



DETERMINATION

Fair Work Act 2009
s 285—Annual wage review

Annual Wage Review 2022–23
(C2023/1)

AMBULANCE AND PATIENT TRANSPORT INDUSTRY AWARD 2020
[MA000098]

Ambulance and patient transport

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

SYDNEY, 20 JUNE 2023

Annual Wage Review 2022–23.

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2022–23 on 2 June 2023 [[\[2023\] FWC FB 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	1384.20	36.43
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1300.20	34.22
Station Officer/Team Manager—Branch with less than 10 staff	1269.70	33.41
Assistant Station Officer/Regional Relieving Officer	1235.70	32.52
Ambulance Officer	1164.10	30.63

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Ambulance Attendant	1155.70	30.41
Student Ambulance Officer/Paramedic Level 3	1133.10	29.82
Student Ambulance Officer/Paramedic Level 2	1115.30	29.35
Student Ambulance Officer/Paramedic Level 1	1048.20	27.58
Patient Transport Officer	1082.90	28.50
Communications Call Taker	1082.90	28.50
Clinical Transport Officer	1056.40	27.80
Trainee Clinic Transport Officer	1029.50	27.09
Fleet Maintenance Officer	1227.00	32.29
Mechanic	1164.10	30.63

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	1392.90	36.66
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1309.40	34.46
Station Officer/Team Manager—Branch with less than 10 staff	1278.20	33.64
Assistant Station Officer/Regional Relieving Officer	1244.60	32.75
Ambulance Officer	1173.10	30.87
Ambulance Attendant	1164.70	30.65
Student Ambulance Officer/Paramedic Level 3	1145.20	30.14
Student Ambulance Officer/Paramedic Level 2	1123.40	29.56
Student Ambulance Officer/Paramedic Level 1	1056.40	27.80
Patient Transport Officer	1090.90	28.71
Communications Call Taker	1090.90	28.71

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Clinical Transport Officer	1062.30	27.96
Trainee Clinic Transport Officer	1037.80	27.31
Fleet Maintenance Officer	1235.90	32.52
Mechanic	1173.10	30.87

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	1399.50	36.83
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1315.60	34.62
Station Officer/Team Manager—Branch with less than 10 staff	1285.40	33.83
Assistant Station Officer/Regional Relieving Officer	1251.90	32.94
Ambulance Officer	1179.70	31.04
Ambulance Attendant	1171.30	30.82
Student Ambulance Officer/Paramedic Level 3	1152.00	30.32
Student Ambulance Officer/Paramedic Level 2	1131.00	29.76
Student Ambulance Officer/Paramedic Level 1	1061.10	27.92
Patient Transport Officer	1098.00	28.89
Communications Call Taker	1098.00	28.89
Clinical Transport Officer	1069.10	28.13
Trainee Clinic Transport Officer	1045.10	27.50
Fleet Maintenance Officer	1243.50	32.72
Mechanic	1179.70	31.04

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	981.00	25.82
Second year	1022.80	26.92
Third year and thereafter	1064.20	28.01
Administrative Officer Band 2		
First year	1105.90	29.10
Second year	1156.50	30.43
Third year and thereafter	1207.10	31.77
Administrative Officer Band 3	1265.00	33.29
Administrative Officer Band 4	1339.90	35.26

5. By deleting the amounts “\$118.03” and “\$173.36” appearing in clause 18.2(b)(i) and inserting “\$124.81” and “\$183.33” respectively.
6. By deleting the amount “\$69.28” appearing in clause 18.2(b)(ii) and inserting “\$73.26”.
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	20.17
CEP allowance units 5–6	20.17
CEP allowance unit 7	25.13
Paramedic skills allowance (inclusive of CEP allowances 1–7)	138.61

8. By deleting the amount “\$7.92” appearing in clause 18.2(d)(i) and inserting “\$8.38”.
9. By deleting the amount “\$1.00” appearing in clause 18.2(d)(ii) and inserting “\$1.06”.
10. By deleting the amounts “\$5.24” and “\$0.67” appearing in clause 18.2(e)(i) and inserting “\$5.54” and “\$0.71” respectively.
11. By deleting the amount “\$22.31” appearing in clause 18.2(e)(ii) and inserting “\$23.59”.

