



DECISION

Fair Work Act 2009
s.210—Enterprise agreement

Ambulance Victoria
(AG2016/5470)

AMBULANCE VICTORIA ENTERPRISE AGREEMENT 2015

Health and welfare services

COMMISSIONER WILSON

MELBOURNE, 21 SEPTEMBER 2016

Application for variation of the Ambulance Victoria Enterprise Agreement 2015.

[1] An application has been made for approval of a variation to the *Ambulance Victoria Enterprise Agreement 2015* (the Agreement). The application is made pursuant to s.210 of the *Fair Work Act 2009* (the Act). It has been made by Ambulance Victoria, and is supported by United Voice, who are covered by the Agreement. The Agreement is a single enterprise agreement.

[2] The variation to the Agreement sought is detailed in Attachment A to this decision.

[3] I am satisfied that each of the requirements of ss.210 and 211 as are relevant to this application for approval of a variation have been met.

[4] The variation to the Agreement is approved and, in accordance with s.216 of the Act, will operate on and from 21 September 2016. The consolidated Agreement, as varied, is attached to this decision.



COMMISSIONER

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Attachment A

1

Ambulance Victoria Enterprise Agreement 2015

Pursuant to Section 210 of the Fair Work Act 2009, Ambulance Victoria has made an application to vary the Ambulance Victoria Enterprise Agreement 2015 by making the changes set out below to the terms of the Ambulance Victoria Enterprise Agreement 2015:

Clause	Variation
Definitions. Cl. 2.11	Union or <u>AEA-V</u> means United Voice (Ambulance Employees Australia <u>Victoria</u>).
Duration. Cl. 3	This Agreement will commence and take effect on and from the seventh day after the date of approval by the Fair Work Commission and shall have a nominal expiry date of <u>31 December 2016-30 April 2019</u> .
Application. Cl. 4.1	The parties agree that upon approval of this Agreement, United Voice (Ambulance Employees Australia <u>Victoria</u>) shall be covered by the relevant provisions of s.183 of the Fair Work Act.
New clause 5A - Ambulance Performance and Policy Consultative Committee.	<u>The parties will establish a committee to drive and monitor implementation of the actions identified in the ambulance performance and policy consultative committee to improve the health and safety of paramedics and the performance of the ambulance service to the community.</u>
No extra claims. Cl. 6.4 – deleted.	<u>The parties have been unable to reach agreement on any work value pay increase for paramedic and related classifications, rolled in rate and meal break management arrangements. These reserved matters and the processes to be followed in relation to them are dealt with in Appendix 7 and, in relation to any work value pay increase for paramedic and related classifications, also in clause 9.9.</u>

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Clause	Variation
Resolution of disputes and grievances. Cl. 9.9 – deleted.	<p><u>Work Value Arbitration</u></p> <p><u>The parties have been unable to reach agreement on any work value pay increase for paramedic and related classifications, rolled in rate and meal break management arrangements. These reserved matters and the processes to be followed in relation to them are dealt with in Appendix 7 and, in relation to any work value pay increase for paramedic and related classifications, also in clause 9.9.</u></p> <p>(a) <u>"Appendix 7" of this Agreement deals with matters which have not been resolved during bargaining. These matters include the work value claim by the union for paramedic and related classifications (as defined in clause 4.4 of Appendix 7). If the union and AV are unable to agree on the pay rates for paramedic and related classifications based on work value, this dispute will be notified to the FWC to determine the pay rates for paramedic and related classifications by arbitration.</u></p> <p>(b) <u>Pursuit of the work value review/arbitration as provided for in this agreement will not be an extra claim pursuant to clause 6.</u></p> <p>(c) <u>The arbitration will be undertaken by a Full Bench as provided for in Appendix 7.</u></p> <p>(d) <u>The determination by the Full Bench will be accepted by the parties and be final and binding on the parties.</u></p>
Wage Rates Increases. Cl. 20.1	<p><u>The wage rates in clauses clause 21 and 23 include an initial the following wage rate increase of 6% payable increases:</u></p> <p><u>(a) 6% from the first pay period commencing on or after 01 January 2015. Increases will be The increases were paid when the Agreement came came into operation under the Fair Work Act 2009.</u></p> <p><u>(b) The wage rates in clauses 21 and 23 include a further wage rate increase of 3% payable paid from the first pay period commencing on or after 01 July 2015.</u></p> <p><u>(c) The wage rates in clauses 21 and 23 include a further wage rate increase of 3% payable first work value increase effective from the first pay period commencing on or 1 July 2015 and applied after the 3% wage increase in (b) above.</u></p> <p><u>(d) 3% paid from 01 July 2016.</u></p>

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Clause	Variation
	<p>(e) <u>The second work value increase effective 1 July 2016 and applied after the 3% wage increase in (d) above.</u></p> <p>(f) <u>The third work value increase effective from 1 December 2016.</u></p> <p>(g) <u>3% from 30 April 2017 for Work Value related classifications and 4.25% for non-Work Value related classifications.</u></p> <p>(h) <u>3% from 30 April 2018 for Work Value related classifications and 4.25% for non-Work Value related classifications.</u></p> <p>(h)(i) <u>The wage rates in clause 21 for Mechanics, Fleet Maintenance Officers and Fleet Maintenance Supervisors include a 2% wage increase payable from the first pay period commencing on or after 01 January 2015. This 2% increase is in addition to the wage increase in clause 20.1(a). Increases will be paid when the Agreement comes into operation under the Fair Work Act 2009.</u></p> <p>(h)(i) <u>The wage rates in clause 21 for Employees in the Non-Emergency Operations Classifications include a 2% wage increase which is payable from 01 July 2015 or the date of decision by the Fair Work Commission of any outcome for the paramedic work value, whichever is the earlier. This 2% increase is in addition to the wage increases in 20.1(b).</u></p>
Wage Rate Increases. Cl. 20.2	<p>20.2 <u>A sign-on bonus was paid to employees on the following basis: The wage rates in clause 23 include the following wage rate increases:</u></p> <p>(a) <u>\$3,000 sign on payment for full time employees with at least 12 months service 6% from the first pay period commencing on or after 01 January 2015. The increases were paid when the Agreement came into operation under the Fair Work Act 2009.</u></p> <p>(b) <u>Pro rata payment for part time, casual and new employees based on the average ordinary hours of work in the previous 12 month period 3% which was paid from the first pay period commencing on or after 01 July 2015.</u></p> <p>(c) <u>Pro rata payment for employees on parental leave based on the average ordinary hours of work in the 12 month period prior to commencement of leave 3% on 01 July 2016.</u></p>

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Clause	Variation
	<p>(d) <u>Payments will be made within four weeks of the date of Government approval of the agreement reached in principle by the parties (20 December 2014) 4.25% on 30 April 2017.</u></p> <p>(e) <u>4.25% on 30 April 2018.</u></p> <p>20.3 <u>A sign-on bonus was paid to employees on the following basis:</u></p> <p>(a) <u>\$3,000 sign on payment for full time employees with at least 12 months service.</u></p> <p>(b) <u>Pro rata payment for part time, casual and new employees based on the average ordinary hours of work in the previous 12 month period.</u></p> <p>(c) <u>Pro rata payment for employees on parental leave based on the average ordinary hours of work in the 12 month period prior to commencement of leave.</u></p> <p>(d) <u>Payments will be made within four weeks of the date of Government approval of the agreement reached in principle by the parties (20 December 2014).</u></p>
Operational Classifications and Wage Rates. New Wage Rate tables 21(b) to 21(f).	Schedule 1 to this document.
Operational Classifications and Wage Rates. Cl. 21.2 – deleted.	<u>The pay rates for paramedic and related classifications will be increased in accordance with any increase arbitrated in the work value review as outlined in Appendix 7 and clause 9.9. The weekly remuneration for employees will not be less than the wages outlined below.</u>

Clause	Variation
Cl.21.4(f)	<p>The following classifications do not include a Year 6 increment:</p> <ul style="list-style-type: none"> (i) Team Manager; (ii) Senior Team Manager; (iii) Duty Manager; (iv) Clinical Support Officer; (v) Flight Coordinator; (vi) Flight Paramedic ALSCommunity Support Coordinator (from 01/07/15) (vii) Paramedic Driving Standards Coordinator (viii) Referral Service Team Leader (vii)(ix) Flight Paramedic MICA; (viii)(x) Resource Officer Trainee (Operational); (ix)(xi) Resource Officer (Operational); (x)(xii) Resources Planning Officer (Operational); (xi)(xiii) Communication Support Paramedic; (xii)(xiv) Paramedic Educator.

