



# DRAFT DETERMINATION

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

**Annual Wage Review 2021–22**  
(C2022/1)

**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 2022

*Annual Wage Review 2021–22.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2021–22 on 15 June 2022 [[2022] 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	1308.90	34.44
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1229.50	32.36
Station Officer/Team Manager—Branch with less than 10 staff	1200.70	31.60
Assistant Station Officer/Regional Relieving Officer	1168.50	30.75
Ambulance Officer	1100.80	28.97

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Ambulance Attendant	1092.90	28.76
Student Ambulance Officer/Paramedic Level 3	1071.50	28.20
Student Ambulance Officer/Paramedic Level 2	1054.70	27.76
Student Ambulance Officer/Paramedic Level 1	991.20	26.08
Patient Transport Officer	1024.00	26.95
Communications Call Taker	1024.00	26.95
Clinical Transport Officer	999.00	26.29
Trainee Clinic Transport Officer	973.50	25.62
Fleet Maintenance Officer	1160.30	30.53
Mechanic	1100.80	28.97

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	1317.20	34.66
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1238.20	32.58
Station Officer/Team Manager—Branch with less than 10 staff	1208.70	31.81
Assistant Station Officer/Regional Relieving Officer	1176.90	30.97
Ambulance Officer	1109.30	29.19
Ambulance Attendant	1101.40	28.98
Student Ambulance Officer/Paramedic Level 3	1082.90	28.50
Student Ambulance Officer/Paramedic Level 2	1062.30	27.96
Student Ambulance Officer/Paramedic Level 1	999.00	26.29
Patient Transport Officer	1031.60	27.15
Communications Call Taker	1031.60	27.15

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Clinical Transport Officer	1004.50	26.43
Trainee Clinic Transport Officer	981.40	25.83
Fleet Maintenance Officer	1168.70	30.76
Mechanic	1109.30	29.19

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	1323.40	34.83
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1244.10	32.74
Station Officer/Team Manager—Branch with less than 10 staff	1215.50	31.99
Assistant Station Officer/Regional Relieving Officer	1183.80	31.15
Ambulance Officer	1115.60	29.36
Ambulance Attendant	1107.60	29.15
Student Ambulance Officer/Paramedic Level 3	1089.40	28.67
Student Ambulance Officer/Paramedic Level 2	1069.50	28.14
Student Ambulance Officer/Paramedic Level 1	1003.40	26.41
Patient Transport Officer	1038.30	27.32
Communications Call Taker	1038.30	27.32
Clinical Transport Officer	1011.00	26.61
Trainee Clinic Transport Officer	988.30	26.01
Fleet Maintenance Officer	1175.90	30.94
Mechanic	1115.60	29.36

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	927.70	24.41
Second year	967.20	25.45
Third year and thereafter	1006.30	26.48
<b>Administrative Officer Band 2</b>		
First year	1045.80	27.52
Second year	1093.60	28.78
Third year and thereafter	1141.50	30.04
<b>Administrative Officer Band 3</b>	1196.20	31.48
<b>Administrative Officer Band 4</b>	1267.00	33.34

5. By deleting the amounts "\$112.84" and "\$165.73" appearing in clause 18.2(b)(i) and inserting "\$118.03" and "\$173.36" respectively.
6. By deleting the amount "\$66.23" appearing in clause 18.2(b)(ii) and inserting "\$69.28".
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	19.08
CEP allowance units 5–6	19.08
CEP allowance unit 7	23.76
Paramedic skills allowance (inclusive of CEP allowances 1–7)	131.08

8. By deleting the amount "\$7.57" appearing in clause 18.2(d)(i) and inserting "\$7.92".
9. By deleting the amount "\$0.96" appearing in clause 18.2(d)(ii) and inserting "\$1.00".
10. By deleting the amounts "\$5.01" and "\$0.64" appearing in clause 18.2(e)(i) and inserting "\$5.24" and "\$0.67" respectively.
11. By deleting the amount "\$21.33" appearing in clause 18.2(e)(ii) and inserting "\$22.31".

