

QUEENSLAND AMBULANCE SERVICE - DETERMINATION 2013

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PART 1 - Application and Operation

1. Title

This Determination will be known as the Queensland Ambulance Service - Determination 2013 (the 'Determination').

2. Parties bound

This Determination is binding upon:

- (a) The Queensland Ambulance Service (QAS);
- (b) United Voice, Industrial Union of Employees, Queensland (Union); and
- (c) Employees employed by the QAS for whom rates of pay, conditions and entitlements are provided for in this Determination.

3. Determination coverage

This Determination applies to the QAS, the Union, and all categories of employees employed by the QAS for whom rates of pay, conditions and entitlements are provided for in this Determination.

4. Date of operation

This Determination shall take effect and have the force of law as from 2 December 2013 and shall have a nominal expiry date of 2 October 2016.

5. Relationship to Award and Industrial Agreements

- (a) This Determination shall be read in conjunction with the Ambulance Service Employees' Award - State 2012 (the Award) as amended from time to time or its replacement. A reference to a specific clause of the Award will be read as a reference to the corresponding clause in any replacement award.
- (b) Where there is an inconsistency between this Determination and the Award, this Determination will prevail to the extent of any inconsistency.
- (c) The Queensland Ambulance Service - Determination 2010 is hereby revoked.
- (d) The following Certified Agreements are expired and have no operative effect:
 - (i) *Queensland Ambulance Service Enterprise Partnership Certified Agreement 2005;*
 - (ii) *Queensland Ambulance Service Enterprise Partnership Agreement 2002;*
 - (iii) *AFCOM Enterprise Partnership Certified Agreement 2000;*
 - (iv) *Queensland Ambulance Service Enterprise Partnership Certified Agreement 1999;*
 - (v) *AFCOM Interim Certified Agreement 1999;*

- (vi) *Queensland Ambulance Service Interim Enterprise Agreement 1998*;
- (vii) *AFCOM Brisbane Enterprise Partnership Agreement Certified Agreement 1997*;
and
- (viii) *Queensland Ambulance Service Workplace Reform Agreement 1995*.

6. No further claims

- (a) No party will pursue any extra claims relating to wages or conditions of employment whether dealt with in this Determination or not, prior to the nominal expiry date of this Determination.
- (b) This Determination covers all matters or claims that could otherwise be subject to protected industrial action.
- (c) No employee covered by this Determination will receive an annual base wage rate which is less than the corresponding rate of pay in clause 5.2 of the Award.

7. Posting of Determination

A copy of this Determination will be displayed in the workplace with convenient access to employees.

8. Definitions

Act means the *Industrial Relations Act 1999*

commission means the Queensland Industrial Relations Commission

employee means a person employed by the QAS pursuant to the *Ambulance Service Act 1991* for whom rates of pay and conditions are provided in this Determination

isolated practice area paramedic (IPAP) means an appropriately qualified paramedic operating under an extended role of practice in an isolated designated station

managerial employee or QAS managerial employee (previously known as M-Scale) means an employee appointed pursuant to the *Ambulance Service Act 1991* to a position senior to that of a Station Officer but below the rank of Director and for whom rates of pay and conditions of employment are provided for by this Determination

Public Service Directive means any directive issued by the Minister responsible for industrial relations or the Public Service Commission chief executive including as amended from time to time

Union means United Voice, Industrial Union of Employees, Queensland

state consultative committee (SCC) means the committee comprising of representatives from QAS and the Union who are parties to this Determination

PART 2 - Consultative Arrangements and Grievance / Dispute Resolution Procedure

9. Grievance and dispute resolution procedures

- (a) The matters to be dealt with in this procedure shall include all grievances or disputes between an employee and an employer in respect to any industrial matter and all other matters that the parties agree on and are specified herein. Such procedures shall apply to a single or to any number of employees.
- (b) All genuine matters not related to the operation of this Determination shall be promptly raised with the immediate supervisor who will endeavour to resolve the matter as soon as possible.
- (c) If the matter is not resolved at this level, the matter shall be raised with the next higher level of management and the duly authorised union official may be notified.
- (d) Matters shall be progressed through the usual chain of command until they are resolved, in line with departmental policy as amended from time to time.
- (e) If the dispute remains unresolved after the parties have genuinely attempted to achieve a settlement, then notification of the existence of the dispute is to be given to the commission in accordance with its jurisdiction.
- (f) Grievances or disputes in relation to the operation of this Determination shall be raised initially with the employee's/employees' immediate supervisor if appropriate and if not resolved or not appropriate, the matter shall be raised at the Local Ambulance Service Network Consultative Committee.
- (g) If the matter remains unresolved at this local level, the matter is then forwarded to the State Consultative Committee for resolution. If the matter cannot be resolved through the State Consultative Committee, consideration will be given to seeking the assistance of the commission.
- (h) Whilst all of the above procedure is being followed, normal work shall continue except in the case of a genuine safety issue.
- (i) The status quo existing before the emergence of the grievance or dispute is to continue whilst the above procedure is being followed. No party shall be prejudiced as to the final settlement by the continuation of work.
- (j) Discussions at any stage of the procedure shall not be unreasonably delayed by any party, subject to acceptance that some matters may be of such complexity or importance that it may take a reasonable period of time for the appropriate response to be made. If genuine discussions are unreasonably delayed or hindered, it shall be open to any party to give notification of the dispute in accordance with the provisions of the Act.

10. Consultation

The parties to this Determination shall develop appropriate processes to allow them to properly consult with each other on matters affecting the implementation and operation of this Determination and other matters affecting their relationship.

PART 3 - Wages, Allowances and Penalties

11. Wages

(a) Wage rates for this Determination

Wage rates for this Determination will commence from Monday, 2 December 2013 and are as outlined in Schedule 1.

(b) Future wage increases (rounded to the nearest \$10.00) shall be:

(i) 2.2% payable from Monday, 1 December 2014; and

(ii) 2.2% payable from Monday 2 November 2015.

12. Classification structure

Appointment to each classification level and progression between the pay points at each level shall be in accordance with the paypoint progression arrangements as outlined in Schedule 1 of the Award.

13. Salary sacrifice

(a) Salary packaging is available for permanent and temporary employees of the QAS as determined by the QAS from time to time. Long-term casuals as defined in clause 28(b)(ii) are also eligible to salary package after 12 months' employment.

(b) The employee's salary for superannuation purposes under a salary packaging arrangement will be in accordance with clause 5.3 of the Award. The employee's salary for superannuation purposes and severance and termination payment will be the gross salary which the employee would receive if not taking part in salary packaging arrangements.

(c) Employees are strongly recommended to seek financial advice prior to taking up or amending a salary package.

(d) Subject to any future limitations by the Australian Taxation Office (ATO), an employee may salary package the lesser of the following amounts:

(i) up to 50% of their salary into items other than superannuation; or

(ii) where employees are eligible for the Fringe Benefits Tax (FBT) exemption cap, up to the grossed up taxable value of benefits that ensures the FBT exemption threshold amount prescribed by legislation is not exceeded.

- (e) Superannuation may be packaged up to 100% of salary, excluding the portion nominated as the "employer contribution". Concessional tax rates of superannuation contributions are still applicable and are not altered by this arrangement.
- (f) There will be no additional increase in superannuation costs or to fringe benefits payments made by the QAS and no significant additional administrative workload. Any additional administrative and FBT costs are to be met by the employee.
- (g) Any increases or amendments to taxation, excluding payroll tax, that result in additional costs are to be passed on to the employee as part of the salary package.
- (h) Under FBT legislation, the FBT exemption cap applies to all taxable fringe benefits provided by the employer, whether through the salary packaging arrangements or otherwise. Where an employee who is eligible for the FBT exemption cap salary packages benefits attracting FBT, the employee will be liable for any FBT caused by the FBT exemption threshold amount being exceeded as a result of participation in the salary packaging arrangements. To remove any doubt, any benefits provided by the employer separate from the salary packaging arrangements take first priority in applying the FBT exemption cap.
- (i) Any general FBT exemption cap is not an employee entitlement. The general FBT exemption cap is a tax concession under the *Fringe Benefits Tax Assessment Act 1986* for limited categories of employers, not employees. Therefore, the manner of the application of the FBT concession is determined by the employer in accordance with FBT legislation. Employees relying on the ongoing existence of and/or access to the FBT exemption cap as part of their salary packaging arrangements do so at their own risk. Employees will not be compensated for the permanent or temporary loss of access to the FBT exemption cap.
- (j) To be eligible for the FBT exemption cap at the time fringe benefits are provided, the duties of the employment of the employee must be exclusively performed in, or in connection with the QAS. Employees whose employment is transferred out of the QAS in either temporary or permanent basis cease eligibility for the FBT exemption cap.
- (k) Where an employee who is ineligible for the FBT exemption cap sacrifices benefits attracting FBT, the employee will be liable for such FBT.
- (l) If any federal taxation laws passed by the Commonwealth Parliament or rulings by the ATO in relation to salary packaging have the effect that the benefits of salary packaging for employees are reduced or eliminated at any time during the term of this Determination, the employee's rights under this Determination in respect of salary packaging will be varied accordingly and the rest of the Determination will continue in force.
- (m) The employer will be under no obligation to negotiate or agree to any changes to this Determination as a trade-off for salary packaging benefits which have been reduced or eliminated as a result of new or amended federal taxation laws or rulings by the Australian Taxation Office. The employee's right to package part of their salary is expressly made subject to any federal taxation laws affecting salary packaging arrangements or rulings of the ATO in relation to salary packaging arrangements which may be introduced or amended from time to time during the term of this Determination.
- (n) The employee may cancel any salary packaging arrangements by giving one month's notice of cancellation to the employer. Similarly the employer will give the employee two

months' notice of termination, including but not limited to circumstances where the employee does not abide by the conditions as outlined in this Determination, the conditions deemed by the Queensland Government or by the signed and agreed to Participation Agreement.