Cl.21.5	<p>For employees employed by AV on commencement of this Agreement<u>the 2009 Agreement (Operative date 16 November 2009)</u>, incremental progression in accordance with this clause 21 within their existing classification will be based on the employee's years of service with AV and its predecessors. For all new employees employed on or after the commencement of this Agreement<u>the 2009 Agreement (Operative date 16 November 2009)</u>, or where an existing employee is employed in, or appointed to, a different classification on or after the commencement of this Agreement<u>the 2009 Agreement (Operative date 16 November 2009)</u>, incremental progression will apply based on the period of employment in the particular classification, subject to the following exceptions:</p> <ul style="list-style-type: none"> (a) Where an employee, who is employed on commencement of this Agreement<u>the 2009 Agreement (Operative date 16 November 2009)</u> in a management classification set out in clause 22.4, progresses to a higher management classification set out in clause 22.4, which has a higher aggregated base rate of pay, the period of employment in the existing management classification will count as employment within the new management classification for the purposes of incremental progression in accordance with clause 21. For example, a Station Officer paid at the Year 6 rate who progresses to the Team Manager classification will be paid in accordance with the Year 3 rate set out in clause 21. (b) Where an employee, who is employed on commencement of this Agreement<u>the 2009 Agreement (Operative date 16 November 2009)</u> in the classification of Mobile Intensive Care Ambulance Paramedic is appointed to the classification of Mobile Intensive Care Ambulance Paramedic Single Responder, the period of employment within the Mobile Intensive Care Ambulance Paramedic classification will count as employment within the Mobile Intensive Care Ambulance Paramedic Single Responder classification for the purposes of incremental progression in accordance with clause 21. For example, a Mobile Intensive Care Ambulance Paramedic paid at the Year 6 rate who progresses to the Mobile Intensive Care Ambulance Paramedic Single Responder classification will be paid in accordance with the Year 3 rate set out in clause 21. (c) Where an employee, who is employed on commencement of this Agreement<u>the 2009 Agreement (Operative date 16 November 2009)</u> in the classification of Paramedic Educator MICA is appointed to the classification of Paramedic Educator MICA Single Responder, the period of employment within the Paramedic Educator classification will count as employment within the Paramedic Educator MICA Single Responder classification for the purposes of incremental progression in accordance with clause 21. (d) Where an employee employed in the classification of Advanced Life Support Ambulance Paramedic or Mobile Intensive Care Ambulance Paramedic: <ul style="list-style-type: none"> (i) is appointed to the classification of Relieving Paramedic; or
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Clause	Variation
	<p>(ii) performs relieving duties in the Relieving Paramedic classification in accordance with clause 26.19 of the Agreement,</p> <p>the period of employment within the Advanced Life Support Ambulance Paramedic or Mobile Intensive Care Paramedic classification will count as employment within the Relieving Paramedic classification for the purposes of incremental progression in accordance with clause 21.</p> <p>(e) Where an employee employed in the classification of Advanced Life Support Ambulance Paramedic or Mobile Intensive Care Ambulance Paramedic (including a Mobile Intensive Care Ambulance Paramedic Single Responder) is seconded to the classification of Senior Reserve Paramedic, the period of employment in the Advanced Life Support Ambulance Paramedic or Mobile Intensive Care Ambulance Paramedic classification will count as employment in the Senior Reserve Paramedic classification.</p>
Operational Classifications – Definitions.	<u>Paramedic Community Support Coordinator Reliever (PCSCR) is an ALS or MICA Paramedic who is responsible for relieving the PCSC positions when the position incumbents are absent from these positions.</u>
Cl. 22.2 Emergency Operations.	
Cl. 22.2(l) – Definition for Paramedic Community Support Coordinator Reliever.	
Cl. 22.2(l) – Definition for Motorcycle Responder Paramedic.	<u>Motorcycle Responder Paramedic (MRP) is a paramedic with current ambulance paramedic qualifications and a minimum of two years on road experience able to work as a single responder who has held a full Victorian Motorcycle Licence for a minimum of two years.</u>
Cl. 22.6 Communications.	
Cl. 22.6(a) – Definition for Referral Service Triage Practitioner.	<u>Referral Service Triage Practitioner – (RSTP) is an employee ALS or MICA paramedic with a suitable paramedic two years post qualification working in a communications centre experience or a Registered Nurse Division 1 with two years post qualification experience. The Referral Service Triage Practitioner is trained. Practitioner's principal duties are to answer calls, triage, provide assistance, refer calls and maintain records of interactions with callers and where appropriate provide health advice to referred callers in accordance with the Employer's approved pre-determined guidelines.</u>

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Clause	Variation																																																	
Cl.22.6(b) – Definition for Referral Service Care Plan Coordinator.	<u>Referral Service Care Plan Coordinator is an Ambulance Paramedic or a Division 1 Registered Nurse in Australia with a thorough knowledge of patient care plan management practice. This position is primarily responsible for developing a coordinated care plan for use within Ambulance Victoria, responsible for training Triage Practitioners in care plan use, triage caller data generation and analysis, stakeholder meeting attendance and providing recommendations and advice to the Manager Referral Services on potential efficiencies.</u>																																																	
Cl. 22.6(c) – Definition of Referral Services Team Leader.	<u>Referral Services Team Leader is an ALS or MICA paramedic with a minimum of two years on road experience or a Registered Nurse Division 1 primarily responsible for coordinating Referral Service centre operations and quality control including developing staff rosters, ensuring required resources are in place to operate effectively and assisting with the training and coaching of triage staff.</u>																																																	
Cl. 22.7 Rostering.																																																		
Cl. 22.7(d) – Definition of Senior Resourcing Officer.	<u>Senior Resourcing Officer - Operational (SROO) is an employee with an ambulance paramedic qualification with post qualification experience, demonstrated knowledge of operational shift arrangements, and a minimum of two years on road experience as a paramedic.</u>																																																	
Administrative Classification Structure and Wage Rates. New table 23(d)	<table><tr><th colspan="7"><u>Weekly Base Rate of Pay (Salary Range)</u></th></tr><tr><th colspan="7"><u>Effective from 30 April 2017</u></th></tr><tr><th><u>Band</u></th><th><u>Points Min</u></th><th><u>Points Max</u></th><th><u>Salary Min</u></th><th><u>Point B</u></th><th><u>Point C</u></th><th><u>Salary Max</u></th></tr><tr><td><u>1</u></td><td><u>61</u></td><td><u>100</u></td><td><u>\$880.50</u></td><td><u>\$926.35</u></td><td><u>\$972.10</u></td><td><u>\$1017.90</u></td></tr><tr><td><u>2</u></td><td><u>101</u></td><td><u>131</u></td><td><u>\$1033.60</u></td><td><u>\$1092.70</u></td><td><u>\$1151.90</u></td><td><u>\$1211.05</u></td></tr><tr><td><u>3</u></td><td><u>132</u></td><td><u>169</u></td><td><u>\$1213.25</u></td><td><u>\$1246.95</u></td><td><u>\$1280.70</u></td><td><u>\$1314.35</u></td></tr><tr><td><u>4</u></td><td><u>170</u></td><td><u>230</u></td><td><u>\$1325.65</u></td><td><u>\$1375.75</u></td><td><u>\$1426.05</u></td><td><u>\$1476.20</u></td></tr></table>	<u>Weekly Base Rate of Pay (Salary Range)</u>							<u>Effective from 30 April 2017</u>							<u>Band</u>	<u>Points Min</u>	<u>Points Max</u>	<u>Salary Min</u>	<u>Point B</u>	<u>Point C</u>	<u>Salary Max</u>	<u>1</u>	<u>61</u>	<u>100</u>	<u>\$880.50</u>	<u>\$926.35</u>	<u>\$972.10</u>	<u>\$1017.90</u>	<u>2</u>	<u>101</u>	<u>131</u>	<u>\$1033.60</u>	<u>\$1092.70</u>	<u>\$1151.90</u>	<u>\$1211.05</u>	<u>3</u>	<u>132</u>	<u>169</u>	<u>\$1213.25</u>	<u>\$1246.95</u>	<u>\$1280.70</u>	<u>\$1314.35</u>	<u>4</u>	<u>170</u>	<u>230</u>	<u>\$1325.65</u>	<u>\$1375.75</u>	<u>\$1426.05</u>	<u>\$1476.20</u>
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Allowances. Cl. 26.1	<p>The following allowances include a 6% adjustment effective from the first pay period on or after 01 January 2015 and will be adjusted in accordance with the wage rate percentage increases in clause (b) and clause 20.1(e) <u>to 20.1(h)</u>:</p> <ul style="list-style-type: none">(a) Communications Centre Allowance;(b) Overnight Travel Allowance;(c) Operational Crewing Allowance in clauses 26.17(a) and 26.17(b);(d) Incidental Expenses Allowance;(e) On-call allowance;(f) Non-rostered on-call allowance; and(g) Sessional Clinical Instructor Allowance.																																																	
Cl. 26.2	<p>The rates of the allowances specified in clause 0, as adjusted over the life of the Agreement, are set out in Appendix 6. <u>The rates specified for 1 July 2015 include work value increases as agreed between the parties.</u></p>																																																	

