



DRAFT DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2023–24 (C2024/1)

AMBULANCE AND PATIENT TRANSPORT INDUSTRY AWARD 2020 [MA000098]

Ambulance and patient transport

JUSTICE HATCHER, PRESIDENT
VICE PRESIDENT ASBURY
DEPUTY PRESIDENT HAMPTON
DEPUTY PRESIDENT O’NEILL
MS LABINE-ROMAIN
PROFESSOR BAIRD
MR CULLY

SYDNEY, XX JUNE 2024

Annual Wage Review 2023–24.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2023–24 on 3 June 2024 [[2024] FWCFB 3500], the above award is varied as follows:

- 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	1436.10	37.79
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1349.00	35.50
Station Officer/Team Manager—Branch with less than 10 staff	1317.30	34.67
Assistant Station Officer/Regional Relieving Officer	1282.00	33.74
Ambulance Officer	1207.80	31.78

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Ambulance Attendant	1199.00	31.55
Student Ambulance Officer/Paramedic Level 3	1175.60	30.94
Student Ambulance Officer/Paramedic Level 2	1157.10	30.45
Student Ambulance Officer/Paramedic Level 1	1087.50	28.62
Patient Transport Officer	1123.50	29.57
Communications Call Taker	1123.50	29.57
Clinical Transport Officer	1096.00	28.84
Trainee Clinic Transport Officer	1068.10	28.11
Fleet Maintenance Officer	1273.00	33.50
Mechanic	1207.80	31.78

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	1445.10	38.03
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1358.50	35.75
Station Officer/Team Manager—Branch with less than 10 staff	1326.10	34.90
Assistant Station Officer/Regional Relieving Officer	1291.30	33.98
Ambulance Officer	1217.10	32.03
Ambulance Attendant	1208.40	31.80
Student Ambulance Officer/Paramedic Level 3	1188.10	31.27
Student Ambulance Officer/Paramedic Level 2	1165.50	30.67
Student Ambulance Officer/Paramedic Level 1	1096.00	28.84
Patient Transport Officer	1131.80	29.78
Communications Call Taker	1131.80	29.78

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Clinical Transport Officer	1102.10	29.00
Trainee Clinic Transport Officer	1076.70	28.33
Fleet Maintenance Officer	1282.20	33.74
Mechanic	1217.10	32.03

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	1452.00	38.21
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1364.90	35.92
Station Officer/Team Manager—Branch with less than 10 staff	1333.60	35.09
Assistant Station Officer/Regional Relieving Officer	1298.80	34.18
Ambulance Officer	1223.90	32.21
Ambulance Attendant	1215.20	31.98
Student Ambulance Officer/Paramedic Level 3	1195.20	31.45
Student Ambulance Officer/Paramedic Level 2	1173.40	30.88
Student Ambulance Officer/Paramedic Level 1	1100.90	28.97
Patient Transport Officer	1139.20	29.98
Communications Call Taker	1139.20	29.98
Clinical Transport Officer	1109.20	29.19
Trainee Clinic Transport Officer	1084.30	28.53
Fleet Maintenance Officer	1290.10	33.95
Mechanic	1223.90	32.21

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	1017.80	26.78
Second year	1061.20	27.93
Third year and thereafter	1104.10	29.06
Administrative Officer Band 2		
First year	1147.40	30.19
Second year	1199.90	31.58
Third year and thereafter	1252.40	32.96
Administrative Officer Band 3	1312.40	34.54
Administrative Officer Band 4	1390.10	36.58

5. By deleting the amounts “\$124.81” and “\$183.33” appearing in clause 18.2(b)(i) and inserting “\$129.49” and “\$190.19” respectively.
6. By deleting the amount “\$73.26” appearing in clause 18.2(b)(ii) and inserting “\$76.00”.
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	20.93
CEP allowance units 5–6	20.93
CEP allowance unit 7	26.07
Paramedic skills allowance (inclusive of CEP allowances 1–7)	143.81

8. By deleting the amount “\$8.38” appearing in clause 18.2(d)(i) and inserting “\$8.69”.
9. By deleting the amount “\$1.06” appearing in clause 18.2(d)(ii) and inserting “\$1.10”.
10. By deleting the amounts “\$5.54” and “\$0.71” appearing in clause 18.2(e)(i) and inserting “\$5.75” and “\$0.73” respectively.
11. By deleting the amount “\$23.59” appearing in clause 18.2(e)(ii) and inserting “\$24.48”.

