



# DRAFT DETERMINATION

*Fair Work Act 2009*  
s.285—Annual wage review

**Annual Wage Review 2020–21**  
(C2021/1)

**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 2021

*Annual Wage Review 2020–21.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2020–21 on 16 June 2021 [[2021] FWCFB 3500], the above award is varied as follows:

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

<b>Employee classification</b>	<b>Minimum weekly rate (full time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Senior Station Officer	1251.30	32.93
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1175.40	30.93
Station Officer/Team Manager—Branch with less than 10 staff	1147.90	30.21
Assistant Station Officer/Regional Relieving Officer	1117.10	29.40
Ambulance Officer	1052.40	27.69

<b>Employee classification</b>	<b>Minimum weekly rate (full time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Ambulance Attendant	1044.80	27.49
Student Ambulance Officer/Paramedic Level 3	1024.40	26.96
Student Ambulance Officer/Paramedic Level 2	1008.30	26.53
Student Ambulance Officer/Paramedic Level 1	947.60	24.94
Patient Transport Officer	979.00	25.76
Communications Call Taker	979.00	25.76
Clinical Transport Officer	955.10	25.13
Trainee Clinic Transport Officer	930.70	24.49
Fleet Maintenance Officer	1109.30	29.19
Mechanic	1052.40	27.69

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

<b>Employee classification</b>	<b>Minimum weekly rate (full time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Senior Station Officer	1259.30	33.14
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1183.70	31.15
Station Officer/Team Manager—Branch with less than 10 staff	1155.50	30.41
Assistant Station Officer/Regional Relieving Officer	1125.10	29.61
Ambulance Officer	1060.50	27.91
Ambulance Attendant	1053.00	27.71
Student Ambulance Officer/Paramedic Level 3	1035.30	27.24
Student Ambulance Officer/Paramedic Level 2	1015.60	26.73
Student Ambulance Officer/Paramedic Level 1	955.10	25.13
Patient Transport Officer	986.20	25.95
Communications Call Taker	986.20	25.95

<b>Employee classification</b>	<b>Minimum weekly rate (full time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Clinical Transport Officer	960.30	25.27
Trainee Clinic Transport Officer	938.20	24.69
Fleet Maintenance Officer	1117.30	29.40
Mechanic	1060.50	27.91

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

<b>Employee classification</b>	<b>Minimum weekly rate (full time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Senior Station Officer	1265.20	33.29
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1189.40	31.30
Station Officer/Team Manager—Branch with less than 10 staff	1162.00	30.58
Assistant Station Officer/Regional Relieving Officer	1131.70	29.78
Ambulance Officer	1066.50	28.07
Ambulance Attendant	1058.90	27.87
Student Ambulance Officer/Paramedic Level 3	1041.50	27.41
Student Ambulance Officer/Paramedic Level 2	1022.50	26.91
Student Ambulance Officer/Paramedic Level 1	959.30	25.24
Patient Transport Officer	992.60	26.12
Communications Call Taker	992.60	26.12
Clinical Transport Officer	966.50	25.43
Trainee Clinic Transport Officer	944.80	24.86
Fleet Maintenance Officer	1124.20	29.58
Mechanic	1066.50	28.07

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

<b>Employee classification</b>	<b>Minimum weekly rate (full time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 1</b>		
First year	886.90	23.34
Second year	924.70	24.33
Third year and thereafter	962.00	25.32
<b>Administrative Officer Band 2</b>		
First year	999.80	26.31
Second year	1045.50	27.51
Third year and thereafter	1091.30	28.72
<b>Administrative Officer Band 3</b>	1143.60	30.09
<b>Administrative Officer Band 4</b>	1211.30	31.88

5. By deleting the amounts “\$110.08” and “\$161.69” appearing in clause 18.2(b)(i) and inserting “\$112.84” and “\$165.73” respectively.
6. By deleting the amount “\$64.62” appearing in clause 18.2(b)(ii) and inserting “\$66.23”.
7. By deleting the table appearing in clause 18.2(c)(i) and inserting the following:

	<b>\$ per week</b>
Continuing Education Program (CEP) allowance units 1–4	18.24
CEP allowance units 5–6	18.24
CEP allowance unit 7	22.72
Paramedic skills allowance (inclusive of CEP allowances 1–7)	125.31

8. By deleting the amount “\$7.39” appearing in clause 18.2(d)(i) and inserting “\$7.57”.
9. By deleting the amount “\$0.94” appearing in clause 18.2(d)(ii) and inserting “\$0.96”.
10. By deleting the amounts “\$4.89” and “\$0.62” appearing in clause 18.2(e)(i) and inserting “\$5.01” and “\$0.64” respectively.
11. By deleting the amount “\$20.81” appearing in clause 18.2(e)(ii) and inserting “\$21.33”.