Clause	Variation															
Cl. 26.3 – Deleted.	In addition to the increases in clauses 26.1 and 26.2 the allowances which are calculated by reference to and underpinned by the paramedic base rate of pay will increase in accordance with any increased arbitrated outcome of the paramedic and related classifications work value review. Allowances will not be less than the allowances set out in this Agreement.															
Overnight Travel. Cl. 26.13(c)	(c) An allowance to cover meal expenses as follows: <table><tr><td></td><td>01/01/2015</td><td><u>01/07/2015</u></td></tr><tr><td>Breakfast</td><td>14.46</td><td><u>14.76</u></td></tr><tr><td>Lunch</td><td>28.93</td><td><u>29.53</u></td></tr><tr><td>Dinner</td><td>43.39</td><td><u>44.30</u></td></tr><tr><td>Total</td><td>86.78</td><td><u>88.59</u></td></tr></table>		01/01/2015	<u>01/07/2015</u>	Breakfast	14.46	<u>14.76</u>	Lunch	28.93	<u>29.53</u>	Dinner	43.39	<u>44.30</u>	Total	86.78	<u>88.59</u>
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Ambulance Community Officers. Cl. 33.11	<p>A crib break of 20 minutes is allowed for an ACO who works more than five consecutive hours of duty and who is required to resume duty after the completion of the crib break. A meal allowance of \$12.83 <u>increasing to \$14.76 effective 1 July 2015</u> is payable for each crib break taken in accordance with this provision.</p> <p>In the event that an ACO works for a further five (5) hours after the completion of the first crib break and who is required to resume duty after the completion of the crib, an additional crib break of 20 minutes duration shall be allowed and an additional meal allowance of \$12.83, <u>increasing to \$14.76 effective 1 July 2015</u> shall be paid.</p>															
Cl. 46 Daylight Saving. Cl. 46.3	<u>Employees who work full shift overtime on the daylight savings transition day will be paid for the actual hours worked. For example, 15 hours on the first Sunday in April and 13 hours on the first Sunday in October for an Employee who normally works a 14 hour shift.</u>															

11

Clause	Variation
New clause Family Violence Leave.	<u>FAMILY VIOLENCE LEAVE</u>
Cl. 50A	<p><u>50A.1 General Principle</u></p> <p>(h) <u>The Employer recognises that Employees sometimes face situations of violence or abuse in their personal life that may affect their attendance or performance at work. Therefore, the Employer is committed to providing support to staff that experience family violence.</u></p> <p>(i) <u>Leave for family violence purposes is available to Employees who are experiencing family violence to allow them to be absent from the workplace to attend counselling appointments, legal proceedings and other activities related to, and as a consequence of, family violence.</u></p> <p><u>50A.2 Definition of Family Violence</u></p> <p><u>Family violence includes physical, sexual, financial, verbal or emotional abuse by a family member as defined by the Family Violence Protection Act 2008 (Vic).</u></p> <p><u>50A.3 Eligibility</u></p> <p>(i) <u>Leave for family violence purposes is available to all Employees with the exception of casual Employees.</u></p> <p>(k) <u>Casual Employees are entitled to access leave without pay for family violence purposes.</u></p> <p><u>50A.4 General Measures</u></p> <p>(l) <u>Evidence of family violence may be required and can be in the form an agreed document issued by the Police Service, a Court, a registered health practitioner, a Family Violence Support Service, district nurse, maternal and health care nurse or Lawyer. A signed statutory declaration can also be offered as evidence.</u></p> <p>(m) <u>All personal information concerning family violence will be kept confidential in line with the Employer's policies and relevant legislation. No information will be kept on an Employee's personnel file without their express written permission.</u></p>

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Clause	Variation
	<p>(n) <u>No adverse action will be taken against an Employee if their attendance or performance at work suffers as a result of experiencing family violence.</u></p> <p>(o) <u>The Employer will identify contact/s within the workplace who will be trained in family violence and associated privacy issues. The Employer will advertise the name of any Family Violence contacts within the workplace.</u></p> <p>(p) <u>An Employee experiencing family violence may raise the issue with their immediate supervisor, Family Violence contacts, union delegate or nominated Human Resources contact. The immediate supervisor may seek advice from Human Resources if the Employee chooses not to see the Human Resources or Family Violence contact.</u></p> <p>(q) <u>Where requested by an Employee, the Human Resources contact will liaise with the Employee's manager on the Employee's behalf, and will make a recommendation on the most appropriate form of support to provide in accordance with clause 50A.5 and clause 50A.6.</u></p> <p>(r) <u>The Employer will develop guidelines to supplement this clause and which details the appropriate action to be taken in the event that an Employee reports family violence.</u></p> <p><u>50A.5 Leave</u></p> <p>(s) <u>An Employee experiencing family violence will have access to 20 days per year of paid special leave for medical appointments, legal proceedings and other activities related to family violence (this leave is not cumulative but if the leave is exhausted consideration will be given to providing additional leave). This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.</u></p> <p>(t) <u>An Employee who supports a person experiencing family violence may utilise their personal/carer's leave entitlement to accompany them to court, to hospital, or to care for children. The Employer may require evidence consistent with clause 50A.4 (a) from an Employee seeking to utilise their personal/carer's leave entitlement.</u></p> <p><u>50A.6 Individual Support</u></p>

Clause	Variation
	<p>(u) <u>In order to provide support to an Employee experiencing family violence and to provide a safe work environment to all Employees, the Employer will approve any reasonable request from an Employee experiencing family violence for:</u></p> <p>(i) <u>temporary or ongoing changes to their span of hours or pattern or hours and/or shift patterns;</u></p> <p>(ii) <u>temporary or ongoing job redesign or changes to duties;</u></p> <p>(iii) <u>temporary or ongoing relocation to suitable employment;</u></p> <p>(iv) <u>a change to their telephone number or email address to avoid harassing contact;</u></p> <p>(v) <u>any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements.</u></p> <p>(v) <u>Any changes to an Employee's role should be reviewed at agreed periods. When an Employee is no longer experiencing family violence, the terms and conditions of employment may revert back to the terms and conditions applicable to the Employee's substantive position.</u></p> <p>(w) <u>An Employee experiencing family violence will be offered access to the Employee Assistance Program (VACU) and/or other available local Employee support resources. The VACU shall include professionals trained specifically in family violence.</u></p> <p>(x) <u>An Employee that discloses that they are experiencing family violence will be given information regarding current support services.</u></p>
Parental Leave. Cl. 51.4(a)(iii)	(iii) <u>return from a period of parental leave on a part-time basis until/while the child reaches/is of school age or younger.</u>

Clause	Variation																					
No Safe Job Leave Cl. 51.13A	<p><u>Where there is no appropriate safe job available, the employee is entitled to no safe job leave for the risk period. This leave is:</u></p> <p>(i) <u>Paid leave for an employee who is entitled to unpaid parental leave and has met the notice and evidence requirements in the Fair Work Act 2009; or</u></p> <p>(ii) <u>unpaid leave for an employee who is not entitled to unpaid parental leave subject to the Employee having given the Employer evidence that would satisfy a reasonable person of the pregnancy if this evidence was requested by the Employer.</u></p>																					
Communication during parental leave. Cl. 51.16(d)	<u>Subject to the requirements in the Fair Work Act 2009, during a period of unpaid parental leave, the Employee and Employer can agree to an Employee performing work for the Employer on a Keeping in Touch day. The Paid Parental Leave Act 2010 provides 10 Keeping in Touch days for Employees receiving a payment under that Act.</u>																					
Allowance Rates over the life of the Agreement. Appendix 6	<p><u>APPENDIX 6 - ALLOWANCE RATES OVER THE LIFE OF THE AGREEMENT – INCLUSIVE OF WORK VALUE OUTCOME</u></p> <table border="1"> <thead> <tr> <th>Allowance</th><th>Effective first full pay period on or after 01 January 2015</th><th>Effective first pay-period commencing on or after 01 July 2015 (includes Work Value & EA 3% Inc.)</th><th>Effective first pay-period commencing on or after 01 July 2016 (includes Work Value & EA 3% Inc.)</th><th>Effective on 01 December 2016 (Work Value effective date)</th><th>Effective on 30 April 2017</th><th>Effective on 30 April 2018</th></tr> </thead> <tbody> <tr> <td>Operational Crewing Allowance</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> <tr> <td>Clause 26.1725.16</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	Allowance	Effective first full pay period on or after 01 January 2015	Effective first pay-period commencing on or after 01 July 2015 (includes Work Value & EA 3% Inc.)	Effective first pay-period commencing on or after 01 July 2016 (includes Work Value & EA 3% Inc.)	Effective on 01 December 2016 (Work Value effective date)	Effective on 30 April 2017	Effective on 30 April 2018	Operational Crewing Allowance							Clause 26.1725.16						
Allowance	Effective first full pay period on or after 01 January 2015	Effective first pay-period commencing on or after 01 July 2015 (includes Work Value & EA 3% Inc.)	Effective first pay-period commencing on or after 01 July 2016 (includes Work Value & EA 3% Inc.)	Effective on 01 December 2016 (Work Value effective date)	Effective on 30 April 2017	Effective on 30 April 2018																
Operational Crewing Allowance																						
Clause 26.1725.16																						

