assistant station officer/ regional relieving officer - year 2	\$979.70	\$25.78	\$38.67	\$64.45	\$25.78 per hour and an additional payment of \$41.79 per shift	\$51.56	\$51.56
Assistant station officer/ regional relieving officer - year 3 and above	\$985.40	\$25.93	\$38.90	\$64.83	\$25.93 per hour and an additional payment of \$41.79 per shift	\$51.86	\$51.86
Ambulance officer - year 1	\$916.30	\$24.11	\$36.17	\$60.28	\$24.11 per hour and an additional payment of \$41.79 per shift	\$48.22	\$48.22
Ambulance officer - year 2	\$923.30	\$24.30	\$36.45	\$60.75	\$24.30 per hour and an additional payment of \$41.79 per shift	\$48.60	\$48.60
Ambulance officer - year 3	\$928.60	\$24.44	\$36.66	\$61.10	\$24.44 per hour and an additional payment of \$41.79 per shift	\$48.88	\$48.88
Ambulance attendant - year 1	\$909.70	\$23.94	\$35.91	\$59.85	\$23.94 per hour and an additional payment of \$41.79 per shift	\$47.88	\$47.88
Ambulance attendant - year 2	\$916.80	\$24.13	\$36.20	\$60.33	\$24.13 per hour and an additional payment of \$41.79 per shift	\$48.26	\$48.26
Ambulance attendant - year 3 and above	\$922.00	\$24.26	\$36.39	\$60.65	\$24.26 per hour and an additional payment of \$41.79 per shift	\$48.52	\$48.52
Student ambulance officer/ paramedic level 1 - year 1	\$825.10	\$21.71	\$32.57	\$54.28	\$21.71 per hour and an additional payment of \$41.79 per shift	\$43.42	\$43.42
Student ambulance officer/ paramedic level 1 - year 2	\$831.60	\$21.88	\$32.82	\$54.70	\$21.88 per hour and an additional payment of \$41.79 per shift	\$43.76	\$43.76
Student ambulance officer/ paramedic level 1 - year 3 and above	\$835.20	\$21.98	\$32.97	\$54.95	\$21.98 per hour and an additional payment of \$41.79 per shift	\$43.96	\$43.96
Student ambulance officer/ paramedic level 2 - year 1	\$877.90	\$23.10	\$34.65	\$57.75	\$23.10 per hour and an additional payment of \$41.79 per shift	\$46.20	\$46.20
Student ambulance officer/ paramedic level 2 - year 2	\$884.20	\$23.27	\$34.91	\$58.18	\$23.27 per hour and an additional payment of \$41.79 per shift	\$46.54	\$46.54
Student ambulance officer/ paramedic level 2 - year 3 and above	\$890.20	\$23.43	\$35.15	\$58.58	\$23.43 per hour and an additional payment of \$41.79 per shift	\$46.86	\$46.86
Student ambulance officer/ paramedic level 3 - year 1	\$892.00	\$23.47	\$35.21	\$58.68	\$23.47 per hour and an additional payment of \$41.79 per shift	\$46.94	\$46.94
Student ambulance officer/ paramedic level 3 - year 2	\$901.40	\$23.72	\$35.58	\$59.30	\$23.72 per hour and an additional payment of \$41.79 per shift	\$47.44	\$47.44

Student ambulance officer/ paramedic level 3 - year 3 and above	\$906.80	\$23.86	\$35.79	\$59.65	\$23.86 per hour and an additional payment of \$41.79 per shift	\$47.72	\$47.72
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Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6am and 6.30am	On call - working	Recall
Patient transport officer - year 1	\$852.50	\$22.43	\$33.65	\$56.08	\$22.43 per hour and an additional payment of \$41.79 per shift	\$44.86	\$44.86
Patient transport officer - year 2	\$858.80	\$22.60	\$33.90	\$56.50	\$22.60 per hour and an additional payment of \$41.79 per shift	\$45.20	\$45.20
Patient transport officer - year 3 and above	\$864.30	\$22.74	\$34.11	\$56.85	\$22.74 per hour and an additional payment of \$41.79 per shift	\$45.48	\$45.48