- 12. By deleting the amount “\$17.70” appearing in clause 18.2(e)(iii) and inserting “\$18.36”.
- 13. By deleting the amount “\$70.78” appearing in clause 18.2(f) and inserting “\$73.43”.
- 14. By deleting the amount “\$53.09” appearing in clause 18.2(g) and inserting “\$55.08”.
- 15. By deleting the amount “\$3.89” appearing in clause 18.2(h) and inserting “\$4.04”.
- 16. By deleting the amount “\$5.54” appearing in clause 18.2(i) and inserting “\$5.75”.
- 17. By deleting the example appearing in clause 20.5(h) and inserting the following:

Jodie is a full-time Ambulance Officer—Year 2. Her ordinary rate of pay is \$32.03 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 \$32.03 = \$416.39 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 \$32.03 = \$256.24 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	26.78	40.17	66.95
Second year	27.93	41.90	69.83

Employee classification	Weekday	Saturday and Sunday– all day	Public holiday– all day
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Third year and thereafter	29.06	43.59	72.65
Administrative Officer Band 2			
First year	30.19	45.29	75.48
Second year	31.58	47.37	78.95
Third year and thereafter	32.96	49.44	82.40
Administrative Officer Band 3	34.54	51.81	86.35
Administrative Officer Band 4	36.58	54.87	91.45

NOTE: An additional shift allowance of \$55.08 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	40.17	53.56	53.56	66.95
Second year	41.90	55.86	55.86	69.83
Third year and thereafter	43.59	58.12	58.12	72.65
Administrative Officer Band 2				
First year	45.29	60.38	60.38	75.48
Second year	47.37	63.16	63.16	78.95
Third year and thereafter	49.44	65.92	65.92	82.40
Administrative Officer Band 3	51.81	69.08	69.08	86.35
Administrative Officer Band 4	54.87	73.16	73.16	91.45

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

Employee classification	Weekday	Saturday and Sunday	Public holiday—
	% of casual hourly rate (inclusive of casual loading)		
	125%	175%	200%
	\$	\$	\$
Administrative Officer Band 1			
First year	33.48	46.87	53.56
Second year	34.91	48.88	55.86
Third year and thereafter	36.33	50.86	58.12
Administrative Officer Band 2			
First year	37.74	52.83	60.38
Second year	39.48	55.27	63.16
Third year and thereafter	41.20	57.68	65.92
Administrative Officer Band 3	43.18	60.45	69.08
Administrative Officer Band 4	45.73	64.02	73.16

21. By deleting the amount “\$1179.70” appearing in clause C.1.1 and inserting “\$1223.90”.
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	129.49	per week
Paramedic skills allowance—ambulance service level 2*	18.2(b)(i)	15.54	190.19	per week
Paramedic skills allowance—all other employees*	18.2(b)(ii)	6.21	76.00	per week
Continuing Education Program (CEP)/Paramedic skills allowance—CEP allowance units 1 to 4*	18.2(c)(i)	1.71	20.93	per week
CEP/Paramedic skills allowance—CEP allowance units 5 to 6*	18.2(c)(i)	1.71	20.93	per week
CEP/Paramedic skills allowance—CEP allowance unit 7*	18.2(c)(i)	2.13	26.07	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	143.81	per week
Communications centre allowance—8 hour shift	18.2(d)(i)	0.71	8.69	per 8 hour shift
Communications centre allowance—in excess of 8 hours	18.2(d)(ii)	0.09	1.10	per hour
Operational crewing allowances—for period of training—8 hour shift	18.2(e)(i)	0.47	5.75	per 8 hour shift
Operational crewing allowances—for period of training—in excess of 8 hours	18.2(e)(i)	0.06	0.73	per hour
Operational duties	18.2(e)(ii)	2.0	24.48	per week
Operational stretcher duties	18.2(e)(iii)	1.5	18.36	per 8 hour shift
Flying allowance	18.2(f)	6.0	73.43	per 8 hour shift
Shift allowance	18.2(g)	4.5	55.08	per rostered period of duty
On-call allowance	18.2(h)	0.33	4.04	per hour or part hour
Control call allowance	18.2(i)	0.47	5.75	per hour or part hour

B. This determination comes into operation on 1 July 2024. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) 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 2024.

PRESIDENT