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Clause	Variation						
	Eligible operational employees remunerated at or below Relieving Paramedic	\$0.53 per hour	\$0.5560 per hour	\$0.5765 per hour	<u>\$0.68 per hour</u>	<u>\$0.70 per hour</u>	<u>\$0.72 per hour</u>
	Eligible Graduate Ambulance Paramedics	\$0.53 per hour	\$0.5560 per hour	\$0.5765 per hour	<u>\$0.68 per hour</u>	<u>\$0.70 per hour</u>	<u>\$0.72 per hour</u>
	Eligible employees rostered to stretcher duties as a single officer crew	\$1.93 per hour	\$1.992.19 per hour	\$2.0637 per hour	<u>\$2.48 per hour</u>	<u>\$2.56 per hour</u>	<u>\$2.64 per hour</u>
Communications Centre Allowance							
Clause 26.725.6							
	Per shift of 8 hours	\$6.52 per shift	\$6.727.39 per shift	\$6.928.00 per shift	<u>\$8.41 per hour</u>	<u>\$8.66 per hour</u>	<u>\$8.82 per hour</u>

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Clause	Variation						
	Per rostered hour in excess of 8 hours	\$0.82 per hour	\$0.8493 per hour	\$0.871.00 per hour	<u>\$1.05 per hour</u>	<u>\$1.08 per hour</u>	<u>\$1.12 per hour</u>
	Sessional Clinical Instructor Allowance Clause 26.825.7	\$3.90 per hour	\$4.0242 per hour	\$4.4478 per hour	<u>\$5.03 per hour</u>	<u>\$5.18 per hour</u>	<u>\$5.34 per hour</u>
	Overnight Travel/Living Away from Home Allowance Clause 26.14(f)25.13 (f)	\$19.99 per night	\$20.5922.65 per night	\$21.2124.53 per night	<u>\$25.79 per hour</u>	<u>\$26.56 per hour</u>	<u>\$27.36 per hour</u>
	On-Call Allowance Clause 39.38	\$6.13 per hour	\$6.3494 per hour	\$6.507.52 per hour	<u>\$7.91 per hour</u>	<u>\$8.15 per hour</u>	<u>\$8.39 per hour</u>
	Non-Rostered On-Call Clause 40.39	\$12.25 per hour	\$12.6213.88 per hour	\$13.0015.03 per hour	<u>\$15.80 per hour</u>	<u>\$16.27 per hour</u>	<u>\$16.76 per hour</u>

Clause	Variation						
	Incidental Expenses Clause 4.5 of Appendix 2	\$14.74 per day	\$15.18 16.70 per day	\$15.64 18.08 per day	\$19.01 per hour	\$19.58 per hour	\$20.17 per hour
	<p><u>*These rates have been varied to take account of the two 3% increases in the Ambulance Victoria Enterprise Agreement 2015 and the weighted average increase adjustment in respect of work value as agreed in March 2016 (10.00% from 1 July 2015, 5.13% from 1 July 2016 and 5.13% from 1 December 2016).</u></p>						
Appendix 7 – Reserved Matters.	Deleted.						

SCHEDULE 1

TABLE 21(b)

First pay period commencing on or after Effective from 1 July 2015			
Aggregated Weekly Base Rate of Pay			
NON EMERGENCY OPERATIONS	Year 1	Year 3	Year 6
CUNIC TRANSPORT COMMUNICATIONS OFFICER	\$1,015.55	\$1,033.75	-
CLINIC TRANSPORT OFFICER	\$879.60	\$897.15	-
PATIENT TRANSPORT OFFICER	\$947.75	\$965.65	-
AMBULANCE ATTENDANT	\$1,009.90	\$1,041.50	-
EMERGENCY OPERATIONS	Year 1	Year 3	Year 6
AMBULANCE COMMUNITY OFFICER	\$900.90	\$917.40	-
GRADUATE AMBULANCE PARAMEDIC LEVEL 1	\$897.65	-	-
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$974.001,071.40	-	-
GRADUATE AMBULANCE PARAMEDIC LEVEL 3	\$1,065.55106.10	-	-
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC	-	\$1,060.25166.30	\$1,401.85212.05
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC	\$1,401.60211.75	\$1,124.15236.55	\$1,175.75293.35
MOTORCYCLE RESPONDER PARAMEDIC – ALS	n/a	n/a	\$1,428.90
RELIEVING PARAMEDIC BLS	-	-	\$1,180.70298.75
RELIEVING PARAMEDIC ALS	\$1,180.26298.30	\$1,497.69317.35	\$1,239.20363.10
SENIOR RESERVE PARAMEDIC ALS	\$1,322.30454.55	\$1,239.66473.50	\$1,281.25519.40
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS	\$1,598.65	\$1,636.65	n/a
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS	\$1,249.95598.65	\$1,267.06636.65	\$1,408.80n/a
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS	\$1,514.15	\$1,552.55	n/a

MOBILE INTENSIVE CARE TRAINEE	\$1,499,319.95	-	-
MOBILE INTENSIVE CARE PARAMEDIC	\$1,246,253,70.90	\$1,244,704,13.15	\$1,230,554,63.60
MOBILE INTENSIVE CARE PARAMEDIC SINGLE RESPONDER	\$1,415,505,57.05	\$1,461,356,07.50	
RELIEVING PARAMEDIC MICA	\$1,324,904,57.40	\$1,342,254,76.45	\$1,383,855,22.25
SENIOR RESERVE PARAMEDIC MICA	\$1,467,356,13.85	\$1,484,356,32.80	\$1,626,486,78.55
SENIOR RESERVE PARAMEDIC MICA SINGLE RESPONDER	\$1,597,857,57.65	\$1,615,147,76.60	\$1,656,758,22.45
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA	\$1,901.50	\$1,939.70	n/a
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA	\$1,626,359,01.50	\$1,642,459,39.70	\$1,684,101,11.9
-	-	-	-
AEROMEDICAL	Year 1	Year 3	Year 6
-	-	-	-
FLIGHT PARAMEDIC ALS	\$1,310,331.10	\$1,322,653,55.90	\$1,412.65
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC	\$1,499,256,49.20	\$1,533,956,87.35	-
FLIGHT PARAMEDIC EDUCATOR - ALS	\$1,499.15	\$1,523.95	\$1,580.70
FLIGHT PARAMEDIC EDUCATOR - MICA	\$1,817.20	\$1,855.35	
FLIGHT COORDINATOR - ALS	\$1,361,504,97.65	\$1,386,665,36.30	-
FLIGHT COORDINATOR - MICA	\$1,506,106,56.70	\$1,541,156,95.25	-
-	-	-	-
MANAGEMENT	Year 1	Year 3	Year 6
-	-	-	-
STATION OFFICER BLS	-	-	\$1,217,353,39.10
STATION OFFICER ALS	-	-	\$1,275,804,03.40
TEAM MANAGER BLS	-	\$1,335,254,68.80	-
TEAM MANAGER <10 STAFF ALS	\$1,332,904,66.20	\$1,367,355,04.10	-
TEAM MANAGER <10 STAFF MICA	\$1,468,256,15.10	\$1,502,666,52.90	-
TEAM MANAGER <10 STAFF MICA SINGLE RESPONDER	\$1,598,857,58.85	\$1,633,457,96.80	-
TEAM MANAGER >10 STAFF ALS	\$1,376,505,14.15	\$1,411,405,52.55	-

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TEAM MANAGER >10 STAFF MICA	\$1,521.75673.95	\$1,556.05711.65	-
TEAM MANAGER >10 STAFF MICA SINGLE RESPONDER	\$1,652.45817.70	\$1,686.90855.60	
FLIGHT PARAMEDIC TEAM MANAGER ALS	\$1,433.85577.25	\$1,468.25615.10	-
FLIGHT PARAMEDIC TEAM MANAGER MICA	\$1,774.50951.95	\$1,810.991.00	-
SENIOR TEAM MANAGER BLS		\$1,411.65552.80	
SENIOR TEAM MANAGER ALS	\$1,453.30508.65	\$1,487.85636.65	-
SENIOR TEAM MANAGER MICA / SENIOR TEAM MANAGER MICA SINGLE RESPONDER	\$1,738.65901.50	\$1,763.85939.70	-
SENIOR TEAM MANAGER FLIGHT PARAMEDIC ALS	\$1,540.20661.35	\$1,544.70699.15	-
SENIOR TEAM MANAGER FLIGHT MICA	\$1,880.952,036.0 5	\$1,886.502,075.1 5	
EDUCATION			
	Year 1	Year 3	Year 6
	-	-	-
PARAMEDIC EDUCATOR ALS	\$1,257.05382.75	\$1,298.50428.35	
PARAMEDIC EDUCATOR MICA	\$1,408.60548.45	\$1,443.30587.65	
PARAMEDIC EDUCATOR MICA SINGLE RESPONDER	\$1,539.40593.35	\$1,574.05731.45	
CLINICAL SUPPORT OFFICER	\$1,670.60837.65	\$1,704.05875.45	
COMMUNICATIONS			
	Year 1	Year 3	Year 6
	-	-	-
REFERRAL SERVICE TRIAGE PRACTITIONER ALS	\$1,263.75379.15	\$1,271.55398.70	\$1,313.05444.3 5
REFERRAL SERVICE TRIAGE PRACTITIONER MICA	\$1,398.30538.15	\$1,416.00557.60	\$1,457.65603.4 0
REFERRAL SERVICE TEAM LEADER ALS	\$1,514.15	\$1,552.55	
REFERRAL SERVICE TEAM LEADER MICA	\$1,673.95	\$1,711.65	
REFERRAL SERVICE CARE PLAN COORDINATOR	\$1,379.15	\$1,398.70	\$1,444.35
COMMUNICATIONS SUPPORT PARAMEDIC ALS	\$1,376.60514.15	\$1,411.40552.55	
COMMUNICATIONS SUPPORT PARAMEDIC MICA	\$1,521.05673.15	\$1,556.05711.65	
DUTY MANAGER ALS	\$1,616.45777.75	\$1,651.20816.30	
DUTY MANAGER MICA	\$1,775.60953.20	\$1,810.90991.35	