Communications call taker - year 1	\$852.50	\$22.43	\$33.65	\$56.08	\$22.43 per hour and an additional payment of \$41.79 per shift	\$44.86	\$44.86
Communications call taker - year 2	\$858.80	\$22.60	\$33.90	\$56.50	\$22.60 per hour and an additional payment of \$41.79 per shift	\$45.20	\$45.20
Communications call taker - year 3 and above	\$864.30	\$22.74	\$34.11	\$56.85	\$22.74 per hour and an additional payment of \$41.79 per shift	\$45.48	\$45.48
Clinical transport officer - year 1	\$831.60	\$21.88	\$32.82	\$54.70	\$21.88 per hour and an additional payment of \$41.79 per shift	\$43.76	\$43.76
Clinical transport officer - year 2	\$836.20	\$22.01	\$33.02	\$55.03	\$22.01 per hour and an additional payment of \$41.79 per shift	\$44.02	\$44.02
Clinical transport officer - year 3 and above	\$841.50	\$22.14	\$33.21	\$55.35	\$22.14 per hour and an additional payment of \$41.79 per shift	\$44.28	\$44.28
Trainee clinic transport officer - year 1	\$810.40	\$21.33	\$32.00	\$53.33	\$21.33 per hour and an additional payment of \$41.79 per shift	\$42.66	\$42.66
Trainee clinic transport officer - year 2	\$816.90	\$21.50	\$32.25	\$53.75	\$21.50 per hour and an additional payment of \$41.79 per shift	\$43.00	\$43.00
Trainee clinic transport officer - year 3 and above	\$822.70	\$21.65	\$32.48	\$54.13	\$21.65 per hour and an additional payment of \$41.79 per shift	\$43.30	\$43.30
Fleet maintenance officer - year 1	\$965.80	\$25.42	\$38.13	\$63.55	\$25.42 per hour and an additional payment of \$41.79 per shift	\$50.84	\$50.84
Fleet maintenance officer - year 2	\$972.80	\$25.60	\$38.40	\$64.00	\$25.60 per hour and an additional payment of \$41.79 per shift	\$51.20	\$51.20
Fleet maintenance officer - year 3 and above	\$978.80	\$25.76	\$38.64	\$64.40	\$25.76 per hour and an additional payment of \$41.79 per shift	\$51.52	\$51.52
Mechanic - year 1	\$916.30	\$24.11	\$36.17	\$60.28	\$24.11 per hour and an additional payment of \$41.79 per shift	\$48.22	\$48.22

Mechanic - year 2	\$923.30	\$24.30	\$36.45	\$60.75	\$24.30 per hour and an additional payment of \$41.79 per shift	\$48.60	\$48.60
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Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am	On call - working time	Recall
Mechanic - year 3 and above	\$928.60	\$24.44	\$36.66	\$61.10	\$24.44 per hour and an additional payment of \$41.79 per shift	\$48.88	\$48.88
Administrative officer band 1 - year 1	\$772.20	\$20.32	\$30.48	\$50.80	\$20.32 per hour and an additional payment of \$41.79 per shift	\$40.64	\$40.64
Administrative officer band 1 - year 2	\$805.10	\$21.19	\$31.79	\$52.98	\$21.19 per hour and an additional payment of \$41.79 per shift	\$42.38	\$42.38
Administrative officer band 1 - year 3 and above	\$837.60	\$22.04	\$33.06	\$55.10	\$22.04 per hour and an additional payment of \$41.79 per shift	\$44.08	\$44.08
Administrative officer band 2 - year 1	\$870.50	\$22.91	\$34.37	\$57.28	\$22.91 per hour and an additional payment of \$41.79 per shift	\$45.82	\$45.82
Administrative officer band 2 - year 2	\$910.40	\$23.96	\$35.94	\$59.90	\$23.96 per hour and an additional payment of \$41.79 per shift	\$47.92	\$47.92
Administrative officer band 2 - year 3 and above	\$950.10	\$25.00	\$37.50	\$62.50	\$25.00 per hour and an additional payment of \$41.79 per shift	\$50.00	\$50.00
Administrative officer band 3	\$995.70	\$26.20	\$39.30	\$65.50	\$26.20 per hour and an additional payment of \$41.79 per shift	\$52.40	\$52.40