- (o) The implementation of salary packaging arrangements for QAS employees, including the offering and removal of salary packaging items, will comply with any Directives issued by the Minister responsible for Industrial Relations, Government circulars and Government policy.
- (p) Where an employee has elected to sacrifice a portion of the payable salary as defined in clause 13(b) of this Determination:
 - (i) subject to ATO requirements, the sacrificed portion will reduce the salary subject to appropriate tax withholding deductions by the amount sacrificed;
 - (ii) any allowance, penalty rate, benefit, or other payment, to which the employee is entitled under this Determination, the Award, Act or Statute which is expressed to be determined by reference to the employee's salary, will be calculated by reference to the gross salary which the employee would receive if not taking part in salary sacrificing arrangements;
 - (iii) salary sacrificing arrangements will be maintained during all periods of leave on full pay, including the maintenance of cash and non-cash benefits; and
 - (iv) the employee's salary for superannuation purposes and severance and termination payments will be the gross salary which the employee would receive if not taking part in the salary sacrificing arrangements.

14. Allowances

Clause 14 does not apply to employees classified as QAS managerial employees.

- (a) Shift allowance and shift definitions
 - (i) The shift allowance will be 12.5% of the ordinary base hourly rate for each hour of the afternoon shift (or \$9.70 per shift, whichever is the greater) and 15% of the ordinary base hourly rate for each hour of the night shift (or \$19.40 per shift, whichever is the greater).
 - (ii) Such allowance shall not be paid for shifts that attract penalty rates (eg Saturday, Sunday, public holiday or overtime shifts) and shall not be taken into account in the calculation of overtime, sick leave and long service leave, but may be paid during periods of annual leave in accordance with clause 34 of this Determination.
 - (iii) The following definitions apply:
 - (A) **afternoon shift** means any shift finishing after 1800 and at or before midnight; and
 - (B) **night shift** means any shift finishing after and/or spanning midnight and at or before 0800.

(iv) For the purposes of shifts of 12 hours duration within Category 5 Stations and Communication Centres only the following definitions apply:

(A) **afternoon shift** means any shift finishing after 1900 and at or before midnight; and

(B) **night shift** means any shift finishing after and/or spanning midnight and at or before 0800.

(b) Late finish/overtime meal allowance

(i) Where an employee is required to work overtime of at least one hour after the normal ceasing time, where the normal ceasing time is 1700 or later on a day or afternoon shift, or 0600 or later on a night shift, the employee will be entitled to a meal allowance of \$12.10.

Provided this allowance is subject to change by declaration by the commission of a general ruling relating to meal allowances.

(ii) Where an employee is required to work overtime of at least two hours after the normal ceasing time, where the normal ceasing time is prior to 1700, the employee shall be entitled to a meal allowance of \$12.10.

Provided that this allowance is subject to change by declaration by the commission of a general ruling relating to meal allowances.

(c) Travelling and relieving allowances

(i) Travelling and relieving allowances apply to relief work to undertake the approved duties at a location other than the usual place/s of employment for a period less than 12 weeks. Where a vacancy is expected to be greater than 12 weeks, an expression of interest will be called for a temporary transfer and the following provisions will not apply.

(ii) Travel and relieving arrangements do not apply to:

(A) casuals;

(B) transfers;

(C) overtime shifts;

(D) suitable duties arrangements pursuant to a rehabilitation plan (other than claims made under the *Workers' Compensation and Rehabilitation Act 2003*) or in relation to a pregnancy;

(E) performance of on-call at a notified location where an employee is unable to perform on-call duties from home.

- (iii) Where an employee is required to be absent overnight from their place of residence for relief work or other approved travel (i.e. attending a conference in another town), the QAS will:
 - (A) provide suitable accommodation at no cost to the employee; and
 - (B) provide a meal or pay a meal allowance of \$15.51 for breakfast, \$17.06 for lunch and \$23.26 for dinner for each meal away from their place of residence. However where adequate kitchen facilities are not available the QAS will pay \$15.51 for breakfast, \$17.06 for lunch and \$32.56 for dinner; and
 - (C) provide employees with \$11.61 out-of-pocket incidental expenses.
- (iv) When an employee attends a course of instruction conducted by the QAS Education Centre and a meal is unable to be provided, a meal allowance of \$12.10 will be paid to employees.

Provided that this allowance is subject to change by declaration by the commission of a general ruling relating to meal allowances.

- (v) All extra fares involved in such travelling shall be paid by the employer and where, in the absence of normal public transport or a QAS vehicle and with the agreement of the employer, an employee may use their own motor vehicle. The kilometres travelled in an employee's own vehicle will be paid at the rate of 44.86c per kilometre for each kilometre travelled in excess of the kilometres usually travelled both ways from the employee's place of residence and their usual place of employment.
 - (vi) Where an employee is approved to use their own motor vehicle in the course of the employer's business, such employee shall be paid at the rate of 44.86c per kilometre for each kilometre so travelled.
 - (vii) All allowances referred to in clause 14(c), except for 14(c)(iv), are subject to change by applying the Brisbane Consumer Price Index calculated annually between the June to June quarters. Such calculation and subsequent change is to be completed by 1 September of each year of the Determination.
- (d) Industrial sites allowances
- (i) Industrial sites allowances are only applicable to employees working at the following industrial sites: Clermont, Goonyella, Peak Downs, Saraji and Norwich Park.
 - (ii) Definitions for this purpose of this clause include:
 - (A) a permanent employee is a permanent Industrial Paramedic who is appointed to the relevant Mine and/or Industrial Site Organisational Unit; and
 - (B) a relief employee is a Paramedic drawn from another operational Station that is trained and provides unscheduled emergency coverage.
 - (iii) Meal allowance

Employees are entitled to a meal or a meal allowance in lieu of a meal during periods of rostered duty only. The meal allowances are \$15.51 for breakfast, \$17.06 for lunch and \$23.26 for dinner.

(iv) Incidental allowance - relieving duties

Payment is for out-of-pocket incidental expenses of \$11.61 for each overnight absence from an employee's normal place of residence. This allowance is only applicable for relieving duties, including employees employed by an organisational unit to provide permanent relief within the unit.

(v) Industry allowance

The industry allowance is only paid when specified duties are performed in addition to normal duties which includes but is not limited to eye tests; sight screening; glass repairs; resuscitation lectures; first aid classes; drug and alcohol testing; and hearing testing. This allowance is paid for on a per shift basis, including overtime shifts.

For permanent employees this allowance is also paid on paid leave based on a projected roster basis. The allowance is increased in line with wage increases as outlined in the Determination and will be:

(A) \$32.97 from Monday, 2 December 2013;

(B) from Monday 1 December 2014 the rate will increase by 2.2% to \$33.70; and

(C) from Monday 1 November 2015 the rate will increase by 2.2% to \$34.44.

(vi) Mine skills allowance

The mine skills allowance of \$22.33 shall be paid to Industrial Paramedics who work on a specified Mine Site in recognition of the possession of specific skills required by Industrial Paramedics to enable the employee to work at these locations. This allowance is paid for on a per shift basis, including overtime shifts. For permanent employees this allowance is also paid on paid leave based on a projected roster basis. This allowance is increased in line with State Wage Case increases.

(vii) On-site allowance

The on-site allowance of \$45.40 shall be paid to Industrial Paramedics in recognition of the harsh physical environment and lack of usual facilities where the employee is working. This allowance is paid for on a per shift basis, including overtime shifts. For permanent employees this allowance is also paid on paid leave based on a projected roster basis. This allowance is increased in line with State Wage Case increases.

(viii) Industry residential allowance

The industry residential allowance of \$75.60 is only paid to permanent employees of Industrial Sites living at a mine site that is located in areas with a rural and remote station categorisation of 4 to 7. The industry residential allowance will only be paid

to relief employees who undertake extended periods of relief duties after the performance of six weeks relief and are no longer in receipt of a QAS locality allowance. Relief employees in receipt of a QAS locality allowance from their substantive position will continue to receive this allowance up to a maximum of six weeks after which the relief employees will be then be eligible for the industry residential allowance. Industrial Sites are excluded from the QAS Rural and Remote Area Incentive arrangement however this allowance is increased in line with the QAS Rural and Remote Area Incentive policy as amended from time to time.

(e) Locality allowances

Employees who are employed in stations west of a line drawn on 146 degree longitude starting with the Queensland/New South Wales border to intersection with 22 degrees latitude then West to intersection with 144 degrees longitude and North to the border, shall be entitled to the locality allowances as prescribed in Schedule 2.

(f) Aerial ambulance allowance

Where an employee is required to travel in an aerial ambulance in the course of the employee's duties, the employee shall be paid an allowance of \$11.27 per trip whilst so engaged. This allowance is increased in line with State Wage Case increases.