COMMUNICATIONS CENTRE CLINICIAN	\$1,539,693.85	\$1,574,157,31.55	
ROSTERING	Year 1	Year 3	Year 6
RESOURCE OFFICER TRAINEE (OPERATIONAL)	\$1,190,302,98.35		
RESOURCE OFFICER (OPERATIONAL)	\$1,376,505,14.15	\$1,411,405,52.55	
<u>SENIOR RESOURCING OFFICER (OPERATIONAL)</u>	<u>\$1,603.20</u>	<u>\$1,658.45</u>	
RESOURCE PLANNING OFFICER (OPERATIONAL)	\$1,453,305,98.65	\$1,487,756,36.55	
FLEET MAINTENANCE	Year 1	Year 3	Year 6
MECHANIC	\$1,009.15	\$1,027.15	
FLEET MAINTENANCE OFFICER	\$1,079.25	\$1,097.20	
FLEET MAINTENANCE SUPERVISOR	\$1,182,000.5	\$1,228.05	

TABLE 21(c)

<u>First pay period commencing on or after</u> Effective from 1 July 2016	Aggregated Weekly Base Rate of Pay		
NON EMERGENCY OPERATIONS	Year 1	Year 3	Year 6
CLINIC TRANSPORT COMMUNICATIONS OFFICER	\$ 1,046.00	\$ 1,064.75	
CLINIC TRANSPORT OFFICER	\$ 906.00	\$ 924.05	
PATIENT TRANSPORT OFFICER	\$ 976.20	\$ 994.60	
AMBULANCE ATTENDANT	\$ 1,040.20	\$ 1,072.75	
EMERGENCY OPERATIONS	Year 1	Year 3	Year 6
AMBULANCE COMMUNITY OFFICER	\$ 927.95	\$ 944.90	
GRADUATE AMBULANCE PARAMEDIC LEVEL 1,2	\$ 924\$1,114.60		
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$ 1,003.20		

GRADUATE AMBULANCE PARAMEDIC LEVEL 3	-\$1,095,150.70		
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC		-\$1,092.05 231.35	-\$1,124.90 279.60
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC	-\$1,224.65 312.05	-\$1,157.85 338.90	-\$1,211.00 400.40
MOTORCYCLE RESPONDER PARAMEDIC – ALS	n/a	n/a	\$1,547.20
RELIEVING PARAMEDIC BLS			-\$1,216.40 371.15
RELIEVING PARAMEDIC ALS	-\$1,215.65 405.80	-\$1,228.65 426.40	-\$1,226.40 475.95
SENIOR RESERVE PARAMEDIC ALS	-\$1,461.95 575.00	-\$1,379.75 595.50	-\$1,422.70 645.20
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS	\$1,770.10	\$1,812.20	n/a
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS	-\$1,399.45 770.10	-\$1,408.05 812.20	-\$1,451.05 n/a
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS	\$1,676.50	\$1,719.10	n/a
MOBILE INTENSIVE CARE TRAINEE	-\$1,235.95 429.25		
MOBILE INTENSIVE CARE PARAMEDIC	-\$1,283.65 484.40	-\$1,229.25 530.15	-\$1,370.45 584.75
MOBILE INTENSIVE CARE PARAMEDIC SINGLE RESPONDER	-\$1,457,685.95	-\$1,505.20 740.55	
RELIEVING PARAMEDIC MICA	-\$1,364.65 578.05	-\$1,282.50 598.70	-\$1,425.35 648.25
SENIOR RESERVE PARAMEDIC MICA	-\$1,511.15 747.45	-\$1,528.90 768.00	-\$1,671.20 817.50
SENIOR RESERVE PARAMEDIC MICA SINGLE RESPONDER	-\$1,645.80 903.20	-\$1,663.55 923.70	-\$1,706.45 973.30
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA	\$2,105.45	\$2,147.75	n/a
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER MICA	-\$1,674.30 \$2,105.45	-\$1,691.70 \$2,147.75	-\$1,734.60 n/a
AEROMEDICAL	-Year 1	-Year 3	-Year 6
FLIGHT PARAMEDIC ALS	\$1,246,40467.00	\$1,269,45494.35	-\$1,556.90

MOBILE INTENSIVE CARE FLIGHT PARAMEDIC	\$ 1,544.25 851.60	\$ 1,579.96 894.35	
FLIGHT PARAMEDIC EDUCATOR - ALS	\$1,659.90	\$1,687.35	\$1,750.20
FLIGHT PARAMEDIC EDUCATOR - MICA	\$2,040.15	\$2,083.00	
FLIGHT COORDINATOR - ALS	\$ 1,403.35 650.60	\$ 1,438.55 693.15	
FLIGHT COORDINATOR - MICA	\$ 1,551.30 860.00	\$ 1,587.40 903.25	
MANAGEMENT	-Year 1	-Year 3	-Year 6
STATION OFFICER BLS			\$ 1,253.85 462.00
STATION OFFICER ALS			\$ 1,314.05 546.70
TEAM MANAGER BLS		\$ 1,375.30 611.20	
TEAM MANAGER <10 STAFF ALS	\$ 1,372.90 623.45	\$ 1,408.35 665.40	
TEAM MANAGER <10 STAFF MICA	\$ 1,542,788.30	\$ 1,547.75 830.20	
TEAM MANAGER <10 STAFF MICA SINGLE RESPONDER	\$ 1,446.90 947.45	\$ 1,682.45 989.50	-
TEAM MANAGER >10 STAFF ALS	\$ 1,417.80 676.50	\$ 1,453.75 719.10	
TEAM MANAGER >10 STAFF MICA	\$ 1,567.40 853.45	\$ 1,602.75 895.20	
TEAM MANAGER >10 STAFF MICA SINGLE RESPONDER	\$ 1,702.00 \$2,012.65	\$ 1,727.50 \$2,054.60	-
FLIGHT PARAMEDIC TEAM MANAGER ALS	\$ 1,476.85 746.40	\$ 1,542,788.30	
FLIGHT PARAMEDIC TEAM MANAGER MICA	\$ 1,827.75 \$2,191.45	\$ 1,864,52,235.30	
SENIOR TEAM MANAGER BLS		\$1,454.00-711.35	-
SENIOR TEAM MANAGER ALS	\$ 1,496.90 770.10	\$ 1,532.50 812.20	
SENIOR TEAM MANAGER MICA / SENIOR TEAM MANAGER MICA SINGLE RESPONDER	\$ 1,780.50 \$2,105.45	\$ 1,816.25 \$2,147.75	

SENIOR TEAM MANAGER FLIGHT PARAMEDIC ALS	\$1,555,608.55	\$1,591,058.35	
SENIOR TEAM MANAGER FLIGHT MICA	\$1,906,502,285.90	\$1,943,102,329.75	
EDUCATION	-Year 1	-Year 3	-Year 6
PARAMEDIC EDUCATOR ALS	\$1,294.75 531.05	\$1,337.45 581.55	
PARAMEDIC EDUCATOR MICA	\$1,450.85 715.65	\$1,486.60 757.05	
PARAMEDIC EDUCATOR MICA SINGLE RESPONDER	\$1,585.60 874.95	\$1,621.35 917.15	
CLINICAL SUPPORT OFFICER	\$1,720.70 \$2,044.20	\$1,756.30 \$2,086.25	
COMMUNICATIONS	-Year 1	-Year 3	-Year 6
REFERRAL SERVICE TRIAGE PRACTITIONER ALS	\$1,291.35 527.05	\$1,309,548.70	\$1,352.45 599.30
REFERRAL SERVICE TRIAGE PRACTITIONER MICA	\$1,440.35 703.10	\$1,458.50 724.70	\$1,501.40 775.35
REFERRAL SERVICE TEAM LEADER ALS	\$1,676.50	\$1,719.10	
REFERRAL SERVICE TEAM LEADER MICA	\$1,853.45	\$1,895.20	
REFERRAL SERVICE CARE PLAN COORDINATOR	\$1,527.05	\$1,548.70	\$1,599.30
COMMUNICATIONS SUPPORT PARAMEDIC ALS	\$1,417.80 676.50	\$1,452.75 719.10	
COMMUNICATIONS SUPPORT PARAMEDIC MICA	\$1,566.70 852.60	\$1,602.75 835.20	
DUTY MANAGER ALS	\$1,664.65 968.45	\$1,700.75 \$2,011.10	
DUTY MANAGER MICA	\$1,828.00 \$2,162.70	\$1,864.60 \$2,204.95	
COMMUNICATIONS CENTRE CLINICIAN	\$1,586,058.420	\$1,623,359.2620	
ROSTERING	-Year 1	-Year 3	-Year 6