Administrative officer band 4	\$1,054.80	\$27.76	\$41.64	\$69.40	\$27.76 per hour and an additional payment of \$41.79 per shift	\$55.52	\$55.52

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - working outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Senior station officer - year 1	\$43.01	\$57.34	\$57.34	\$71.68	\$57.34	\$57.34	\$86.01
Senior station officer - year 2	\$43.29	\$57.72	\$57.72	\$72.15	\$57.72	\$57.72	\$86.58
Senior station officer - year 3 and above	\$43.49	\$57.98	\$57.98	\$72.48	\$57.98	\$57.98	\$86.97
Station officer/ team manager - headquarters or branch with less than 10 staff - year 1	\$39.45	\$52.60	\$52.60	\$65.75	\$52.60	\$52.60	\$78.90
Station officer/ team manager - headquarters or branch with less than 10 staff - year 2	\$39.71	\$52.94	\$52.94	\$66.18	\$52.94	\$52.94	\$79.41
Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above	\$39.93	\$53.24	\$53.24	\$66.55	\$53.24	\$53.24	\$79.86
Station officer/ team manager - headquarters or branch with 10 or more staff - year 1	\$40.40	\$53.86	\$53.86	\$67.33	\$53.86	\$53.86	\$80.79
Station officer/ team manager - headquarters or branch with 10 or more staff - year 2	\$40.68	\$54.24	\$54.24	\$67.80	\$54.24	\$54.24	\$81.36
Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above	\$40.88	\$54.50	\$54.50	\$68.13	\$54.50	\$54.50	\$81.75
Assistant station officer/ regional relieving officer - year 1	\$38.40	\$51.20	\$51.20	\$64.00	\$51.20	\$51.20	\$76.80
Assistant station officer/ regional relieving officer - year 2	\$38.67	\$51.56	\$51.56	\$64.45	\$51.56	\$51.56	\$77.34
Assistant station officer/ regional relieving officer - year 3 and above	\$38.90	\$51.86	\$51.86	\$64.83	\$51.86	\$51.86	\$77.79
Ambulance officer - year 1	\$36.17	\$48.22	\$48.22	\$60.28	\$48.22	\$48.22	\$72.33

Ambulance officer - year 2	\$36.45	\$48.60	\$48.60	\$60.75	\$48.60	\$48.60	\$72.90
Ambulance officer - year 3	\$36.66	\$48.88	\$48.88	\$61.10	\$48.88	\$48.88	\$73.32
Ambulance attendant - year 1	\$35.91	\$47.88	\$47.88	\$59.85	\$47.88	\$47.88	\$71.82

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - working outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Ambulance attendant - year 2	\$36.20	\$48.26	\$48.26	\$60.33	\$48.26	\$48.26	\$72.39
Ambulance attendant - year 3 and above	\$36.39	\$48.52	\$48.52	\$60.65	\$48.52	\$48.52	\$72.78
Student ambulance officer/ paramedic level 1 - year 1	\$32.57	\$43.42	\$43.42	\$54.28	\$43.42	\$43.42	\$65.13
Student ambulance officer/ paramedic level 1 - year 2	\$32.82	\$43.76	\$43.76	\$54.70	\$43.76	\$43.76	\$65.64
Student ambulance officer/ paramedic level 1 - year 3 and above	\$32.97	\$43.96	\$43.96	\$54.95	\$43.96	\$43.96	\$65.94
Student ambulance officer/ paramedic level 2 - year 1	\$34.65	\$46.20	\$46.20	\$57.75	\$46.20	\$46.20	\$69.30
Student ambulance officer/ paramedic level 2 - year 2	\$34.91	\$46.54	\$46.54	\$58.18	\$46.54	\$46.54	\$69.81
Student ambulance officer/ paramedic level 2 - year 3 and above	\$35.15	\$46.86	\$46.86	\$58.58	\$46.86	\$46.86	\$70.29
Student ambulance officer/ paramedic level 3 - year 1	\$35.21	\$46.94	\$46.94	\$58.68	\$46.94	\$46.94	\$70.41
Student ambulance officer/ paramedic level 3 - year 2	\$35.58	\$47.44	\$47.44	\$59.30	\$47.44	\$47.44	\$71.16
Student ambulance officer/ paramedic level 3 - year 3 and above	\$35.79	\$47.72	\$47.72	\$59.65	\$47.72	\$47.72	\$71.58
