



DRAFT DETERMINATION

Fair Work Act 2009
s.285—Annual wage review

Annual Wage Review 2019–20
(C2020/1)

AMBULANCE AND PATIENT TRANSPORT INDUSTRY AWARD 2020
[MA000098]

Ambulance and patient transport

JUSTICE ROSS, PRESIDENT
VICE PRESIDENT CATANZARITI
DEPUTY PRESIDENT ASBURY
COMMISSIONER HAMPTON
MR FERGUSON
PROFESSOR WOODEN
MS LABINE-ROMAIN

MELBOURNE, XX JUNE 2020

Annual Wage Review 2019–20.

A. Further to the decision issued by the majority of the Expert Panel in the Annual Wage Review 2019–20 on 19 June 2020 [[2020] FWCFB 3500], the above award is varied as follows:

1. By deleting the table appearing in clause 16.1(a)(i) and inserting the following:

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Senior Station Officer	1220.80	32.13
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1146.70	30.18
Station Officer/Team Manager—Branch with less than 10 staff	1119.90	29.47
Assistant Station Officer/Regional Relieving Officer	1089.90	28.68
Ambulance Officer	1026.70	27.02

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Ambulance Attendant	1019.30	26.82
Student Ambulance Officer/Paramedic Level 3	999.40	26.30
Student Ambulance Officer/Paramedic Level 2	983.70	25.89
Student Ambulance Officer/Paramedic Level 1	924.50	24.33
Patient Transport Officer	955.10	25.13
Communications Call Taker	955.10	25.13
Clinical Transport Officer	931.80	24.52
Trainee Clinic Transport Officer	908.00	23.89
Fleet Maintenance Officer	1082.20	28.48
Mechanic	1026.70	27.02

2. By deleting the table appearing in clause 16.1(a)(ii) and inserting the following:

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Senior Station Officer	1228.60	32.33
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1154.80	30.39
Station Officer/Team Manager—Branch with less than 10 staff	1127.30	29.67
Assistant Station Officer/Regional Relieving Officer	1097.70	28.89
Ambulance Officer	1034.60	27.23
Ambulance Attendant	1027.30	27.03
Student Ambulance Officer/Paramedic Level 3	1010.00	26.58
Student Ambulance Officer/Paramedic Level 2	990.80	26.07
Student Ambulance Officer/Paramedic Level 1	931.80	24.52
Patient Transport Officer	962.10	25.32
Communications Call Taker	962.10	25.32
Clinical Transport Officer	936.90	24.66

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Trainee Clinic Transport Officer	915.30	24.09
Fleet Maintenance Officer	1090.00	28.68
Mechanic	1034.60	27.23

3. By deleting the table appearing in clause 16.1(a)(iii) and inserting the following:

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Senior Station Officer	1234.30	32.48
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1160.40	30.54
Station Officer/Team Manager—Branch with less than 10 staff	1133.70	29.83
Assistant Station Officer/Regional Relieving Officer	1104.10	29.06
Ambulance Officer	1040.50	27.38
Ambulance Attendant	1033.10	27.19
Student Ambulance Officer/Paramedic Level 3	1016.10	26.74
Student Ambulance Officer/Paramedic Level 2	997.60	26.25
Student Ambulance Officer/Paramedic Level 1	935.90	24.63
Patient Transport Officer	968.40	25.48
Communications Call Taker	968.40	25.48
Clinical Transport Officer	942.90	24.81
Trainee Clinic Transport Officer	921.80	24.26
Fleet Maintenance Officer	1096.80	28.86
Mechanic	1040.50	27.38

4. By deleting the table appearing in clause 16.1(b) and inserting the following:

Employee classification	Minimum weekly rate (full time employee)	Minimum hourly rate
	\$	\$
Administrative Officer Band 1		
First year	865.30	22.77
Second year	902.10	23.74
Third year and thereafter	938.50	24.70
Administrative Officer Band 2		
First year	975.40	25.67
Second year	1020.00	26.84
Third year and thereafter	1064.70	28.02
Administrative Officer Band 3	1115.70	29.36
Administrative Officer Band 4	1181.80	31.10

5. By deleting the amounts "\$108.19" and "\$158.91" appearing in clause 18.2(b)(i) and inserting "\$110.08" and "\$161.69" respectively.
6. By deleting the amount "\$63.50" appearing in clause 18.2(b)(ii) and inserting "\$64.62".
7. By deleting the table appearing in clause 18.2(c)(i) and inserting the following:

	\$ per week
Continuing Education Program (CEP) allowance units 1–4	17.79
CEP allowance units 5–6	17.79
CEP allowance unit 7	22.16
Paramedic skills allowance (inclusive of CEP allowances 1–7)	122.26

8. By deleting the amount "\$7.26" appearing in clause 18.2(d)(i) and inserting "\$7.39".
9. By deleting the amount "\$0.92" appearing in clause 18.2(d)(ii) and inserting "\$0.94".
10. By deleting the amounts "\$4.81" and "\$0.61" appearing in clause 18.2(e)(i) and inserting "\$4.89" and "\$0.62" respectively.
11. By deleting the amount "\$20.45" appearing in clause 18.2(e)(ii) and inserting "\$20.81".

12. By deleting the amount "\$15.34" appearing in clause 18.2(e)(iii) and inserting "\$15.61".
13. By deleting the amount "\$61.36" appearing in clause 18.2(f) and inserting "\$62.43".
14. By deleting the amount "\$46.02" appearing in clause 18.2(g) and inserting "\$46.82".
15. By deleting the amount "\$3.37" appearing in clause 18.2(h) and inserting "\$3.43".
16. By deleting the amount "\$4.81" appearing in clause 18.2(i) and inserting "\$4.89".
17. By deleting the example appearing in clause 20.4(h) and inserting the following:

Jodie is a full-time Ambulance Officer—Year 2. Her ordinary rate of pay is \$27.23 per hour. She works 3 hours overtime on Wednesday in addition to her 8 ordinary rostered hours.