RESOURCE OFFICER TRAINEE (OPERATIONAL)	\$1,215.70	105.85	
RESOURCE OFFICER (OPERATIONAL)	\$1,417.88	68.70	\$1,463.75
SENIOR RESOURCING OFFICER (OPERATIONAL)	\$1,766.90		\$1,827.75
RESOURCE PLANNING OFFICER (OPERATIONAL)	\$1,496.90	751.85	\$1,532.40
FLEET MAINTENANCE	-Year 1	-Year 3	
MECHANIC	\$ 1,039.40	\$ 1,057.95	
FLEET MAINTENANCE OFFICER	\$ 1,111.60	\$ 1,130.10	
FLEET MAINTENANCE SUPERVISOR	\$ 1,217.45	\$ 1,264.90	

TABLE 21(d)

Effective from 1 December 2016	Aggregated Weekly Base Rate of Pay		
NON EMERGENCY OPERATIONS	Year 1	Year 3	Year 6
CLINIC TRANSPORT COMMUNICATIONS OFFICER	\$1,046.00	\$1,064.75	
CLINIC TRANSPORT OFFICER	\$906.00	\$924.05	
PATIENT TRANSPORT OFFICER	\$976.20	\$994.60	
AMBULANCE ATTENDANT	\$1,040.20	\$1,072.75	
EMERGENCY OPERATIONS	Year 1	Year 3	Year 6
AMBULANCE COMMUNITY OFFICER	\$927.95	\$944.90	
GRADUATE AMBULANCE PARAMEDIC LEVEL 2	\$1,125.75		
GRADUATE AMBULANCE PARAMEDIC LEVEL 3	\$1,162.20		
BASIC LIFE SUPPORT AMBULANCE PARAMEDIC		\$1,262.15	\$1,311.60
ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC	\$1,379.30	\$1,407.50	\$1,472.15
MOTORCYCLE RESPONDER PARAMEDIC – ALS	n/a	n/a	\$1,626.50

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RELIEVING PARAMEDIC BLS			\$1,405.45
RELIEVING PARAMEDIC ALS	\$1,477.85	\$1,499.50	\$1,551.60
SENIOR RESERVE PARAMEDIC ALS	\$1,655.70	\$1,677.25	\$1,729.50
PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS	\$1,902.85	\$1,948.10	n/a
PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS	\$1,902.85	\$1,948.10	n/a
PARAMEDIC DRIVING STANDARDS COORDINATOR ALS	\$1,802.25	\$1,848.05	n/a
MOBILE INTENSIVE CARE TRAINEE	\$1,502.50		
MOBILE INTENSIVE CARE PARAMEDIC	\$1,560.50	\$1,608.55	\$1,665.95
MOBILE INTENSIVE CARE PARAMEDIC SINGLE RESPONDER	\$1,772.35	\$1,829.75	
RELIEVING PARAMEDIC MICA	\$1,658.95	\$1,680.65	\$1,732.70
SENIOR RESERVE PARAMEDIC MICA	\$1,837.00	\$1,858.60	\$1,910.65
SENIOR RESERVE PARAMEDIC MICA SINGLE RESPONDER	\$2,000.75	\$2,022.30	\$2,074.45
PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA	\$2,263.35	\$2,308.85	n/a
AEROMEDICAL	Year 1	Year 3	Year 6
FLIGHT PARAMEDIC ALS	\$1,569.70	\$1,596.95	\$1,665.90
MOBILE INTENSIVE CARE FLIGHT PARAMEDIC	\$2,018.25	\$2,064.85	
FLIGHT PARAMEDIC EDUCATOR - ALS	\$1,784.40	\$1,813.90	\$1,881.45
FLIGHT PARAMEDIC EDUCATOR - MICA	\$2,223.75	\$2,270.45	
FLIGHT COORDINATOR - ALS	\$1,766.15	\$1,811.65	
FLIGHT COORDINATOR - MICA	\$2,027.40	\$2,074.55	
MANAGEMENT	Year 1	Year 3	Year 6
STATION OFFICER BLS			\$1,549.70
STATION OFFICER ALS			\$1,654.95
TEAM MANAGER BLS		\$1,715.95	
TEAM MANAGER <10 STAFF ALS	\$1,745.20	\$1,790.30	
TEAM MANAGER <10 STAFF MICA	\$1,922.40	\$1,967.45	
TEAM MANAGER <10 STAFF MICA SINGLE RESPONDER	\$2,093.50	\$2,138.70	

TEAM MANAGER >10 STAFF ALS	\$1,802.25	\$1,848.05	
TEAM MANAGER >10 STAFF MICA	\$1,992.45	\$2,037.35	
TEAM MANAGER >10 STAFF MICA SINGLE RESPONDER	\$2,163.60	\$2,208.70	
FLIGHT PARAMEDIC TEAM MANAGER ALS	\$1,877.40	\$1,922.40	
FLIGHT PARAMEDIC TEAM MANAGER MICA	\$2,388.70	\$2,436.50	
SENIOR TEAM MANAGER BLS		\$1,831.15	
SENIOR TEAM MANAGER ALS	\$1,902.85	\$1,948.10	
SENIOR TEAM MANAGER MICA / SENIOR TEAM MANAGER MICA SINGLE RESPONDER	\$2,263.35	\$2,308.85	
SENIOR TEAM MANAGER FLIGHT PARAMEDIC ALS	\$1,977.50	\$2,022.45	
SENIOR TEAM MANAGER FLIGHT MICA	\$2,491.65	\$2,539.45	
EDUCATION	Year 1	Year 3	Year 6
PARAMEDIC EDUCATOR ALS	\$1,645.90	\$1,700.15	
PARAMEDIC EDUCATOR MICA	\$1,844.30	\$1,889.80	
PARAMEDIC EDUCATOR MICA SINGLE RESPONDER	\$2,015.55	\$2,060.95	
CLINICAL SUPPORT OFFICER	\$2,207.75	\$2,253.15	
COMMUNICATIONS	Year 1	Year 3	Year 6
REFERRAL SERVICE TRIAGE PRACTITIONER ALS	\$1,641.60	\$1,664.85	\$1,719.25
REFERRAL SERVICE TRIAGE PRACTITIONER MICA	\$1,830.85	\$1,854.05	\$1,908.50
REFERRAL SERVICE TEAM LEADER ALS	\$1,802.25	\$1,848.05	
REFERRAL SERVICE TEAM LEADER MICA	\$1,992.45	\$2,037.35	
REFERRAL SERVICE CARE PLAN COORDINATOR	\$1,641.60	\$1,664.85	\$1,719.25
COMMUNICATIONS SUPPORT PARAMEDIC ALS	\$1,802.25	\$1,848.05	-
COMMUNICATIONS SUPPORT PARAMEDIC MICA	\$1,991.55	\$2,037.35	-
DUTY MANAGER ALS	\$2,116.10	\$2,161.95	-
DUTY MANAGER MICA	\$2,324.90	\$2,370.30	-
COMMUNICATIONS CENTRE CLINICIAN	\$2,034.95	\$2,080.30	-

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<u>ROSTERING</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>RESOURCE OFFICER TRAINEE (OPERATIONAL)</u>	<u>\$1,477.90</u>		
<u>RESOURCE OFFICER (OPERATIONAL)</u>	<u>\$1,785.50</u>	<u>\$1,830.90</u>	-
<u>SENIOR RESOURCING OFFICER (OPERATIONAL)</u>	<u>\$1,890.60</u>	<u>\$1,955.70</u>	
<u>RESOURCE PLANNING OFFICER (OPERATIONAL)</u>	<u>\$1,885.20</u>	<u>\$1,929.90</u>	
<u>FLEET MAINTENANCE</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>MECHANIC</u>	<u>\$1,039.40</u>	<u>\$1,057.95</u>	-
<u>FLEET MAINTENANCE OFFICER</u>	<u>\$1,111.60</u>	<u>\$1,130.10</u>	-
<u>FLEET MAINTENANCE SUPERVISOR</u>	<u>\$1,217.50</u>	<u>\$1,264.90</u>	-