- 12. By deleting the amount “\$15.61” appearing in clause 18.2(e)(iii) and inserting “\$16.00”.
- 13. By deleting the amount “\$62.43” appearing in clause 18.2(f) and inserting “\$63.99”.
- 14. By deleting the amount “\$46.82” appearing in clause 18.2(g) and inserting “\$47.99”.
- 15. By deleting the amount “\$3.43” appearing in clause 18.2(h) and inserting “\$3.52”.
- 16. By deleting the amount “\$4.89” appearing in clause 18.2(i) and inserting “\$5.01”.
- 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 \$27.91 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 \$27.91 = \$362.83 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 \$27.91 = \$223.28 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%
	\$	\$	\$
<b>Administrative Officer Band 1</b>			
First year	23.34	35.01	58.35
Second year	24.33	36.50	60.83

<b>Employee classification</b>	<b>Weekday</b>	<b>Saturday and Sunday– all day</b>	<b>Public holiday– all day</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
Third year and thereafter	25.32	37.98	63.30
<b>Administrative Officer Band 2</b>			
First year	26.31	39.47	65.78
Second year	27.51	41.27	68.78
Third year and thereafter	28.72	43.08	71.80
<b>Administrative Officer Band 3</b>	30.09	45.14	75.23
<b>Administrative Officer Band 4</b>	31.88	47.82	79.70

NOTE: An additional shift allowance of \$47.99 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:

<b>Employee classification</b>	<b>Weekday– first 2 hours</b>	<b>Weekday– after 2 hours</b>	<b>Saturday and Sunday– all day</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 1</b>				
First year	35.01	46.68	46.68	58.35
Second year	36.50	48.66	48.66	60.83
Third year and thereafter	37.98	50.64	50.64	63.30
<b>Administrative Officer Band 2</b>				
First year	39.47	52.62	52.62	65.78
Second year	41.27	55.02	55.02	68.78
Third year and thereafter	43.08	57.44	57.44	71.80
<b>Administrative Officer Band 3</b>	45.14	60.18	60.18	75.23
<b>Administrative Officer Band 4</b>	47.82	63.76	63.76	79.70

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

<b>Employee classification</b>	<b>Weekday</b>	<b>Saturday and Sunday</b>	<b>Public holiday—</b>
	<b>% of casual hourly rate (inclusive of casual loading)</b>		
	<b>125%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 1</b>			
First year	29.18	40.85	46.68
Second year	30.41	42.58	48.66
Third year and thereafter	31.65	44.31	50.64
<b>Administrative Officer Band 2</b>			
First year	32.89	46.04	52.62
Second year	34.39	48.14	55.02
Third year and thereafter	35.90	50.26	57.44
<b>Administrative Officer Band 3</b>	37.61	52.66	60.18
<b>Administrative Officer Band 4</b>	39.85	55.79	63.76

21. By deleting the amount “\$1040.50” appearing in clause C.1.1 and inserting “\$1066.50”.
22. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Paramedic skills allowance—ambulance service level 1*	18.2(b)(i)	10.58	112.84	per week
Paramedic skills allowance—ambulance service level 2*	18.2(b)(i)	15.54	165.73	per week
Paramedic skills allowance—all other employees*	18.2(b)(ii)	6.21	66.23	per week
Continuing Education Program (CEP)/Paramedic skills allowance—CEP allowance units 1 to 4*	18.2(c)(i)	1.71	18.24	per week
CEP/Paramedic skills allowance—CEP allowance units 5 to 6*	18.2(c)(i)	1.71	18.24	per week
CEP/Paramedic skills allowance—CEP allowance unit 7*	18.2(c)(i)	2.13	22.72	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
CEP/Paramedic skills allowance—Paramedic skills allowance (inclusive of CEP allowances 1 to 7)*	18.2(c)(i)	11.75	125.31	per week
Communications centre allowance—8 hour shift	18.2(d)(i)	0.71	7.57	per 8 hour shift
Communications centre allowance—in excess of 8 hours	18.2(d)(ii)	0.09	0.96	per hour
Operational crewing allowances—for period of training—8 hour shift	18.2(e)(i)	0.47	5.01	per 8 hour shift
Operational crewing allowances—for period of training—in excess of 8 hours	18.2(e)(i)	0.06	0.64	per hour
Operational duties	18.2(e)(ii)	2.0	21.33	per week
Operational stretcher duties	18.2(e)(iii)	1.5	16.00	per 8 hour shift
Flying allowance	18.2(f)	6.0	63.99	per 8 hour shift
Shift allowance	18.2(g)	4.5	47.99	per rostered period of duty
On-call allowance	18.2(h)	0.33	3.52	per hour or part hour
Control call allowance	18.2(i)	0.47	5.01	per hour or part hour

B. This determination comes into operation on 1 July 2021. 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 2021.

PRESIDENT