Patient transport officer - year 1	\$33.65	\$44.86	\$44.86	\$56.08	\$44.86	\$44.86	\$67.29
Patient transport officer - year 2	\$33.90	\$45.20	\$45.20	\$56.50	\$45.20	\$45.20	\$67.80
Patient transport officer - year 3 and above	\$34.11	\$45.48	\$45.48	\$56.85	\$45.48	\$45.48	\$68.22
Communications call taker - year 1	\$33.65	\$44.86	\$44.86	\$56.08	\$44.86	\$44.86	\$67.29
Communications call taker - year 2	\$33.90	\$45.20	\$45.20	\$56.50	\$45.20	\$45.20	\$67.80
Communications call taker - year 3 and above	\$34.11	\$45.48	\$45.48	\$56.85	\$45.48	\$45.48	\$68.22
Clinical transport officer - year 1	\$32.82	\$43.76	\$43.76	\$54.70	\$43.76	\$43.76	\$65.64
Clinical transport officer - year 2	\$33.02	\$44.02	\$44.02	\$55.03	\$44.02	\$44.02	\$66.03

Clinical transport officer - year 3 and above	\$33.21	\$44.28	\$44.28	\$55.35	\$44.28	\$44.28	\$66.42
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Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - working outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Trainee clinic transport officer - year 1	\$32.00	\$42.66	\$42.66	\$53.33	\$42.66	\$42.66	\$63.99
Trainee clinic transport officer - year 2	\$32.25	\$43.00	\$43.00	\$53.75	\$43.00	\$43.00	\$64.50
Trainee clinic transport officer - year 3 and above	\$32.48	\$43.30	\$43.30	\$54.13	\$43.30	\$43.30	\$64.95
Fleet maintenance officer - year 1	\$38.13	\$50.84	\$50.84	\$63.55	\$50.84	\$50.84	\$76.26
Fleet maintenance officer - year 2	\$38.40	\$51.20	\$51.20	\$64.00	\$51.20	\$51.20	\$76.80
Fleet maintenance officer - year 3 and above	\$38.64	\$51.52	\$51.52	\$64.40	\$51.52	\$51.52	\$77.28
Mechanic - year 1	\$36.17	\$48.22	\$48.22	\$60.28	\$48.22	\$48.22	\$72.33
Mechanic - year 2	\$36.45	\$48.60	\$48.60	\$60.75	\$48.60	\$48.60	\$72.90
Mechanic - year 3 and above	\$36.66	\$48.88	\$48.88	\$61.10	\$48.88	\$48.88	\$73.32
Administrative officer band 1 - year 1	\$30.48	\$40.64	\$40.64	\$50.80	\$40.64	\$40.64	\$60.96
Administrative officer band 1 - year 2	\$31.79	\$42.38	\$42.38	\$52.98	\$42.38	\$42.38	\$63.57
Administrative officer band 1 - year 3 and above	\$33.06	\$44.08	\$44.08	\$55.10	\$44.08	\$44.08	\$66.12
Administrative officer band 2 - year 1	\$34.37	\$45.82	\$45.82	\$57.28	\$45.82	\$45.82	\$68.73
Administrative officer band 2 - year 2	\$35.94	\$47.92	\$47.92	\$59.90	\$47.92	\$47.92	\$71.88
Administrative officer band 2 - year 3 and above	\$37.50	\$50.00	\$50.00	\$62.50	\$50.00	\$50.00	\$75.00
Administrative officer band 3	\$39.30	\$52.40	\$52.40	\$65.50	\$52.40	\$52.40	\$78.60
Administrative officer band 4	\$41.64	\$55.52	\$55.52	\$69.40	\$55.52	\$55.52	\$83.28

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am	On call - working time	Recall	Overtime - first 2 hours
Senior station officer - year 1	\$35.84	\$50.17	\$57.34	\$35.84 per hour and an additional payment of \$41.79 per shift	\$64.51	\$64.51	\$50.17
Senior station officer - year 2	\$36.08	\$50.51	\$57.72	\$36.08 per hour and an additional payment of \$41.79 per shift	\$64.94	\$64.94	\$50.51
Senior station officer - year 3 and above	\$36.24	\$50.73	\$57.98	\$36.24 per hour and an additional payment of \$41.79 per shift	\$65.23	\$65.23	\$50.73
Station officer/ team manager - headquarters or branch with less than 10 staff - year 1	\$32.88	\$46.03	\$52.60	\$32.88 per hour and an additional payment of \$41.79 per shift	\$59.18	\$59.18	\$46.03