- 12. By deleting the amount “\$16.73” appearing in clause 18.2(e)(iii) and inserting “\$17.70”.
- 13. By deleting the amount “\$66.94” appearing in clause 18.2(f) and inserting “\$70.78”.
- 14. By deleting the amount “\$50.20” appearing in clause 18.2(g) and inserting “\$53.09”.
- 15. By deleting the amount “\$3.68” appearing in clause 18.2(h) and inserting “\$3.89”.
- 16. By deleting the amount “\$5.24” appearing in clause 18.2(i) and inserting “\$5.54”.
- 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 \$30.87 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 \$30.87 = \$401.31 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 \$30.87 = \$246.96 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	25.82	38.73	64.55
Second year	26.92	40.38	67.30

Employee classification	Weekday	Saturday and Sunday– all day	Public holiday– all day
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
Third year and thereafter	28.01	42.02	70.03
Administrative Officer Band 2			
First year	29.10	43.65	72.75
Second year	30.43	45.65	76.08
Third year and thereafter	31.77	47.66	79.43
Administrative Officer Band 3	33.29	49.94	83.23
Administrative Officer Band 4	35.26	52.89	88.15

NOTE: An additional shift allowance of \$53.09 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	38.73	51.64	51.64	64.55
Second year	40.38	53.84	53.84	67.30
Third year and thereafter	42.02	56.02	56.02	70.03
Administrative Officer Band 2				
First year	43.65	58.20	58.20	72.75
Second year	45.65	60.86	60.86	76.08
Third year and thereafter	47.66	63.54	63.54	79.43
Administrative Officer Band 3	49.94	66.58	66.58	83.23
Administrative Officer Band 4	52.89	70.52	70.52	88.15

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	32.28	45.19	51.64
Second year	33.65	47.11	53.84
Third year and thereafter	35.01	49.02	56.02
Administrative Officer Band 2			
First year	36.38	50.93	58.20
Second year	38.04	53.25	60.86
Third year and thereafter	39.71	55.60	63.54
Administrative Officer Band 3	41.61	58.26	66.58
Administrative Officer Band 4	44.08	61.71	70.52

21. By deleting the amount “\$1115.60” appearing in clause C.1.1 and inserting “\$1179.70”.
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	124.81	per week
Paramedic skills allowance—ambulance service level 2*	18.2(b)(i)	15.54	183.33	per week
Paramedic skills allowance—all other employees*	18.2(b)(ii)	6.21	73.26	per week
Continuing Education Program (CEP)/Paramedic skills allowance—CEP allowance units 1 to 4*	18.2(c)(i)	1.71	20.17	per week
CEP/Paramedic skills allowance—CEP allowance units 5 to 6*	18.2(c)(i)	1.71	20.17	per week
CEP/Paramedic skills allowance—CEP allowance unit 7*	18.2(c)(i)	2.13	25.13	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	138.61	per week
Communications centre allowance—8 hour shift	18.2(d)(i)	0.71	8.38	per 8 hour shift
Communications centre allowance—in excess of 8 hours	18.2(d)(ii)	0.09	1.06	per hour
Operational crewing allowances—for period of training—8 hour shift	18.2(e)(i)	0.47	5.54	per 8 hour shift
Operational crewing allowances—for period of training—in excess of 8 hours	18.2(e)(i)	0.06	0.71	per hour
Operational duties	18.2(e)(ii)	2.0	23.59	per week
Operational stretcher duties	18.2(e)(iii)	1.5	17.70	per 8 hour shift
Flying allowance	18.2(f)	6.0	70.78	per 8 hour shift
Shift allowance	18.2(g)	4.5	53.09	per rostered period of duty
On-call allowance	18.2(h)	0.33	3.89	per hour or part hour
Control call allowance	18.2(i)	0.47	5.54	per hour or part hour

B. This determination comes into operation on 1 July 2023. 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 2023.



PRESIDENT

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