Jodie’s entitlement = (8 hours at normal rate) + (3 hours overtime)
 = (8 hours) + (2 hours x 150%) + (1 hour x 200%)
 = 8 + (3 + 2) hours
 = 13 hours

Taken as PAY = 13 x \$27.23 = \$353.99 for Wednesday

Jodie’s employer must give her 13 hours pay OR if Jodie and her employer agree, Jodie may take the “5 hours overtime pay” as 5 hours off instead:

Taken as TIME OFF = 8 hours paid at ordinary hourly rate plus 5 hours leave paid at ordinary hourly rates
 = 8 x \$27.23 = \$217.84 plus 5 hours leave paid at ordinary hourly rates

18. By deleting clause B.1 and inserting the following:

B.1 Full-time and part-time employees—Clerical and Administrative support classifications—ordinary and penalty rates

Employee classification	Weekday	Saturday and Sunday—all day	Public holiday—all day
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Administrative Officer Band 1			
First year	22.77	34.16	56.93
Second year	23.74	35.61	59.35
Third year and thereafter	24.70	37.05	61.75
Administrative Officer Band 2			
First year	25.67	38.51	64.18

Employee classification	Weekday	Saturday and Sunday–all day	Public holiday–all day
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Second year	26.84	40.26	67.10
Third year and thereafter	28.02	42.03	70.05
Administrative Officer Band 3	29.36	44.04	73.40
Administrative Officer Band 4	31.10	46.65	77.75

NOTE: An additional shift allowance of \$46.82 per rostered period of duty may be payable in accordance with clause 18.2(g).

19. By deleting the table appearing in clause B.2 and inserting the following:

Employee classification	Weekday–first 2 hours	Weekday–after 2 hours	Saturday and Sunday–all day	Public holiday
	% of minimum hourly rate			
	150%	200%	200%	250%
	\$	\$	\$	\$
Administrative Officer Band 1				
First year	34.16	45.54	45.54	56.93
Second year	35.61	47.48	47.48	59.35
Third year and thereafter	37.05	49.40	49.40	61.75
Administrative Officer Band 2				
First year	38.51	51.34	51.34	64.18
Second year	40.26	53.68	53.68	67.10
Third year and thereafter	42.03	56.04	56.04	70.05
Administrative Officer Band 3	44.04	58.72	58.72	73.40
Administrative Officer Band 4	46.65	62.20	62.20	77.75

20. By deleting the table appearing in clause B.3 and inserting the following:

Employee classification	Weekday	Saturday and Sunday–all day	Public holiday–
	% of casual hourly rate (inclusive of casual loading)		
	125%	175%	200%
	\$	\$	\$
Administrative Officer Band 1			
First year	28.46	39.85	45.54

Employee classification	Weekday	Saturday and Sunday— all day	Public holiday—
	% of casual hourly rate (inclusive of casual loading)		
	125%	175%	200%
	\$	\$	\$
Second year	29.68	41.55	47.48
Third year and thereafter	30.88	43.23	49.40
Administrative Officer Band 2			
First year	32.09	44.92	51.34
Second year	33.55	46.97	53.68
Third year and thereafter	35.03	49.04	56.04
Administrative Officer Band 3	36.70	51.38	58.72
Administrative Officer Band 4	38.88	54.43	62.20

21. By deleting the amount “\$1022.60” appearing in clause C.1.1 and inserting “\$1040.50”.
22. By deleting the table appearing in clause C.1.1 and inserting the following:

Allowance	Clause	% of standard rate	\$	Payable
Paramedic skills allowance—ambulance service level 1*	18.2(b)(i)	10.58	110.08	per week
Paramedic skills allowance—ambulance service level 2*	18.2(b)(i)	15.54	161.69	per week
Paramedic skills allowance—all other employees*	18.2(b)(ii)	6.21	64.62	per week
Continuing Education Program (CEP)/Paramedic skills allowance—CEP allowance units 1 to 4*	18.2(c)(i)	1.71	17.79	per week
CEP/Paramedic skills allowance—CEP allowance units 5 to 6*	18.2(c)(i)	1.71	17.79	per week
CEP/Paramedic skills allowance—CEP allowance unit 7*	18.2(c)(i)	2.13	22.16	per week

Allowance	Clause	% of standard rate	\$	Payable
CEP/Paramedic skills allowance—Paramedic skills allowance (inclusive of CEP allowances 1 to 7)*	18.2(c)(i)	11.75	122.26	per week
Communications centre allowance—8 hour shift	18.2(d)(i)	0.71	7.39	per 8 hour shift
Communications centre allowance—in excess of 8 hours	18.2(d)(ii)	0.09	0.94	per hour
Operational crewing allowances—for period of training—8 hour shift	18.2(e)(i)	0.47	4.89	per 8 hour shift
Operational crewing allowances—for period of training—in excess of 8 hours	18.2(e)(i)	0.06	0.62	per hour
Operational duties	18.2(e)(ii)	2.0	20.81	per week
Operational stretcher duties	18.2(e)(iii)	1.5	15.61	per 8 hour shift
Flying allowance	18.2(f)	6.0	62.43	per 8 hour shift
Shift allowance	18.2(g)	4.5	46.82	per rostered period of duty
On-call allowance	18.2(h)	0.33	3.43	per hour or part hour
Control call allowance	18.2(i)	0.47	4.89	per hour or part hour

B. This determination comes into operation on 1 July 2020. In accordance with s.286(5) of the *Fair Work Act 2009* this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2020.

PRESIDENT