Station officer/ team manager - headquarters or branch with less than 10 staff - year 2	\$33.09	\$46.32	\$52.94	\$33.09 per hour and an additional payment of \$41.79 per shift	\$59.56	\$59.56	\$46.32
Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above	\$33.28	\$46.59	\$53.24	\$33.28 per hour and an additional payment of \$41.79 per shift	\$59.90	\$59.90	\$46.59
Station officer/ team manager - headquarters or branch with 10 or more staff - year 1	\$33.66	\$47.13	\$53.86	\$33.66 per hour and an additional payment of \$41.79 per shift	\$60.59	\$60.59	\$47.13
Station officer/ team manager - headquarters or branch with 10 or more staff - year 2	\$33.90	\$47.46	\$54.24	\$33.90 per hour and an additional payment of \$41.79 per shift	\$61.02	\$61.02	\$47.46
Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above	\$34.06	\$47.69	\$54.50	\$34.06 per hour and an additional payment of \$41.79 per shift	\$61.31	\$61.31	\$47.69
Assistant station officer/ regional relieving officer - year 1	\$32.00	\$44.80	\$51.20	\$32.00 per hour and an additional payment of \$41.79 per shift	\$57.60	\$57.60	\$44.80
Assistant station officer/ regional relieving officer - year 2	\$32.23	\$45.12	\$51.56	\$32.23 per hour and an additional payment of \$41.79 per shift	\$58.01	\$58.01	\$45.12

Assistant station officer/ relieving officer - year 3	regional and above	\$32.41	\$45.38	\$51.86	\$32.41 per hour and an additional payment of \$41.79 per shift	\$58.34	\$58.34	\$45.38
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Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am	On call - working time	Recall	Overtime - first 2 hours
Ambulance officer - year 1	\$30.14	\$42.19	\$48.22	\$30.14 per hour and an additional payment of \$41.79 per shift	\$54.25	\$54.25	\$42.19
Ambulance officer - year 2	\$30.38	\$42.53	\$48.60	\$30.38 per hour and an additional payment of \$41.79 per shift	\$54.68	\$54.68	\$42.53
Ambulance officer - year 3	\$30.55	\$42.77	\$48.88	\$30.55 per hour and an additional payment of \$41.79 per shift	\$54.99	\$54.99	\$42.77
Ambulance attendant - year 1	\$29.93	\$41.90	\$47.88	\$29.93 per hour and an additional payment of \$41.79 per shift	\$53.87	\$53.87	\$41.90
Ambulance attendant - year 2	\$30.16	\$42.23	\$48.26	\$30.16 per hour and an additional payment of \$41.79 per shift	\$54.29	\$54.29	\$42.23
Ambulance attendant - year 3 and above	\$30.33	\$42.46	\$48.52	\$30.33 per hour and an additional payment of \$41.79 per shift	\$54.59	\$54.59	\$42.46
Student ambulance officer/ paramedic level 1 - year 1	\$27.14	\$37.99	\$43.42	\$27.14 per hour and an additional payment of \$41.79 per shift	\$48.85	\$48.85	\$37.99
Student ambulance officer/ paramedic level 1 - year 2	\$27.35	\$38.29	\$43.76	\$27.35 per hour and an additional payment of \$41.79 per shift	\$49.23	\$49.23	\$38.29
Student ambulance officer/ paramedic level 1 - year 3 and above	\$27.48	\$38.47	\$43.96	\$27.48 per hour and an additional payment of \$41.79 per shift	\$49.46	\$49.46	\$38.47
Student ambulance officer/ paramedic level 2 - year 1	\$28.88	\$40.43	\$46.20	\$28.88 per hour and an additional payment of \$41.79 per shift	\$51.98	\$51.98	\$40.43
Student ambulance officer/ paramedic level 2 - year 2	\$29.09	\$40.72	\$46.54	\$29.09 per hour and an additional payment of \$41.79 per shift	\$52.36	\$52.36	\$40.72
Student ambulance officer/ paramedic level 2 - year 3 and above	\$29.29	\$41.00	\$46.86	\$29.29 per hour and an additional payment of \$41.79 per shift	\$52.72	\$52.72	\$41.00