(g) Allowances paid to employees participating in community education instruction outside normal rostered hours:

- (i) Employees engaged in Community Education outside normal rostered hours shall be paid \$33.30 per hour. Such payment shall be deemed to include any travelling time and travelling cost associated with any First Aid course, the total hours of which shall be in accordance with the nominal duration of each prescribed course. The participation in these courses shall be at the option of the employee concerned.
- (ii) In addition, employees will be remunerated for the time required to review each completed First Aid workbook, and will be paid \$10.00 per First Aid workbook reviewed.
- (iii) To ensure that Community Education instruction is not interrupted and has continuity of instructors, employees rostered to be on-call shall not be engaged in Community Education instruction.

(h) Isolated practice area paramedics

- (i) Isolated practice area paramedics (IPAP) are entitled to an all-purpose allowance in recognition of the nature of the different duties and responsibilities performed.
- (ii) This allowance is to be calculated at the rate of 2.5% of the base rate of an advanced care paramedic.
- (iii) For the purposes of this clause and for an employee to be eligible to receive this allowance, the employee must be:

- (A) suitably qualified as documented in the *Health (Drugs and Poisons) Regulations 1996* and the Queensland Health Primary Care Manual (as amended from time to time); and
 - (B) be authorised to perform the duties and responsibilities of the role of an IPAP in an IPAP-approved location.
- (i) Clinical allowances for station officers
- (i) Station Officers in possession of advanced care paramedic (ACP) qualifications are entitled to an ACP clinical allowance in accordance with the following:
 - (A) this allowance is to be calculated as the difference between an ACP base rate and the Paramedic Advanced Skills base rate;
 - (B) this allowance is payable on sick leave, annual leave and long service leave and is superannuable; and
 - (C) this allowance is not payable for on-call or overtime.
 - (ii) Station Officers in possession of intensive care paramedic (ICP) qualifications are entitled to an ICP clinical allowance in accordance with the following:
 - (A) this allowance is to be calculated as the difference between an ICP base rate and the Paramedic Advanced Skills base rate;
 - (B) this allowance is payable on sick leave, annual leave and long service leave and is superannuable; and
 - (C) this allowance is not payable for on-call or overtime.
 - (iii) Provided that for this clause to apply, the employee must be required during duty to undertake clinical duties on a regular basis and the employee continues to hold the relevant qualification including the appropriate maintenance and development of the relevant skills/Certificate of Practice.

15. Weekend penalty rates

All ordinary time for employees, other than employees classified as managerial employees, worked between midnight on Friday and midnight on Saturday shall be paid for at one and a-half times the ordinary rate; and all ordinary time worked between midnight on Saturday and midnight on Sunday shall be paid for at double the ordinary rate.

16. Aggregated allowance

- (a) Eligibility
 - (i) Subject to clause 16(a)(ii), the aggregated allowance will apply to employees who work regular shifts that include weekends.
 - (ii) The aggregated allowance will not apply to:

- (A) relieving duties which are not part of the roster and incur a higher pay rate;
- (B) those employees who do not work on weekends as a regular part of their employment;
- (C) employees classified as QAS managerial employees (M-Scale levels 6 to 8);
- (D) Officers-in-Charge who claim a 20% unlimited hours loading; and
- (E) those periods set out in clause 16(d)(iv) to which an aggregated allowance does not apply.

(b) Percentage rates

- (i) Each eligible employee's aggregated allowance will be calculated as a percentage of their base rate of pay, and will be one of the following:
 - (A) 23%;
 - (B) 26.5%;
 - (C) 28%;
 - (D) 29.5%; or
 - (E) 36.5%.
- (ii) The applicable percentage for each employee will be identified using the following steps:
 - (A) Step 1: Apply the Averaged Weekend Penalty (AWP) formula as it existed immediately prior to the commencement of this Determination to each roster pattern to identify a base loading percentage.
 - Calculation of averaged penalty rates will be based on the roster current at any given time.
 - When rosters are reviewed or changed, rates will be recalculated as appropriate.
 - When calculating the averaged rates, the weekend penalties that are projected to be worked in 47 weeks of the year will be averaged over the full 52 weeks.
 - Penalties payable on any public holiday shall not be included in the averaged rate. However where the public holiday penalty is the same as the weekend penalty, the AWP will constitute payment for the public holiday.
 - Where the relevant public holiday payment is higher than the weekend penalty, the AWP plus the difference between the weekend and the public holiday penalty will constitute payment for the public holiday.

Example: A twelve-line roster at Spring Hill station has an AWP of 20.69%.

- (B) Step 2: Determine the total hours in the roster that attract an afternoon shift allowance. Calculate these hours as a percentage of the total hours worked in the roster cycle. Multiply this percentage by the afternoon shift loading of 12.5%, to derive a percentage loading, which is then added to the base loading percentage from Step 1. If a roster does not include afternoon shifts, the percentage for this step will be 0%.

Example: The twelve-line roster at Spring Hill contains 52 hours that attract the afternoon shift allowance. This is 10.83% of the total hours in the roster cycle (480 hours). When multiplied by 12.5%, this provides a 1.35% loading. This is then added to the base loading percentage from Step 1, to obtain a total percentage of 22.04%.

- (C) Step 3: Determine the total hours in a roster that attract a night shift allowance. Calculate these hours as a percentage of the total hours worked in the roster cycle. Multiply this percentage by the night shift loading of 15%, to derive a percentage loading, which is then added to the base loading percentage from Step 1 and the additional loading from Step 2. If a roster does not include night shifts, the percentage for this step will be 0%.

Example: The twelve-line roster at Spring Hill contains 120 hours that attract the night shift allowance. This is 25% of the total hours in the roster cycle (480 hours). When multiplied by 15%, this provides a 3.75% loading. This is then added to the total from Steps 1 and 2 (22.04%), to obtain a total percentage of 25.79%.

- (D) Step 4: For rosters where an employee is required to be on-call for each shift worked (Category 2 and 3 rosters), add the 15% on-call allowance to the total percentage loading from Steps 1-3.

Example: The two-line roster at the Highfields station is made up of 10-hour shifts worked in an eight days on/six days off pattern, and on-call is worked each night between rostered shifts. There are no afternoon or night shifts. The AWP for the roster is 18.05%. When the 15% on-call allowance is added, the total percentage is 36.5%.

- (E) Step 5: Round the total percentage up to the nearest percentage in clause 16(b)(i).^{*} This is the aggregated allowance.

Example: The Spring Hill roster total percentage from Step 3 is 25.79%. This is rounded up to 26.5%.

^{}The current 10-line North Rockhampton station roster is rounded down by 0.01% (from 23.01% to 23%).*

(c) Overtime

Nothing in this clause 16 shall affect the entitlement of employees to be paid overtime at the appropriate rate as otherwise provided in this Determination.

- (d) Entitlement to payment of an aggregated allowance
- (i) All employees to whom this clause 16 applies shall be entitled to the payment of an aggregated allowance as set out in clause 16(b) for:
 - (A) each shift that the employee attends at work and performs duties as required;
 - (B) pro rata for each hour taken as accrued time; and
 - (C) all annual leave taken or paid out on termination of employment.
 - (ii) The aggregated allowance is to be paid in substitution for any entitlements which an employee may have to payment of any of the following allowances or penalties under this Determination:
 - (A) weekend penalty rates;
 - (B) afternoon and night shift penalties; and
 - (C) on-call allowance in Category 2 and Category 3 stations.
 - (iii) Any employee who is entitled to payment of an aggregated allowance shall not be entitled to any other payment on account of any of the allowances or penalties referred to in clause 16(d)(ii).
 - (iv) The aggregated allowance will not be payable on:
 - (A) long service leave;
 - (B) paid parental leave; and
 - (C) alternate duties as part of a rehabilitation program or undertaken prior to parental leave.
 - (v) The aggregated allowance shall not form part of the ordinary rate of pay of employees and is only to be taken into account in the calculation of other payments or allowances under this Determination as provided for in this clause 16.
 - (vi) The aggregated allowance will be no less than the value of the sum of its constituent parts immediately prior to the introduction of the aggregated allowance.
 - (vii) Employees in receipt of the aggregated allowance will receive 17.5% leave loading on the employee's ordinary wage rate as payable under this determination in addition to the aggregated allowance except where clause 14(a)(ii) applies.
- For those employees who receive five weeks of loaded leave in six weeks and two days of leave, the 17.5% annual leave loading will be spread over the full six weeks and two days at the rate of 13.67%.
- (e) Relieving duties and redeployment

- (i) An employee to whom this clause applies who relieves in a higher position to which this clause also applies will be entitled to payment for the higher position, including any aggregated allowance.
 - (ii) An employee to whom this clause applies who relieves in a higher position to which this clause does not apply shall be entitled to receive the payments applicable to the higher position in which they are relieving and shall not be entitled to payment of an aggregated allowance for the period during which they are relieving.
 - (iii) An employee to whom this clause applies does not cease to be covered by this clause because of a temporary assignment at level to duties which do not require the employee to regularly work weekends or shift work. For the purposes of this clause, a 'temporary assignment' means an assignment for a specified period of up to four weeks.
 - (iv) An employee to whom this clause applies ceases to be covered by this clause if the employee is assigned at level to duties (other than a temporary assignment as defined in clause 16(e)(iii)) in which they are not required to regularly work weekends or shift work.
 - (v) An employee to whom this clause applies who is required to work on a temporary basis at a station with a higher aggregated allowance rate than their substantive station, will receive the higher aggregated allowance rate for each full pay period completed during the temporary assignment. For periods of less than a full pay period, the employee will remain on their substantive aggregated allowance rate.
- (f) Sick leave
- (i) Sick leave taken on a weekend shall result in a reduction in the aggregated allowance earned for that fortnight.
 - (ii) Employees who are rostered to work a shift on a Saturday, and apply for and are granted sick leave, shall have the amount of the aggregated allowance reduced by one sixth for each such absence during a fortnightly pay period.
 - (iii) Employees who are rostered to work a shift on a Sunday, and apply for and are granted sick leave, shall have the amount of the aggregated allowance reduced by one third for each such absence during a fortnightly pay period.
- (g) Public holidays
- (i) Public holidays will be paid in accordance with this Determination.
 - (ii) The aggregated allowance percentage rates will not be altered by the occurrence of public holidays.