TABLE 21(e)

<u>Effective from 30 April 2017</u>	<u>Aggregated Weekly Base Rate of Pay</u>		
<u>NON EMERGENCY OPERATIONS</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>CLINIC TRANSPORT COMMUNICATIONS OFFICER</u>	<u>\$1,090.45</u>	<u>\$1,110.00</u>	
<u>CLINIC TRANSPORT OFFICER</u>	<u>\$944.50</u>	<u>\$963.30</u>	
<u>PATIENT TRANSPORT OFFICER</u>	<u>\$1,017.70</u>	<u>\$1,036.85</u>	
<u>AMBULANCE ATTENDANT</u>	<u>\$1,084.40</u>	<u>\$1,118.35</u>	
<u>EMERGENCY OPERATIONS</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>AMBULANCE COMMUNITY OFFICER</u>	<u>\$967.40</u>	<u>\$985.05</u>	
<u>GRADUATE AMBULANCE PARAMEDIC LEVEL 2</u>	<u>\$1,159.50</u>		
<u>GRADUATE AMBULANCE PARAMEDIC LEVEL 3</u>	<u>\$1,197.05</u>		
<u>BASIC LIFE SUPPORT AMBULANCE PARAMEDIC</u>		<u>\$1,300.00</u>	<u>\$1,350.95</u>
<u>ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC</u>	<u>\$1,420.70</u>	<u>\$1,449.75</u>	<u>\$1,516.30</u>

<u>MOTORCYCLE RESPONDER PARAMEDIC – ALS</u>	<u>n/a</u>	<u>n/a</u>	<u>\$1,675.30</u>
<u>RELIEVING PARAMEDIC BLS</u>			<u>\$1,447.60</u>
<u>RELIEVING PARAMEDIC ALS</u>	<u>\$1,522.20</u>	<u>\$1,544.50</u>	<u>\$1,598.15</u>
<u>SENIOR RESERVE PARAMEDIC ALS</u>	<u>\$1,705.35</u>	<u>\$1,727.55</u>	<u>\$1,781.40</u>
<u>PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS</u>	<u>\$1,959.95</u>	<u>\$2,006.55</u>	<u>n/a</u>
<u>PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS</u>	<u>\$1,959.95</u>	<u>\$2,006.55</u>	<u>n/a</u>
<u>PARAMEDIC DRIVING STANDARDS COORDINATOR ALS</u>	<u>\$1,856.30</u>	<u>\$1,903.50</u>	<u>n/a</u>
-			
<u>MOBILE INTENSIVE CARE TRAINEE</u>	<u>\$1,547.60</u>		
<u>MOBILE INTENSIVE CARE PARAMEDIC</u>	<u>\$1,607.30</u>	<u>\$1,656.80</u>	<u>\$1,715.95</u>
<u>MOBILE INTENSIVE CARE PARAMEDIC SINGLE RESPONDER</u>	<u>\$1,825.50</u>	<u>\$1,884.65</u>	
<u>RELIEVING PARAMEDIC MICA</u>	<u>\$1,708.70</u>	<u>\$1,731.05</u>	<u>\$1,784.70</u>
<u>SENIOR RESERVE PARAMEDIC MICA</u>	<u>\$1,892.10</u>	<u>\$1,914.35</u>	<u>\$1,967.95</u>
<u>SENIOR RESERVE PARAMEDIC MICA SINGLE RESPONDER</u>	<u>\$2,060.75</u>	<u>\$2,082.95</u>	<u>\$2,136.70</u>
<u>PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA</u>	<u>\$2,331.25</u>	<u>\$2,378.80</u>	<u>n/a</u>
-			
<u>AEROMEDICAL</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
-			
<u>FLIGHT PARAMEDIC ALS</u>	<u>\$1,616.80</u>	<u>\$1,646.90</u>	<u>\$1,715.90</u>
<u>MOBILE INTENSIVE CARE FLIGHT PARAMEDIC</u>	<u>\$2,078.80</u>	<u>\$2,126.80</u>	-
<u>FLIGHT PARAMEDIC EDUCATOR – ALS</u>	<u>\$1,837.95</u>	<u>\$1,868.30</u>	<u>\$1,937.90</u>
<u>FLIGHT PARAMEDIC EDUCATOR – MICA</u>	<u>\$2,290.45</u>	<u>\$2,338.55</u>	
<u>FLIGHT COORDINATOR – ALS</u>	<u>\$1,819.15</u>	<u>\$1,866.00</u>	-
<u>FLIGHT COORDINATOR – MICA</u>	<u>\$2,088.20</u>	<u>\$2,136.80</u>	-
-			
<u>MANAGEMENT</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
-			
<u>STATION OFFICER BLS</u>	-	-	<u>\$1,596.20</u>
<u>STATION OFFICER ALS</u>	-	-	<u>\$1,704.60</u>
<u>TEAM MANAGER BLS</u>	-	<u>\$1,767.45</u>	-
<u>TEAM MANAGER <10 STAFF ALS</u>	<u>\$1,797.55</u>	<u>\$1,844.00</u>	-
<u>TEAM MANAGER <10 STAFF MICA</u>	<u>\$1,980.05</u>	<u>\$2,026.45</u>	-

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TEAM MANAGER <10 STAFF MICA SINGLE RESPONDER	\$2,156.30	\$2,202.85	
TEAM MANAGER >10 STAFF ALS	\$1,856.30	\$1,903.50	
TEAM MANAGER >10 STAFF MICA	\$2,052.20	\$2,098.45	
TEAM MANAGER >10 STAFF MICA SINGLE RESPONDER	\$2,228.50	\$2,274.35	
FLIGHT PARAMEDIC TEAM MANAGER ALS	\$1,933.70	\$1,980.05	
FLIGHT PARAMEDIC TEAM MANAGER MICA	\$2,460.35	\$2,509.60	
SENIOR TEAM MANAGER BLS		\$1,886.10	
SENIOR TEAM MANAGER ALS	\$1,959.95	\$2,006.55	
SENIOR TEAM MANAGER MICA / SENIOR TEAM MANAGER MICA SINGLE RESPONDER	\$2,331.25	\$2,378.10	
SENIOR TEAM MANAGER FLIGHT PARAMEDIC ALS	\$2,036.85	\$2,083.10	
SENIOR TEAM MANAGER FLIGHT MICA	\$2,566.40	\$2,615.65	
EDUCATION	Year 1	Year 3	Year 6
PARAMEDIC EDUCATOR ALS	\$1,695.30	\$1,751.15	
PARAMEDIC EDUCATOR MICA	\$1,899.65	\$1,946.50	
PARAMEDIC EDUCATOR MICA SINGLE RESPONDER	\$2,076.00	\$2,122.80	
CLINICAL SUPPORT OFFICER	\$2,274.00	\$2,320.75	
COMMUNICATIONS	Year 1	Year 3	Year 6
REFERRAL SERVICE TRIAGE PRACTITIONER ALS	\$1,690.85	\$1,714.80	\$1,770.85
REFERRAL SERVICE TRIAGE PRACTITIONER MICA	\$1,885.80	\$1,909.65	\$1,965.75
REFERRAL SERVICE TEAM LEADER ALS	\$1,856.30	\$1,903.50	
REFERRAL SERVICE TEAM LEADER MICA	\$2,052.20	\$2,098.45	
REFERRAL SERVICE CARE PLAN COORDINATOR	\$1,690.85	\$1,714.80	\$1,770.85
COMMUNICATIONS SUPPORT PARAMEDIC ALS	\$1,856.30	\$1,903.50	
COMMUNICATIONS SUPPORT PARAMEDIC MICA	\$2,051.30	\$2,098.45	
DUTY MANAGER ALS	\$2,179.60	\$2,225.80	
DUTY MANAGER MICA	\$2,394.65	\$2,441.40	
COMMUNICATIONS CENTRE CLINICIAN	\$2,095.00	\$2,142.20	

	Year 1	Year 3	Year 6
<u>ROSTERING</u>			
<u>RESOURCE OFFICER TRAINEE (OPERATIONAL)</u>	\$1,522.25		
<u>RESOURCE OFFICER (OPERATIONAL)</u>	\$1,839.05	\$1,885.85	
<u>SENIOR RESOURCING OFFICER (OPERATIONAL)</u>	\$1,947.30	\$2,014.35	
<u>RESOURCE PLANNING OFFICER (OPERATIONAL)</u>	\$1,941.75	\$1,987.80	
<u>FLEET MAINTENANCE</u>	Year 1	Year 3	Year 6
-			
<u>MECHANIC</u>	\$1,083.55	\$1,102.90	
<u>FLEET MAINTENANCE OFFICER</u>	\$1,158.85	\$1,178.15	
<u>FLEET MAINTENANCE SUPERVISOR</u>	\$1,269.20	\$1,318.65	

TABLE 21(f)