Student ambulance officer/ paramedic level 3 - year 1	\$29.34	\$41.07	\$46.94	\$29.34 per hour and an additional payment of \$41.79 per shift	\$52.81	\$52.81	\$41.07
Student ambulance officer/ paramedic level 3 - year 2	\$29.65	\$41.51	\$47.44	\$29.65 per hour and an additional payment of \$41.79 per shift	\$53.37	\$53.37	\$41.51
Student ambulance officer/ paramedic level 3 - year 3 and above	\$29.83	\$41.76	\$47.72	\$29.83 per hour and an additional payment of \$41.79 per shift	\$53.69	\$53.69	\$41.76
Patient transport officer - year 1	\$28.04	\$39.25	\$44.86	\$28.04 per hour and an additional payment of \$41.79 per shift	\$50.47	\$50.47	\$39.25

Patient transport officer - year 2	\$28.25	\$39.55	\$45.20	\$28.25 per hour and an additional payment of \$41.79 per shift	\$50.85	\$50.85	\$39.55
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Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am	On call - working time	Recall	Overtime - first 2 hours
Patient transport officer - year 3 and above	\$28.43	\$39.80	\$45.48	\$28.43 per hour and an additional payment of \$41.79 per shift	\$51.17	\$51.17	\$39.80
Communications call taker - year 1	\$28.04	\$39.25	\$44.86	\$28.04 per hour and an additional payment of \$41.79 per shift	\$50.47	\$50.47	\$39.25
Communications call taker - year 2	\$28.25	\$39.55	\$45.20	\$28.25 per hour and an additional payment of \$41.79 per shift	\$50.85	\$50.85	\$39.55
Communications call taker - year 3 and above	\$28.43	\$39.80	\$45.48	\$28.43 per hour and an additional payment of \$41.79 per shift	\$51.17	\$51.17	\$39.80
Clinical transport officer - year 1	\$27.35	\$38.29	\$43.76	\$27.35 per hour and an additional payment of \$41.79 per shift	\$49.23	\$49.23	\$38.29
Clinical transport officer - year 2	\$27.51	\$38.52	\$44.02	\$27.51 per hour and an additional payment of \$41.79 per shift	\$49.52	\$49.52	\$38.52
Clinical transport officer - year 3 and above	\$27.68	\$38.75	\$44.28	\$27.68 per hour and an additional payment of \$41.79 per shift	\$49.82	\$49.82	\$38.75
Trainee clinic transport officer - year 1	\$26.66	\$37.33	\$42.66	\$26.66 per hour and an additional payment of \$41.79 per shift	\$47.99	\$47.99	\$37.33
Trainee clinic transport officer - year 2	\$26.88	\$37.63	\$43.00	\$26.88 per hour and an additional payment of \$41.79 per shift	\$48.38	\$48.38	\$37.63
Trainee clinic transport officer - year 3 and above	\$27.06	\$37.89	\$43.30	\$27.06 per hour and an additional payment of \$41.79 per shift	\$48.71	\$48.71	\$37.89
Fleet maintenance officer - year 1	\$31.78	\$44.49	\$50.84	\$31.78 per hour and an additional payment of \$41.79 per shift	\$57.20	\$57.20	\$44.49
Fleet maintenance officer - year 2	\$32.00	\$44.80	\$51.20	\$32.00 per hour and an additional payment of \$41.79 per shift	\$57.60	\$57.60	\$44.80
Fleet maintenance officer - year 3 and above	\$32.20	\$45.08	\$51.52	\$32.20 per hour and an additional payment of \$41.79 per shift	\$57.96	\$57.96	\$45.08
Mechanic - year 1	\$30.14	\$42.19	\$48.22	\$30.14 per hour and an additional payment of \$41.79 per shift	\$54.25	\$54.25	\$42.19
Mechanic - year 2	\$30.38	\$42.53	\$48.60	\$30.38 per hour and an additional payment of \$41.79 per shift	\$54.68	\$54.68	\$42.53
Mechanic - year 3 and above	\$30.55	\$42.77	\$48.88	\$30.55 per hour and an additional payment of \$41.79 per shift	\$54.99	\$54.99	\$42.77