- 12. By deleting the amount "\$16.00" appearing in clause 18.2(e)(iii) and inserting "\$16.73".
- 13. By deleting the amount "\$63.99" appearing in clause 18.2(f) and inserting "\$66.94".
- 14. By deleting the amount "\$47.99" appearing in clause 18.2(g) and inserting "\$50.20".
- 15. By deleting the amount "\$3.52" appearing in clause 18.2(h) and inserting "\$3.68".
- 16. By deleting the amount "\$5.01" appearing in clause 18.2(i) and inserting "\$5.24".
- 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 \$29.19 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 \$29.19 = \$379.47 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 \$29.19 = \$233.52 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	24.41	36.62	61.03
Second year	25.45	38.18	63.63

<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	26.48	39.72	66.20
<b>Administrative Officer Band 2</b>			
First year	27.52	41.28	68.80
Second year	28.78	43.17	71.95
Third year and thereafter	30.04	45.06	75.10
<b>Administrative Officer Band 3</b>	31.48	47.22	78.70
<b>Administrative Officer Band 4</b>	33.34	50.01	83.35

NOTE: An additional shift allowance of \$50.20 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	36.62	48.82	48.82	61.03
Second year	38.18	50.90	50.90	63.63
Third year and thereafter	39.72	52.96	52.96	66.20
<b>Administrative Officer Band 2</b>				
First year	41.28	55.04	55.04	68.80
Second year	43.17	57.56	57.56	71.95
Third year and thereafter	45.06	60.08	60.08	75.10
<b>Administrative Officer Band 3</b>	47.22	62.96	62.96	78.70
<b>Administrative Officer Band 4</b>	50.01	66.68	66.68	83.35

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	30.51	42.72	48.82
Second year	31.81	44.54	50.90
Third year and thereafter	33.10	46.34	52.96
<b>Administrative Officer Band 2</b>			
First year	34.40	48.16	55.04
Second year	35.98	50.37	57.56
Third year and thereafter	37.55	52.57	60.08
<b>Administrative Officer Band 3</b>	39.35	55.09	62.96
<b>Administrative Officer Band 4</b>	41.68	58.35	66.68

21. By deleting the amount “\$1066.50” appearing in clause C.1.1 and inserting “\$1115.60”.
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	118.03	per week
Paramedic skills allowance—ambulance service level 2*	18.2(b)(i)	15.54	173.36	per week
Paramedic skills allowance—all other employees*	18.2(b)(ii)	6.21	69.28	per week
Continuing Education Program (CEP)/Paramedic skills allowance—CEP allowance units 1 to 4*	18.2(c)(i)	1.71	19.08	per week
CEP/Paramedic skills allowance—CEP allowance units 5 to 6*	18.2(c)(i)	1.71	19.08	per week
CEP/Paramedic skills allowance—CEP allowance unit 7*	18.2(c)(i)	2.13	23.76	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	131.08	per week
Communications centre allowance—8 hour shift	18.2(d)(i)	0.71	7.92	per 8 hour shift
Communications centre allowance—in excess of 8 hours	18.2(d)(ii)	0.09	1.00	per hour
Operational crewing allowances—for period of training—8 hour shift	18.2(e)(i)	0.47	5.24	per 8 hour shift
Operational crewing allowances—for period of training—in excess of 8 hours	18.2(e)(i)	0.06	0.67	per hour
Operational duties	18.2(e)(ii)	2.0	22.31	per week
Operational stretcher duties	18.2(e)(iii)	1.5	16.73	per 8 hour shift
Flying allowance	18.2(f)	6.0	66.94	per 8 hour shift
Shift allowance	18.2(g)	4.5	50.20	per rostered period of duty
On-call allowance	18.2(h)	0.33	3.68	per hour or part hour
Control call allowance	18.2(i)	0.47	5.24	per hour or part hour

B. This determination comes into operation on 1 July 2022. 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 2022.

PRESIDENT