PART 4 - Hours of Work and Overtime

17. Hours of work

- (a) The ordinary working hours of employees shall not exceed an average of 38 hours per week. The ordinary hours of work for QAS managerial employees levels 6 to 8 are 38 hours per week.
- (b) All employees are entitled to days off at the ratio of at least two days off for every five worked. For the purpose of clause 17(b), a day means the period from midnight to midnight. These days off must be grouped to provide a minimum of two consecutive days off in any fortnightly pay period. Alternatively, one day in one week and three days during the following week will satisfy the requirements of clause 17(b).
- (c) Rosters will reflect an average of 40 hours per week and the additional two hours per week "accrued time" will be accumulated and taken in scheduled blocks for employees other than QAS managerial employees levels 6 to 8.

Provided that the relevant manager may, subject to operational convenience, approve an application for accrued time for periods other than scheduled blocks.

- (d) Employees who access their accumulated accrued time will be paid the same rate of pay for the day on which the accrued time is accessed as would have applied had they been at work.
- (e) Accrued time is not available to casual or part-time employees or to employees participating in job-share arrangements.
- (f) Accrued time shall not be accumulated for periods including:
 - (i) leave without pay; or
 - (ii) where an employee is in receipt of salary maintenance through the superannuation scheme; or
 - (iii) where an employee has been suspended from duty with or without pay.
- (g) Where an employee has not accessed their annual accrued time entitlement, the employee is required to access a period of accrued time to ensure their balance does not exceed 104 hours.
- (h) Accrued time will be debited on an hour for hour basis. To avoid doubt where eight 10 hour shifts are taken as accrued time, 80 hours will be debited from the employee's accrual. Where seven 12 hour shifts are taken as accrued time, 84 hours will be debited from the employee's accrual.
- (i) Accrued time does not attract the annual leave loading.
- (j) Any employee leaving employment with the QAS with a negative accrued time balance will have the negative balance deducted from the employee's termination pay. Any employee leaving employment with the QAS with a positive accrued time balance will have the balance paid out on termination.

- (k) A full-time employee who reverts to part-time and who has a positive accrued time balance at the time of reversion will have the balance paid out as at the date of reversion.
- (l) A newly appointed managerial employee who has a positive accrued time balance at the time of appointment will have the balance paid out as at the date of appointment.

18. Overtime

- (a) Employees other than QAS managerial employees
 - (i) All time worked by employees outside their normal rostered hours, as provided for in clause 17 of this Determination, is overtime and is paid as follows:
 - (A) rostered shift workers and those employees who perform regular on-call will be paid at double the ordinary base rate of pay for all work undertaken outside normal rostered hours.
 - (B) all other employees will be paid for all work undertaken outside normal rostered hours at the rate of time and a-half for the first three hours on any one day and double-time thereafter.
 - (ii) For the purpose of this clause the definition of a rostered shift worker is an employee whose ordinary hours of work regularly rotate through a roster pattern that prescribes two or more shifts (day, afternoon or night) per day, throughout the roster cycle, in a framework that provides 24 hour coverage, seven days per week.
 - (iii) All employees will be paid for all overtime worked on Saturdays or Sundays, or if required by the employer on an employee's rostered day off, at the rate of double-time. Where practicable, the QAS will give the employee concerned at least 24 hours' notice of the requirement to work on rostered days off.
 - (iv) Where an employee is recalled to duty after having ceased work and having left the employer's premises, the employee will be paid a minimum of two hours' work at the appropriate overtime rate.
 - (v) Overtime for public holidays will be paid in accordance with the provisions of the Award.
 - (vi) No employee shall refuse to work a reasonable amount of overtime.
 - (vii) Time off in lieu of overtime (TOIL) is available to employees and is taken with the prior approval of the relevant manager. Access to TOIL is by way of mutual agreement between employees and the relevant manager and is accumulated at a rate of single time, on a shift by shift basis. A maximum of three shifts can be accumulated. Accrued TOIL should be managed so as to be taken within three months of the time it is accrued.
 - (viii) Access to TOIL must not adversely impact on operational requirements.
 - (ix) If accrued TOIL cannot be taken within three months, it will be paid out to the employee at the appropriate overtime rate as it was worked (i.e. double-time or time

and a-half). An employee may apply to their manager in writing for approval to accrue TOIL past this three-month period. This should only occur in exceptional circumstances.

- (x) When cashing in TOIL hours, the employee must provide the Pay Office with photocopies of each relevant pay sheet, showing when the TOIL was originally accrued and approved. This will ensure payment at the correct rate.
- (xi) Cashing out of TOIL shall only occur with the approval of the relevant manager.
- (xii) If, on the instructions of the employer, an employee resumes or continues work without having had ten consecutive hours off duty, the employee shall be paid at the rate of double time until released from duty for such period and then shall be entitled to be absent until ten consecutive hours off duty, without loss of pay for ordinary working time that has occurred during such absence.

(b) QAS managerial employees

The method of calculating overtime for QAS managerial employees shall be as follows:

- (i) Overtime payments do not apply.
- (ii) Employees are provided with TOIL to be taken within 12 months and will be forfeited if not taken in this time. Applications for TOIL may be refused for exceptional operational reasons and in such circumstances, that period of TOIL may, with the approval of the relevant manager, be continued beyond 12 months.
- (iii) Where an employee is required to perform duties on a public holiday, such employees will be paid at their normal pay rate and will accrue a day off in lieu. These days must be taken within 12 months of their accrual and will be forfeited if not taken in this time.

19. On-call

- (a) On-call duty is essential at some stations to facilitate the timely and efficient provision of pre-hospital and emergency care. Accordingly, an employee may be required to be on-call to perform overtime work during a specified period of time outside normal rostered hours.
- (b) During the on-call period an employee must be immediately contactable by the QAS in order to facilitate the timely and efficient provision of pre-hospital and emergency care as required and within acceptable response times.
- (c) An acceptable response time will be 10 minutes; however other arrangements can be determined for specific rural locations to maintain continuity of service coverage within reasonable community expectations of service delivery. This will be as approved by the employer upon a request of the employee.
- (d) Employees may perform on-call from their home or a previously notified location provided that response times are not compromised while on-call and the employee utilises an appropriate ambulance vehicle to enable an immediate response.

- (e) Employees (other than QAS managerial employees) required to remain on-call will be paid a loading in addition to their ordinary rate of pay of 15% of the hourly base rate applicable to the employee for each hour of on-call duty performed with a minimum payment of 10 hours for each on-call period.
- (f) There is no requirement to be on-call prior to the commencement of the first shift after or immediately prior to commencing rostered days off or annual leave. If an employee is requested and agrees to provide coverage during these periods they shall be paid as follows:
 - (i) for the period that falls on the normal working day - the 15% on-call payment.
 - (ii) for the period that falls on a rostered day off - double-time (except in instances of a full 24 hour period).
 - (iii) for the period that falls on an annual leave day - re-crediting of a day of annual leave (7.6 hours).
- (g) No employee will be placed on-call for more than 10 days in any continuous two week period.

20. Call back

- (a) An employee, other than a casual employee or a QAS managerial employee, called out to perform work while on-call will be paid overtime at the prescribed rate with a minimum payment of two hours. Such payment will be calculated from the time of leaving home or the previously notified location to the time of returning home or the previously notified location.
- (b) Where an employee is entitled to overtime in accordance with clause 20(a), the employee will be paid overtime at the prescribed rate with a minimum payment of two hours until the time of commencement of the shift and ordinary time from the time of commencement of the shift thereafter.
- (c) Clause 20 will not apply where an employee commences a shift early in order to attend any pre-arranged activity. In such situations, an employee will be paid the appropriate overtime rate up to the rostered starting time.

21. Twenty-four hour periods

- (a) Where an employee (including Officers in Charge but excluding QAS managerial scale employees levels 6 to 8), undertakes any combination of a 24 hour period of duty and on-call on their rostered days off, payment will be as follows:
 - (i) minimum of 10 hours at the appropriate overtime rate for the shift period;
 - (ii) the remaining hours in the 24 hour period will attract payment at 30% of the employee's hourly base rate; and
 - (iii) payment for callouts performed during the on-call period will be paid at the appropriate overtime rate.