Administrative officer band 1 - year 1	\$25.40	\$35.56	\$40.64	\$25.40 per hour and an additional payment of \$41.79 per shift	\$45.72	\$45.72	\$35.56
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Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am	On call - working time	Recall	Overtime - first 2 hours
Administrative officer band 1 - year 2	\$26.49	\$37.08	\$42.38	\$26.49 per hour and an additional payment of \$41.79 per shift	\$47.68	\$47.68	\$37.08
Administrative officer band 1 - year 3 and above	\$27.55	\$38.57	\$44.08	\$27.55 per hour and an additional payment of \$41.79 per shift	\$49.59	\$49.59	\$38.57
Administrative officer band 2 - year 1	\$28.64	\$40.09	\$45.82	\$28.64 per hour and an additional payment of \$41.79 per shift	\$51.55	\$51.55	\$40.09
Administrative officer band 2 - year 2	\$29.95	\$41.93	\$47.92	\$29.95 per hour and an additional payment of \$41.79 per shift	\$53.91	\$53.91	\$41.93
Administrative officer band 2 - year 3 and above	\$31.25	\$43.75	\$50.00	\$31.25 per hour and an additional payment of \$41.79 per shift	\$56.25	\$56.25	\$43.75
Administrative officer band 3	\$32.75	\$45.85	\$52.40	\$32.75 per hour and an additional payment of \$41.79 per shift	\$58.95	\$58.95	\$45.85
Administrative officer band 4	\$34.70	\$48.58	\$55.52	\$34.70 per hour and an additional payment of \$41.79 per shift	\$62.46	\$62.46	\$48.58

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - working outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Senior station officer - year 1	\$64.51	\$64.51	\$78.84	\$64.51	\$64.51	\$93.18
Senior station officer - year 2	\$64.94	\$64.94	\$79.37	\$64.94	\$64.94	\$93.80
Senior station officer - year 3 and above	\$65.23	\$65.23	\$79.72	\$65.23	\$65.23	\$94.22
Station officer/ team manager - headquarters or branch with less than 10 staff - year 1	\$59.18	\$59.18	\$72.33	\$59.18	\$59.18	\$85.48
Station officer/ team manager - headquarters or branch with less than 10 staff - year 2	\$59.56	\$59.56	\$72.79	\$59.56	\$59.56	\$86.03
Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above	\$59.90	\$59.90	\$73.21	\$59.90	\$59.90	\$86.52
Station officer/ team manager - headquarters or branch with 10 or more staff - year 1	\$60.59	\$60.59	\$74.06	\$60.59	\$60.59	\$87.52
Station officer/ team manager - headquarters or branch with 10 or more staff - year 2	\$61.02	\$61.02	\$74.58	\$61.02	\$61.02	\$88.14
Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above	\$61.31	\$61.31	\$74.94	\$61.31	\$61.31	\$88.56
Assistant station officer/ regional relieving officer - year 1	\$57.60	\$57.60	\$70.40	\$57.60	\$57.60	\$83.20
Assistant station officer/ regional relieving officer - year 2	\$58.01	\$58.01	\$70.90	\$58.01	\$58.01	\$83.79
Assistant station officer/ regional relieving officer - year 3 and above	\$58.34	\$58.34	\$71.31	\$58.34	\$58.34	\$84.27
Ambulance officer - year 1	\$54.25	\$54.25	\$66.30	\$54.25	\$54.25	\$78.36

Ambulance officer - year 2	\$54.68	\$54.68	\$66.83	\$54.68	\$54.68	\$78.98
Ambulance officer - year 3	\$54.99	\$54.99	\$67.21	\$54.99	\$54.99	\$79.43
Ambulance attendant - year 1	\$53.87	\$53.87	\$65.84	\$53.87	\$53.87	\$77.81

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - working outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Ambulance attendant - year 2	\$54.29	\$54.29	\$66.36	\$54.29	\$54.29	\$78.42