Commencing from 30 April 2018	Aggregated Weekly Base Rate of Pay		
<u>NON EMERGENCY OPERATIONS</u>	Year 1	Year 3	Year 6
-			
<u>CLINIC TRANSPORT COMMUNICATIONS OFFICER</u>	\$1,136.80	\$1,157.20	
<u>CLINIC TRANSPORT OFFICER</u>	\$984.65	\$1,004.25	
<u>PATIENT TRANSPORT OFFICER</u>	\$1,060.95	\$1,080.90	
<u>AMBULANCE ATTENDANT</u>	\$1,130.50	\$1,165.90	
-			
<u>EMERGENCY OPERATIONS</u>	Year 1	Year 3	Year 6
-			
<u>AMBULANCE COMMUNITY OFFICER</u>	\$1,008.50	\$1,026.90	
-			
<u>GRADUATE AMBULANCE PARAMEDIC LEVEL 2</u>	\$1,194.30		
<u>GRADUATE AMBULANCE PARAMEDIC LEVEL 3</u>	\$1,232.95		
-			
<u>BASIC LIFE SUPPORT AMBULANCE PARAMEDIC</u>		\$1,339.00	\$1,391.50
<u>ADVANCED LIFE SUPPORT AMBULANCE PARAMEDIC</u>	\$1,463.30	\$1,493.20	\$1,561.80

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<u>MOTORCYCLE RESPONDER PARAMEDIC – ALS</u>	<u>n/a</u>	<u>n/a</u>	<u>\$1,725.55</u>
<u>RELIEVING PARAMEDIC BLS</u>			<u>\$1,491.05</u>
<u>RELIEVING PARAMEDIC ALS</u>	<u>\$1,567.85</u>	<u>\$1,590.85</u>	<u>\$1,646.10</u>
<u>SENIOR RESERVE PARAMEDIC ALS</u>	<u>\$1,756.50</u>	<u>\$1,779.40</u>	<u>\$1,834.85</u>
<u>PARAMEDIC COMMUNITY SUPPORT COORDINATOR ALS</u>	<u>\$2,018.75</u>	<u>\$2,066.75</u>	<u>n/a</u>
<u>PARAMEDIC COMMUNITY SUPPORT COORDINATOR RELIEVER ALS</u>	<u>\$2,018.75</u>	<u>\$2,066.75</u>	<u>n/a</u>
<u>PARAMEDIC DRIVING STANDARDS COORDINATOR ALS</u>	<u>\$1,912.00</u>	<u>\$1,960.60</u>	<u>n/a</u>
<u>MOBILE INTENSIVE CARE TRAINEE</u>	<u>\$1,594.05</u>		
<u>MOBILE INTENSIVE CARE PARAMEDIC</u>	<u>\$1,655.50</u>	<u>\$1,706.50</u>	<u>\$1,767.45</u>
<u>MOBILE INTENSIVE CARE PARAMEDIC SINGLE RESPONDER</u>	<u>\$1,880.25</u>	<u>\$1,941.20</u>	
<u>RELIEVING PARAMEDIC MICA</u>	<u>\$1,759.95</u>	<u>\$1,783.00</u>	<u>\$1,838.25</u>
<u>SENIOR RESERVE PARAMEDIC MICA</u>	<u>\$1,948.85</u>	<u>\$1,971.80</u>	<u>\$2,027.00</u>
<u>SENIOR RESERVE PARAMEDIC MICA SINGLE RESPONDER</u>	<u>\$2,122.55</u>	<u>\$2,145.45</u>	<u>\$2,200.80</u>
<u>PARAMEDIC COMMUNITY SUPPORT COORDINATOR MICA</u>	<u>\$2,401.20</u>	<u>\$2,449.45</u>	<u>n/a</u>
<u>AEROMEDICAL</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>FLIGHT PARAMEDIC ALS</u>	<u>\$1,665.30</u>	<u>\$1,696.30</u>	<u>\$1,767.40</u>
<u>MOBILE INTENSIVE CARE FLIGHT PARAMEDIC</u>	<u>\$2,141.15</u>	<u>\$2,190.60</u>	
<u>FLIGHT PARAMEDIC EDUCATOR – ALS</u>	<u>\$1,893.10</u>	<u>\$1,924.35</u>	<u>\$1,996.05</u>
<u>FLIGHT PARAMEDIC EDUCATOR – MICA</u>	<u>\$2,359.15</u>	<u>\$2,408.70</u>	
<u>FLIGHT COORDINATOR – ALS</u>	<u>\$1,873.70</u>	<u>\$1,922.00</u>	
<u>FLIGHT COORDINATOR – MICA</u>	<u>\$2,150.85</u>	<u>\$2,200.90</u>	
<u>MANAGEMENT</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>STATION OFFICER BLS</u>			<u>\$1,644.10</u>
<u>STATION OFFICER ALS</u>			<u>\$1,755.75</u>
<u>TEAM MANAGER BLS</u>		<u>\$1,820.45</u>	

TEAM MANAGER <10 STAFF ALS	\$1,851.50	\$1,899.30	
TEAM MANAGER <10 STAFF MICA	\$2,039.45	\$2,087.25	
TEAM MANAGER <10 STAFF MICA SINGLE RESPONDER	\$2,221.00	\$2,268.95	
TEAM MANAGER >10 STAFF ALS	\$1,912.00	\$1,960.60	
TEAM MANAGER >10 STAFF MICA	\$2,113.75	\$2,161.40	
TEAM MANAGER >10 STAFF MICA SINGLE RESPONDER	\$2,295.35	\$2,343.20	
FLIGHT PARAMEDIC TEAM MANAGER ALS	\$1,991.70	\$2,039.45	
FLIGHT PARAMEDIC TEAM MANAGER MICA	\$2,534.15	\$2,584.90	
SENIOR TEAM MANAGER BLS		\$1,942.70	
SENIOR TEAM MANAGER ALS	\$2,018.75	\$2,066.75	
SENIOR TEAM MANAGER MICA / SENIOR TEAM MANAGER MICA SINGLE RESPONDER	\$2,401.20	\$2,449.45	
SENIOR TEAM MANAGER FLIGHT PARAMEDIC ALS	\$2,097.95	\$2,145.60	
SENIOR TEAM MANAGER FLIGHT MICA	\$2,643.40	\$2,694.10	
EDUCATION	Year 1	Year 3	Year 6
PARAMEDIC EDUCATOR ALS	\$1,746.15	\$1,803.70	
PARAMEDIC EDUCATOR MICA	\$1,956.65	\$2,004.90	
PARAMEDIC EDUCATOR MICA SINGLE RESPONDER	\$2,138.30	\$2,186.50	
CLINICAL SUPPORT OFFICER	\$2,342.20	\$2,390.35	
COMMUNICATIONS	Year 1	Year 3	Year 6
REFERRAL SERVICE TRIAGE PRACTITIONER ALS	\$1,741.60	\$1,766.25	\$1,824.00
REFERRAL SERVICE TRIAGE PRACTITIONER MICA	\$1,942.35	\$1,966.95	\$2,024.70
REFERRAL SERVICE TEAM LEADER ALS	\$1,912.00	\$1,960.60	
REFERRAL SERVICE TEAM LEADER MICA	\$2,113.75	\$2,161.40	
REFERRAL SERVICE CARE PLAN COORDINATOR	\$1,741.60	\$1,766.25	\$1,824.00
COMMUNICATIONS SUPPORT PARAMEDIC ALS	\$1,912.00	\$1,960.60	
COMMUNICATIONS SUPPORT PARAMEDIC MICA	\$2,112.85	\$2,161.40	
DUTY MANAGER ALS	\$2,245.00	\$2,293.60	

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<u>DUTY MANAGER MICA</u>	<u>\$2,466.90</u>	<u>\$2,514.65</u>	
<u>COMMUNICATIONS CENTRE CLINICIAN</u>	<u>\$2,158.90</u>	<u>\$2,207.00</u>	
<u>ROSTERING</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>RESOURCE OFFICER TRAINEE (OPERATIONAL)</u>	<u>\$1,567.90</u>		
<u>RESOURCE OFFICER (OPERATIONAL)</u>	<u>\$1,894.20</u>	<u>\$1,942.45</u>	
<u>SENIOR RESOURCING OFFICER (OPERATIONAL)</u>	<u>\$2,005.70</u>	<u>\$2,074.80</u>	
<u>RESOURCE PLANNING OFFICER (OPERATIONAL)</u>	<u>\$2,000.00</u>	<u>\$2,047.45</u>	
<u>FLEET MAINTENANCE</u>	<u>Year 1</u>	<u>Year 3</u>	<u>Year 6</u>
<u>MECHANIC</u>	<u>\$1,129.60</u>	<u>\$1,149.75</u>	
<u>FLEET MAINTENANCE OFFICER</u>	<u>\$1,208.10</u>	<u>\$1,228.20</u>	
<u>FLEET MAINTENANCE SUPERVISOR</u>	<u>\$1,323.15</u>	<u>\$1,374.70</u>	