- (b) Where a 24 hour period commences or finishes on a rostered day off but is not contained wholly on a rostered day off, payment will be as follows:
 - (i) on-call paid at double-time for the full period up to midnight on the rostered day off; and
 - (ii) on-call paid at 15% for the period from midnight until the commencement of the rostered shift or from the finish of a rostered shift until midnight.
- (c) Payments in accordance with this clause will take precedence over other overtime and on-call provisions of this Determination.

22. Unlimited hours loading

- (a) Station Officers who are employed to be OIC of stations as determined by the QAS from time to time and required to perform unlimited hours will have the option to elect either of the following arrangements:
 - (i) on-call and call back as specified in clauses 19 and 20 above; or
 - (ii) unlimited hours loading as specified below for on-call and overtime on rostered duty days.

Officers may opt to change their preferences when transferred or annually during the first pay period on or immediately following 1 July each year.

- (b) Unlimited hours loading
 - (i) If an OIC is required to work unlimited hours, they will be paid a 20% loading of the appropriate Station Officer weekly rate (i.e. 38 hours). Such loading will be deemed to be in recognition of the time spent on-call for clinical responses and to compensate for the absence of any limitation applying to the ordinary working hours of work performed on the rostered duty days in the week.
 - (ii) The loading shall also include the first four callouts or eight hours' overtime (excluding overtime performed on a rostered day off) and all casualty room cases in any fortnightly pay period. Any callout/overtime in addition to this shall be paid for at the appropriate overtime rate.
 - (iii) The loading is payable on sick leave, annual leave and long service leave.
- (c) Housing and callouts
 - (i) OIC's at Category 7 stations will have the option to elect to receive on-call payments and conditions, in lieu of the unlimited hours loading and will still be entitled to free accommodation as per the Remote and Rural Incentive Program. All OIC's at Category 7 stations will have all callouts and casualty room cases paid at the appropriate overtime rates.
 - (ii) OIC's other than those in Category 7 stations who choose to move to on-call arrangements rather than the unlimited hours loading are no longer eligible for free accommodation under any arrangement and will either pay the appropriate rent for

the QAS supplied accommodation (according to the arrangements detailed under the Remote and Rural Incentive Program) or move out of the QAS supplied residence and make their own arrangements for residential accommodation.

- (iii) OIC's who are in receipt of the unlimited hours loading and who are also in receipt of free accommodation are required to attend to the first four callouts or eight hours overtime and all casualty room cases. Nothing within the clause provides an OIC with an entitlement to free accommodation.
- (iv) OICs in private accommodation or paying rent on a QAS provided house, currently receiving unlimited hours loading, shall be required attend to four callouts or eight hours' overtime. Callouts for casualty room cases shall be included in the four callouts or eight hours overtime.

(d) Rostered day off payments

OIC's on both the on-call and unlimited hours loading arrangements will be paid for working on rostered days off in accordance with clause 18 of this Determination.

23. Roster notification and shift swaps

(a) Roster reform

- (i) The parties are fully committed to roster reform to achieve a more efficient and effective Resource Allocation and Response Model of Service Delivery.
- (ii) The bi-partisan Resource Allocation Steering Committee (RASC) will develop a model that will be consistent with national and international standards and appropriate to the needs of the Queensland community. The RASC will develop a model that addresses such issues as, but not limited to service delivery requirements, safe rostering practices, minimise fatigue, accommodate roster relief, training and existing staffing resources.
- (iii) The parties agree that not all stations will be required to change existing rosters but there is a requirement that all stations will be reviewed and a suitable resource allocation and response model be developed to meet community service delivery needs.
- (iv) The QAS Local Ambulance Service Network and central office management will be directly accountable for the timely implementation of the roster reform.
- (v) It is understood by the parties that any changes to the roster that results in a roster that is predominantly made up of eight hours or less can only be implemented by agreement between the parties.
- (vi) The parties agree that where the development and implementation of roster reform is not progressing or achieved within the agreed timeframe, it will be referred to the SCC for initial consideration. The parties will not unreasonably withhold agreement within the roster reform process.

(vii) If agreement cannot be reached by the SCC, the procedures contained within this Determination for the prevention and settlement of disputes will apply including access to conciliation and/or arbitration in the commission.

(b) Roster notification

- (i) All employees must be provided with at least three months' notification of their roster projection.
- (ii) Any roster changes within this timeframe required by either party can occur by a process of consultation, negotiation and mutual agreement. Employees must not unreasonably withhold agreement to roster changes.
- (iii) In emergent circumstances, the QAS will notify the employee at least seven days prior to any roster projection change. For changes where seven days cannot be provided, the change can only occur by mutual agreement.

(c) Shift swaps

A relevant manager, upon application from employees, may approve a mutual change of rostered shifts between employees.

24. Rest pauses

- (a) Employees will have access to rest pauses as required during the period of their shift. The number and duration of such rest pauses will not be specified however employees will have the ability to take their rest pauses at a convenient time during the shift.
- (b) Rest pauses shall always be taken as not to interfere with the continuity of work where continuity is necessary.
- (c) The QAS will not be required to direct or administer the taking of rest pauses.

25. Meal breaks

- (a) Subject to this clause, all employees shall be entitled to a paid break of not less than 30 minutes duration for a meal during each shift.
- (b) Subject to this clause, where the ordinary rostered shift is in excess of 10 hours in duration employees shall be entitled to two paid meal breaks of not less than 30 minutes during the period of the shift.
- (c) Meal breaks shall be taken at such times as will not interfere with the continuity of work. If operational requirements or the continuity of work do not permit the taking of meal breaks of an uninterrupted duration of 30 minutes, employees shall take their entitlement in such separate periods as are convenient and necessary to provide for no less than the prescribed period of meal breaks.
- (d) To provide for a more mobile and responsive workforce, employees may be required to take their meal breaks at operationally convenient locations. When officers cannot return to their home station and are required to be absent for their meal break a meal or meal allowance (at the rate specified in clause 25(e) below) will be provided.

- (e) An employee who has commenced a meal break and is called on to attend a case or cases before completing such break shall be paid a broken meal allowance of \$13.47 or provided with a suitable meal as compensation for the loss of meal. The entitlement to the broken meal allowance is limited to one payment for each of the two meal periods allowed, notwithstanding that the meal break may be interrupted more than once.
- (f) The parties are committed to ensuring that employees receive adequate rest pauses and meal breaks and will review shift patterns and rosters where it is evident that employees are not receiving adequate meal breaks.
- (g) Where practicable, the timing of meal breaks will be as follows:
 - (i) for shifts up to 10 hours in duration, the meal break shall commence not earlier than three and a half hours from the commencement of the shift and be completed not later than seven hours from the commencement of the shift; and
 - (ii) for shifts greater than 10 hours in duration, a meal break shall be commenced and completed in each of the first and second half of the working day: provided that, except where an employee requests to the contrary, in the first half of the working day the meal break cannot be commenced in the first two hours of the day and in the second half of the working day the meal break must be commenced not later than two hours before the end of the shift. For the sake of clarity, on a 12 hour shift, the first meal window is four hours and the second meal window is four and a half hours. Therefore, the end of the second meal window is 10.5 hours after shift commencement.
- (h) For the purposes of this clause, a **meal payment** shall mean payment at the rate of single time in addition to the prescribed rate of pay for the employee for the day or shift in question.
- (i) A meal break will be deemed to have been taken for the purposes of this clause if a total of 30 minutes break time has been taken by the employee within the applicable period provided in clause 25(g)(i) or (ii) (the **window**), irrespective of whether the break may have been interrupted on one or more occasions within that window.
- (j) If a meal break is commenced within the applicable window, and interrupted (on one or more occasions) with the result that a total of 30 minutes break time has not been taken by the end of that window, the employee will be entitled to a meal payment for that part of the 30 minutes break time not taken by the end of that window. The untaken period of that break time must be taken as soon as is practicable after the end of the window.
- (k) If a meal break is not commenced within an applicable window it must be taken as soon as practicable after the end of that window. In such case, the employee will be entitled to a meal break payment for the period commencing at the end of the applicable window until the commencement of the meal break, to a maximum payment of one hour at the meal payment rate.
- (l) Further to clause 25(k), when a meal break is commenced after the end of the applicable meal window and is interrupted with the result that by the end of the shift a total of 30 minutes break time has not been taken for either or both meal breaks, the employee will be entitled to a meal payment for those parts of the break times not taken.

- (m) If a meal break which should have been taken in either the first or second window of a shift is not commenced by the end of the shift, the employee will be entitled to a meal payment of 30 minutes at the meal payment rate for each meal break not commenced. Further, the employee will qualify for a broken meal allowance in accordance with the terms of clause 25(e).

PART 5 - Terms and Conditions of Employment

26. Employment categories

Employees covered by this Determination will be advised in writing of their employment status upon appointment. Employment categories are:

- (a) Full-time;
- (b) Part-time; and
- (c) Casual.