Ambulance attendant - year 3 and above	\$54.59	\$54.59	\$66.72	\$54.59	\$54.59	\$78.85
Student ambulance officer/ paramedic level 1 - year 1	\$48.85	\$48.85	\$59.70	\$48.85	\$48.85	\$70.56
Student ambulance officer/ paramedic level 1 - year 2	\$49.23	\$49.23	\$60.17	\$49.23	\$49.23	\$71.11
Student ambulance officer/ paramedic level 1 - year 3 and above	\$49.46	\$49.46	\$60.45	\$49.46	\$49.46	\$71.44
Student ambulance officer/ paramedic level 2 - year 1	\$51.98	\$51.98	\$63.53	\$51.98	\$51.98	\$75.08
Student ambulance officer/ paramedic level 2 - year 2	\$52.36	\$52.36	\$63.99	\$52.36	\$52.36	\$75.63
Student ambulance officer/ paramedic level 2 - year 3 and above	\$52.72	\$52.72	\$64.43	\$52.72	\$52.72	\$76.15
Student ambulance officer/ paramedic level 3 - year 1	\$52.81	\$52.81	\$64.54	\$52.81	\$52.81	\$76.28
Student ambulance officer/ paramedic level 3 - year 2	\$53.37	\$53.37	\$65.23	\$53.37	\$53.37	\$77.09
Student ambulance officer/ paramedic level 3 - year 3 and above	\$53.69	\$53.69	\$65.62	\$53.69	\$53.69	\$77.55
Patient transport officer - year 1	\$50.47	\$50.47	\$61.68	\$50.47	\$50.47	\$72.90
Patient transport officer - year 2	\$50.85	\$50.85	\$62.15	\$50.85	\$50.85	\$73.45
Patient transport officer - year 3 and above	\$51.17	\$51.17	\$62.54	\$51.17	\$51.17	\$73.91
Communications call taker - year 1	\$50.47	\$50.47	\$61.68	\$50.47	\$50.47	\$72.90
Communications call taker - year 2	\$50.85	\$50.85	\$62.15	\$50.85	\$50.85	\$73.45
Communications call taker - year 3 and above	\$51.17	\$51.17	\$62.54	\$51.17	\$51.17	\$73.91
Clinical transport officer - year 1	\$49.23	\$49.23	\$60.17	\$49.23	\$49.23	\$71.11
Clinical transport officer - year 2	\$49.52	\$49.52	\$60.53	\$49.52	\$49.52	\$71.53

Clinical transport officer - year 3 and above	\$49.82	\$49.82	\$60.89	\$49.82	\$49.82	\$71.96
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Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - working outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Trainee clinic transport officer - year 1	\$47.99	\$47.99	\$58.66	\$47.99	\$47.99	\$69.32
Trainee clinic transport officer - year 2	\$48.38	\$48.38	\$59.13	\$48.38	\$48.38	\$69.88
Trainee clinic transport officer - year 3 and above	\$48.71	\$48.71	\$59.54	\$48.71	\$48.71	\$70.36
Fleet maintenance officer - year 1	\$57.20	\$57.20	\$69.91	\$57.20	\$57.20	\$82.62
Fleet maintenance officer - year 2	\$57.60	\$57.60	\$70.40	\$57.60	\$57.60	\$83.20
Fleet maintenance officer - year 3 and above	\$57.96	\$57.96	\$70.84	\$57.96	\$57.96	\$83.72
Mechanic - year 1	\$54.25	\$54.25	\$66.30	\$54.25	\$54.25	\$78.36
Mechanic - year 2	\$54.68	\$54.68	\$66.83	\$54.68	\$54.68	\$78.98
Mechanic - year 3 and above	\$54.99	\$54.99	\$67.21	\$54.99	\$54.99	\$79.43
Administrative officer band 1 - year 1	\$45.72	\$45.72	\$55.88	\$45.72	\$45.72	\$66.04
Administrative officer band 1 - year 2	\$47.68	\$47.68	\$58.27	\$47.68	\$47.68	\$68.87
Administrative officer band 1 - year 3 and above	\$49.59	\$49.59	\$60.61	\$49.59	\$49.59	\$71.63
Administrative officer band 2 - year 1	\$51.55	\$51.55	\$63.00	\$51.55	\$51.55	\$74.46
Administrative officer band 2 - year 2	\$53.91	\$53.91	\$65.89	\$53.91	\$53.91	\$77.87
Administrative officer band 2 - year 3 and above	\$56.25	\$56.25	\$68.75	\$56.25	\$56.25	\$81.25
Administrative officer band 3	\$58.95	\$58.95	\$72.05	\$58.95	\$58.95	\$85.15
Administrative officer band 4	\$62.46	\$62.46	\$76.34	\$62.46	\$62.46	\$90.22