27. Part-time arrangements

- (a) Part-time work provides a flexible employment option for employees and a valuable mechanism for matching employee personal commitments with the operational and workload commitments of the QAS.
- (b) The QAS will determine each request for part-time work on the basis of operational need but will not unreasonably refuse to accommodate such a proposal, subject to requirements under the Act (for example, return from parental leave).
- (c) A part-time employee shall be defined as an employee who works not more than 76 hours per fortnight or not more than an average of 76 hours per fortnight spread over a roster cycle.
- (d) A part-time employee may be appointed to more than one position in the QAS provided the total maximum number of ordinary hours for which they are employed shall not exceed that of a full-time employee (i.e. 76 hours per fortnight).
- (e) Where the employee and the relevant manager agree, part-time employment may be converted to full-time and vice-versa on a permanent basis or for a specified period of time. If such an employee transfers from full-time to part-time (or vice-versa), all accrued Determination and legislative entitlements shall be maintained. Following transfer of employment category, accrual will occur in accordance with the provision relevant to that employment category. For example, if the transfer is to part-time, upon commencement of part-time work, accrual will occur at the part-time rate.
- (f) A written agreement specifying the location/s to be worked, hours to be worked each day, days to be worked and commencement and finishing times will be provided on commencement of part-time employment. Any variation to the regular pattern of work must be agreed and recorded in writing and if working as part of a roster, any variation to the roster is to be notified in as per clause 23.

- (g) All authorised hours worked outside of the ordinary daily working hours shall be paid at the employee's appropriate overtime rate. Time off in lieu of overtime (TOIL) is available to relevant part-time employees in accordance with clause 18.
- (h) Part-time employees are able to be included in an "on-call" roster.
- (i) Part-time employees must be paid at the rate of 1/38th of the weekly rate of wages prescribed for the appropriate classification per hour.
- (j) Other than accrued time, part-time employees are entitled to any leave and other entitlements on a pro rata basis of a full-time employee employed for 38 hours per week for that classification, according to the number of hours worked.
- (k) Part-time employees are not entitled to accrue time or to take accrued time, however where an employee temporarily converts to part-time, any accrued time balance is to be maintained until the employee resumes their full-time employment.

28. Casuals

- (a) A casual employee means an employee who is engaged as such on an hourly basis.
- (b) For the purposes of this clause:
 - (i) an employee with features of casual employment such as informality, irregularity and uncertainty with no continuing relationship between the employer and the employee shall be defined as a short-term casual employee.
 - (ii) an employee with features of casual employment such as employment on a regular and systematic basis for several periods of employment during a period of at least one year and with a continuing relationship between the employer and the employee shall be defined as a long-term casual employee.
 - (iii) a casual employee will be paid a 23% loading in addition to the ordinary Determination rates of pay for the class of work upon which the employee is engaged. A casual will be further entitled to the provisions of overtime, penalty rates and payment for work performed on public holidays. In respect to Sundays and public holidays, casual employees must be remunerated at the rate of double-time and will not be entitled to an additional payment of the 23% casual loading.
 - (iv) all casual employees shall be entitled to applicable pro rata allowances that are specified in this Determination.
 - (v) each engagement shall stand alone, with a minimum payment for each engagement being two hours.
 - (vi) casual employees will not be allocated a station and will be engaged on an as needs basis from the respective station of employment.
 - (vii) casual employees will not be entitled to relief payments, but in consultation with the LASN Manager may be afforded payment for meals, travel and mileage allowances to and from the respective LASN office to their place of employment.

- (c) The method of calculating overtime and penalty rate payments shall be as follows:
- (i) weekend penalty - Saturday
(ordinary rate + 23% casual loading) x 1½;
 - (ii) weekend penalty - Sunday and public holidays
(ordinary rate) x 2
Note: Casual loading is not payable on Sundays or public holidays;
 - (iii) afternoon shifts
(ordinary rate + 23% casual loading + 12½ % of ordinary rate);
 - (iv) night shifts
(ordinary rate + 23% casual loading + 15% of ordinary rate);
 - (v) overtime - Monday to Friday non-shift worker (exclusive of public holidays)
(ordinary rate + 23% casual loading) x 1½ for the first three hours
(ordinary rate + 23% casual loading) x 2 after three hours;
 - (vi) overtime - Saturday non-shift worker
(ordinary rate + 23% casual loading) x 2;
 - (vii) overtime - Sunday non-shift worker
(ordinary rate) x 2
Note: Casual loading is not payable on Sundays or public holidays;
 - (viii) overtime for rostered shift workers (exclusive of public holidays)
(ordinary rate + 23% casual loading) x 2; and
 - (ix) public holidays
Standard Determination conditions apply (note no casual loading is payable).
- (d) Subject to the provisions of ss. 47, 48 and 49 of the Act and in accordance with the casual employment provisions in clause 28, a casual employee shall not be entitled to any other leave provision. Nothing in this Determination shall prevent improvements in leave provisions being flowed through to casual employees, whether by Government policy, commission decisions or Statute.

29. Temporary employment

- (a) Appointment of temporary employees can occur for the following reasons:
- (i) unexpected/unplanned leave;
 - (ii) long-term illness;
 - (iii) for planned leave;
 - (iv) fixed-term planned projects;
 - (v) employees undertaking an accredited fixed-term course of study;

- (vi) fixed-term program funding; and/or
 - (vii) backfilling.
- (b) For the purpose of this clause a temporary employee shall mean an employee engaged in accordance with clauses 29(a)(i) to (vii) above, where the employee is notified in writing prior to the commencement of employment of the starting and finishing dates of the employment, or in lieu of a finishing date, notified of the specific circumstance(s) or contingency relating to specific task, project or reason, upon the occurrence of which the term of employment shall expire.
- (c) Any period of employment for a temporary employee will be counted as continuous service for the purpose of calculating any entitlements having regard to existing arrangements in relation to breaks in service.

30. QAS managerial employees

- (a) QAS managerial employees will be paid a rate of pay in Schedule 1.
- (b) QAS managerial employees conditions of employment are determined by:
- (i) Public Service Directives, including as amended from time to time, except for the Public Service Directive relating to recreation leave;
 - (ii) departmental policies; and
 - (iii) QAS policies.
- (c) Provisions of this Determination will only apply to QAS managerial employees where such provision expressly provides for their application to QAS managerial employees.

PART 6 - Statutory Holidays and Leave

31. Long service leave

- (a) Upon completion of 10 years' continuous service, employees shall be entitled to thirteen weeks long service leave. Further long service leave entitlements will accrue at the rate of one and one-third weeks for each year of the employee's continuous service and a proportionate amount for an incomplete year.
- (b) Employees will be entitled to access *pro rata* long service leave after seven year's service. *Pro rata* cash equivalent of long service leave on termination will only be available in accordance with the terms of the Act.
- (c) The entitlement of any and every employee to long service leave on full pay shall be in respect of continuous service with the QAS and the amount and further amounts of that long service leave shall:
- (i) in the case of an employee who shall have completed a period of 10 years' continuous service with the QAS be 13 weeks.

- (ii) in the case of an employee who, after completing the first or a subsequent period of 10 years' service with the QAS continues that service until such employee shall have completed a further period of 10 years' service with the QAS be a further 13 weeks; and
 - (iii) in the case of an employee who, after completing the first or a subsequent period of 10 years' service with the QAS continues that service until the employee shall have completed at least a further five years' service but less than a further 10 years' service with the QAS and who terminates that service, or when the QAS terminates that service for any cause other than serious misconduct, or who dies, be a proportionate further amount on the basis of 13 weeks for 10 years' service.
- (d) In calculating for the purpose of this Determination the length of the service of an employee with the QAS:
- (i) any period of service had by the employee with the QAS before 1 January 1980, in respect whereof the employee has received long service leave on full pay, shall not be taken into account;
 - (ii) one-half of the period of service had by that employee before 11 May 1964, (other than service in respect whereof the employee has received long service leave on full pay) shall not be taken into account; and
 - (iii) one-third of the period of service had by that employee from 11 May, 1964 and before 1 January 1980 (other than service in respect whereof the employee has received long service leave on full pay) shall not be taken into account.
- (e) Where an employee voluntarily reverts to a lower classification, the employee will be entitled to leave accrued as at the date of the reversion at the salary applicable at the date of the reversion. Employees will not be compelled to take accrued long service leave at the date of voluntary reversion to a lower classification.

32. Payment in lieu of long service leave

- (a) At an employee's election only, an employee may be paid in lieu of all or part of their entitlement to long service leave in accordance with section 53(2) of the Act.
- (b) Employees wishing to receive payment in lieu of taking long service leave are required to make application in writing to the QAS by using the approved form and attaching any supporting material.
- (c) An employee will only be entitled to make application for payment in lieu of taking long service leave after the employee has completed 10 years continuous service.
- (d) The QAS Commissioner or his/her delegate will decide on any application based on the merits of the application.
- (e) If the application is approved, a written agreement will be entered into between the QAS and the employee to record the payment in lieu of long service leave. The QAS Commissioner or his/her delegate will also issue a direction enabling the payment and all other supporting material will be returned to the employee.

- (f) Nothing in this clause prevents an employee to make application to the Queensland Industrial Relations Commission in accordance with the provisions of the Act.

33. Sick leave

- (a) Clause 7.2 of the Award will be the appropriate clause for the management of sick leave of employees who are subject to this Determination.
- (b) For the purpose of this Determination:
- (i) 96 hours is to be substituted where the Award prescribes an annual accrual of 80 hours;
 - (ii) employees will accumulate sick leave on a proportional basis during their employment in lieu of being provided with an up front bank of sick leave.

34. Annual leave

- (a) Annual leave other than QAS non-managerial scale employees levels 1 to 4, QAS managerial scale employees levels 6 to 8 and QAS Brisbane Communications Centre employees:
- (i) all employees, other than casuals, QAS non-managerial scale employees levels 1 to 4, QAS managerial scale employees levels 6 to 8 and QAS Brisbane Communications Centre employees are entitled to five weeks' annual leave after completing each year of employment.
 - (ii) an employee required to work on public holidays shall receive an additional one week and two days in lieu of any extra payment for work done on holidays mentioned in clause 36 of this Determination.
 - (iii) such annual leave shall be exclusive of Labour Day if such holiday occurs during the period of that leave; and if such holiday occurs on the day when an employee is on the employee's normal day off, one day shall be added to the annual leave.
 - (iv) should any employee leave the QAS on the employee's own initiative, or be discharged after any annual leave has become due and without having taken same, the employee shall be entitled in lieu thereof to a sum equal to salary computed at the rate of wages the employee was earning at the date of such leave or discharge.
 - (v) should any employee leave or be discharged before such annual leave has become due, the employee shall be paid a *pro rata* monetary equivalent for the period worked upon termination of employment.
 - (vi) annual leave shall be paid for in advance and, except as otherwise provided herein, it shall not be lawful for the employer to give, or for an employee to receive, payment in lieu of such annual leave.
 - (vii) employees will be paid fortnightly throughout their annual leave. There will be an option for payment of salary in advance for annual leave for those who prefer to receive the funds in advance for any reason, but this will be upon specific request.

- (viii) annual leave as prescribed may, at the option of the employee concerned and with the consent of the employer, be allowed to accumulate for two years but for no longer period, and may be taken in no more than two periods.
- (ix) annual leave payments (including any proportionate payments) shall be calculated as follows:
 - (A) shift workers: subject to clause 34(a)(ix)(B), the rate of wage to be paid to a shift worker shall be the rate payable for working ordinary time according to the employee's roster, including Saturday, Sunday or holiday shifts.
 - (B) all employees: subject to clause 34(a)(ix)(C), in no case shall the payment by an employer to an employee be less than the sum of the following amounts:
 - the employee's ordinary wage rate as prescribed by this Determination for the period of the annual leave (excluding shift premiums and week-end penalty rates); and
 - a further amount calculated at the rate of 17½% of the amounts referred to in clauses 34(a)(ix)(A) to (C).
 - (C) clause 34(a)(ix)(B) shall not apply to the following:
 - any period or periods of annual leave exceeding:
 - five weeks in the case of employees employed in a calling where three shifts per day are worked over a period of seven days per week; or
 - four weeks in any other case.
 - employers (and their employees) who are already paying (or receiving) an annual leave bonus, loading or other annual leave payment which is not less favourable to employees.
- (x) all employees subject to this Determination are entitled to annual leave with loading and will receive the loading over the full period of the annual leave at the rate of loading applicable to the full period of leave.
- (xi) a relevant manager, upon application in writing from two employees, may approve a mutual change of the taking of annual leave between two employees.
- (xii) where an employee performs higher duties for a period of three consecutive months or more, immediately preceding a period of annual leave, or where an employee commences a period of higher duties prior to the taking of annual leave and returns to the higher duties immediately following the period of annual leave and completes a minimum of three consecutive months performing higher duties, shall be entitled to the payment of annual leave at the higher rate.
- (xiii) employees will not be removed from relieving in a higher position immediately prior to commencing annual leave for the purpose of avoiding payment at the higher rate.

- (b) QAS non-managerial scale employees levels 1 to 4 and managerial scale employees levels 6 to 8:
- (i) employees classified as QAS non-managerial scale levels 1 to 4 shall at the end of each year of employment be entitled to 20 days' annual leave (exclusive of public holidays) and a proportionate amount for an incomplete year of service.
 - (ii) employees classified as QAS managerial scale levels 6 to 8 shall at the end of each year of employment be entitled to 25 days' annual leave (exclusive of public holidays) and a proportionate amount for an incomplete year of service.
 - (iii) a loading is to be paid to employees on recreation leave at the rate of 17.5% of the employee's ordinary wage or salary as prescribed by this Determination for the period of the leave.
 - (iv) annual leave shall be paid for in advance and, except as otherwise provided herein, it shall not be lawful for the employer to give, or for an employee to receive, payment in lieu of such annual leave.
 - (v) annual leave as prescribed may, at the option of the employee concerned and with the consent of the employer, be allowed to accumulate for two years but for no longer period, and may be taken in no more than two periods.
- (c) QAS Brisbane Communications Centre employees:
- (i) every QAS Brisbane Communications Centre employee, other than a casual employee, shall at the end of each year of employment be entitled to six weeks' annual holiday on full pay.
 - (ii) annual leave may be taken in no more than two periods. The timing of the taking of leave will be determined by the management of the Centre in consultation with employees.
 - (iii) annual leave will be allowed to accumulate for two years but for no longer, unless under special circumstances as approved by LASN Management for the respective service.
 - (iv) officers who do not request leave or negotiate to accumulate leave will be allocated a leave period.
 - (v) it is not lawful for the employer to give or for an employee to receive payment in lieu of annual leave, except in the case of termination of employment.
 - (vi) calculation of annual holiday pay

The following calculation of annual holiday pay (including any proportionate payments) shall be over five weeks in the case of shift workers or other employees working considerable out of hours work, or four weeks in any other case:

- (A) base salary (i.e. the employees ordinary wage rate prescribed by this Determination, or where an employee has been in receipt of a higher rate of

pay than the ordinary rate of pay for more than one fortnight immediately prior to taking leave, that excess rate); plus

(B) the greater amount of:

- shift allowance and shift penalties according to the projected roster; or
 - a leave loading calculated at the rate of 17.5% of the amount outlined in 34(c)(i) above; plus
 - other allowances payable for ordinary time worked (i.e. industry allowances, locality allowances, mine site allowances etc).
 - the additional weeks leave granted to QAS employees is in lieu of full penalty rates payable on public holidays.
- (vii) the monetary equivalent of accrued annual leave, including *pro rata* annual leave, shall be paid upon termination of employment.
- (viii) where an employee performs higher duties for more than one fortnight immediately prior to taking annual leave, such employee shall be entitled to the payment of annual leave at the higher rate.

35. Family leave

- (a) The provisions of the Family Leave (Queensland Public Sector) Award - State 2012 apply to and are deemed to form part of this Determination.
- (b) It is to be noted that:
- (i) part-time work can be performed by agreement in the circumstances specified in the Family Leave (Queensland Public Sector) Award - State 2012;
 - (ii) a copy of the Family Leave (Queensland Public Sector) Award - State 2012 is required to be displayed in accordance with s. 697 of the Act.
- (c) The Family Leave (Queensland Public Sector) Award - State 2012 also provides for the terms and conditions of leave associated with:
- (i) maternity leave;
 - (ii) parental leave;
 - (iii) adoption leave; and
 - (iv) special responsibility leave for the care and support of the employee's immediate family or household.
- (d) Employees will also be entitled to 14 weeks' paid maternity/adoption leave. Guidelines for administration of this leave will be as applied to the Queensland Public Service.

36. Public holidays

- (a) All work done by any employee, other than QAS Brisbane Communications Centre employees and QAS managerial scale employees levels 6 to 8 employee, on:
- (i) the 1st January;
 - (ii) the 26th January;
 - (iii) Good Friday;
 - (iv) Easter Saturday (the day after Good Friday);
 - (v) Easter Monday;
 - (vi) the 25th April (Anzac Day);
 - (vii) The Birthday of the Sovereign;
 - (viii) Christmas Day;
 - (ix) Boxing Day; or
 - (x) any day appointed under the *Holidays Act 1983*, to be kept in place of any such holiday,

will be paid for at the rate of time and a-half with a minimum of four hours.

- (b) Annual show

All work performed by employees in a district for the time being specified by the Minister responsible for Industrial Relations, by notification published in the Industrial Gazette, on the day appointed under the *Holidays Act 1983* as a holiday in relation to an annual agricultural, horticultural or industrial show held in that district is to be paid for at a rate of time and a-half, with a minimum of four hours.

- (c) Clause 36(b) is not to be construed to confer on an employee, while continued in employment by the same employer, or taken to be continued in such employment pursuant to s. 71 of the Act, an entitlement to be paid at a rate therein prescribed for work performed on a day, such as is referred to in clause 36(b), on more than one occasion in each calendar year.

- (d) Time and a-half

Time and a-half means one half day's wages in addition to the weekly rate and *pro rata* if there be more or less than a day.

- (e) All time worked on a holiday for which the employee is entitled to be paid at a rate prescribed by clauses 36(a), 36(b) or 36(f) outside the period between the ordinary starting and ordinary finishing times provided for by this Determination for the day of the week on which the holiday falls is to be paid for at double the rate provided for by this

Determination for such time when worked outside such period on an ordinary working day.

(f) Labour day

All employees covered by this Determination shall be entitled to be paid a full day's wage for Labour Day (the first Monday in May or other day appointed under the *Holidays Act 1983*, to be kept in place of that holiday) irrespective of the fact that no work may be performed on such day, and if any employee concerned actually works on Labour Day, such employee shall be paid a full day's wage for that day in addition a payment for the time actually worked by the employee at one and a-half times the ordinary rates prescribed for such work with a minimum of four hours.

(g) Employees who do not work Monday to Friday of each week

Employees who do not ordinarily work Monday to Friday of each week are entitled to public holidays as follows:

- (i) full-time employees who are not in receipt of additional leave in lieu of extra payment for work on public holidays mentioned in clause 36(a) shall be entitled to an additional day's pay for each public holiday if rostered off on that day.
- (ii) part-time employees who are not in receipt of additional leave in lieu of extra payment for work on public holidays mentioned in clause 36(a), and whose normal roster includes a Saturday or Sunday which would be a prescribed holiday but for the substitution of an alternative day, shall be entitled to an additional day's pay or *pro rata*) where they would otherwise lose the benefit of the public holiday.
- (iii) where Christmas Day falls on a Saturday or a Sunday and the public holiday is observed on another day, full-time employees required to work on Christmas Day (i.e. 25 December) are to be paid a loading in addition to their normal pay for that day of one-half of the ordinary day's wages.
- (iv) nothing in clause 36(g) confers a right to any employee to payment for a public holiday as well as a substituted day in lieu.

37. Public holidays for QAS Brisbane Communications Centre employees

- (a) All work done by QAS Brisbane Communications Centre employees on any of the following days:
 - (i) New Year's Day;
 - (ii) Australia Day;
 - (iii) Good Friday;
 - (iv) Easter Saturday;
 - (v) Easter Monday;
 - (vi) Anzac Day;

- (vii) Labour Day;
- (viii) Sovereign's Birthday;
- (ix) Christmas Day
- (x) Boxing Day; or
- (xi) any day appointed under the *Holidays Act 1983*,

is to be paid for at the rate of double-time and a-half with a minimum payment of four hours on Christmas Day, Good Friday and Labour Day and time and a-half (ie one half hour's wages in addition to the hourly rate) with a minimum payment of four hours on all other public holidays.

- (b) In the case of appointed public holidays in relation to annual agricultural, horticultural or industrial show held, only one such day shall be paid per year at either of these rates.
- (c) Any time worked by an employee outside of their ordinary starting and ordinary finishing times on any of these public holidays shall be paid for at double the rate provided for by the Award or Determination.
- (d) Where any of these public holidays occur during annual leave or on an employees rostered day off (where the employee works as a shift worker on a defined roster), the employee shall be paid for this day.
- (e) All employees shall be entitled to be paid a full day's wage for Labour Day (the first Monday in May) irrespective of the fact that no work may be performed on such day.
- (f) An employee who works on Labour Day shall be paid at the rate of double-time and a-half for time actually worked with a minimum of four hours payment. Employees on a rostered day off or on Annual Leave on Labour Day shall be paid an additional eight hours' pay or an additional eight hours' leave shall be added to their Annual Leave in lieu thereof.

38. Public holidays for QAS managerial scale employees levels 6 to 8

- (a) QAS managerial scale employees levels 6 to 8 are not routinely required to work on public holidays.
- (b) Where an employee is required to perform duties on a public holiday, such employees shall be paid at their normal pay rate and will accrue a day off in lieu. These days must be taken within 12 months of their accrual and will be forfeited if not taken in this time.

39. Jury service

- (a) An employee, other than a casual employee, required to attend for jury service during their ordinary working hours shall be reimbursed by the employer an amount equal to the difference between the amount paid in respect of their attendance for such jury service and the ordinary pay the employee would have been paid if the employee was not absent on jury service.

- (b) Alternatively, by agreement, fees (other than meal allowance) received by the employee to attend jury service will be paid to the employer and the employer will continue to pay the employee their ordinary pay for the time the employee was absent on jury service.
- (c) Employees shall notify their employer as soon as practicable of the date upon which they are required to attend for jury service and shall provide their employer with proof of such attendance, the duration of such attendance and the amount received in respect thereof.
- (d) If the employee is not required to serve on a jury for a day or part of a day after attending for jury service and the employee would ordinarily be working for all or part of the remaining day, the employee must, if practicable, present for work at the earliest reasonable opportunity.
- (e) "Ordinary pay" means the rate of pay that an employee would normally expect to receive for working ordinary hours on an ordinary day of the week, including any over-award payment. "Ordinary pay" excludes overtime, penalty rates of all types - including those attaching to working ordinary hours (for example) on a Saturday, disability allowances, shift allowances, aggregated allowance, special rates, fares and travelling time allowances, bonuses and other ancillary payments of a like nature.

40. Bereavement leave

- (a) Full-time and part-time employees

Full-time and part-time employees shall, on the death of a member of their immediate family or household, be entitled to paid bereavement leave up to and including the day of the funeral of such person. Such leave shall be without deduction of pay for a period not exceeding the number of hours worked by the employee in two ordinary days of work. Proof of such death is to be furnished by the employee to the satisfaction of the employer.

- (b) "Immediate family" includes:
 - (i) a spouse (including a former spouse, a de facto spouse and a former de facto spouse, spouse of the same sex) of the employee; and
 - (ii) a child or an adult child (including an adopted child, a foster child, an ex-foster child, a stepchild or an ex-nuptial child), parent, grandparent, grandchild or sibling of the employee or spouse of the employee.
- (c) Unpaid leave

An employee with the consent of the employer, may apply for unpaid leave when a member of the employee's immediate family or household dies and the period of bereavement leave entitlement provided above is insufficient.

PART 7 - Miscellaneous

41. QAS services

The QAS agrees to provide ambulance services to all permanent QAS employees and Honorary Officers and their dependents free of charge.

SCHEDULE 1 - Wage Rates (see clause 11)

Classification	Annual Base Wage Rate		
	Rate as at 2.12.13 \$	Rate as at 1.12.14 \$	Rate as at 2.11.15 \$
Ambulance Attendant/Certificate IV Training	43,578.08	44,537	45,517
Patient Transport Officer pp 1	43,578.08	44,537	45,517
Patient Transport Officer pp 2	47,012.00	48,046	49,103
Patient Transport Paramedic/Certificate IV Qualified	52,827.18	53,989	55,177
Paramedic Student pp 1	43,578.08	44,537	45,517
Paramedic Student pp 2	47,012.00	48,046	49,103
Paramedic Student pp 3	48,861.82	49,937	51,036
Paramedic Student pp 4	50,711.64	51,827	52,967
Paramedic	52,827.18	53,989	55,177
Paramedic Advanced Skills pp 1	55,463.94	56,684	57,931
Paramedic Advanced Skills pp 2	56,782.32	58,032	59,309
Advanced Care Paramedic pp 1	56,782.32	58,032	59,309
Advanced Care Paramedic pp 2	58,110.92	59,389	60,696
Advanced Care Paramedic pp 3	59,429.30	60,737	62,073
Intensive Care Paramedic pp 1	62,597.50	63,975	65,382
Intensive Care Paramedic pp 2	64,702.82	66,126	67,581
Intensive Care Paramedic pp 3	66,562.86	68,027	69,524
Communications Officer pp 1	44,896.46	45,884	46,893
Communications Officer pp 2	48,074.88	49,133	50,214
Communications Officer pp 3	52,295.74	53,446	54,622
Communications Officer pp 4	54,145.56	55,337	56,554
Communications Officer pp 5	56,005.60	57,238	58,497
Communications Centre Supervisor pp 1	71,836.38	73,417	75,032
Communications Centre Supervisor pp 2	73,951.92	75,579	77,242
Communications Centre Supervisor pp 3	76,067.46	77,741	79,451
Communications Centre Supervisor pp 4	78,183.00	79,903	81,661
Baby Capsule Fitter	39,622.94	40,495	41,386
Senior Ambulance Officer	48,861.82	49,937	51,036

Classification	Annual Base Wage Rate		
	Rate as at 2.12.13 \$	Rate as at 1.12.14 \$	Rate as at 2.11.15 \$
Station Officers Level 1 P1/2	71,233.40	72,801	74,403
Station Officers Level 1 P3.1 *	71,233.40	72,801	74,403
Station Officers Level 1 P3.2 *	72,551.78	74,148	75,779
Station Officers Level 1 P3.3 *	73,880.38	75,506	77,167
Station Officers Level 1 P4.1 #	71,233.40	72,801	74,403
Station Officers Level 1 P4.2 #	73,348.94	74,963	76,612
Station Officers Level 1 P4.3 #	75,188.54	76,843	78,534
Station Officers Level 2 P1/2	75,219.20	76,874	78,565
Station Officers Level 2 P3.1 *	75,219.20	76,874	78,565
Station Officers Level 2 P3.2 *	76,547.80	78,232	79,953
Station Officers Level 2 P3.3 *	77,855.96	79,569	81,320
Station Officers Level 2 P4.1 #	75,219.20	76,874	78,565
Station Officers Level 2 P4.2 #	77,334.74	79,036	80,775
Station Officers Level 2 P4.3 #	79,184.56	80,927	82,707
Station Officers Level 3 P1/2	79,348.08	81,094	82,878
Station Officers Level 3 P3.1 *	79,348.08	81,094	82,878
Station Officers Level 3 P3.2 *	80,676.68	82,452	84,266
Station Officers Level 3 P3.3 *	82,005.28	83,809	85,653
Station Officers Level 3 P4.1 #	79,348.08	81,094	82,878
Station Officers Level 3 P4.2 #	81,463.62	83,256	85,088
Station Officers Level 3 P4.3 #	83,303.22	85,136	87,009
Station Officers Level 4 P1/2	83,354.32	85,188	87,062
Station Officers Level 4 P3.1 *	83,354.32	85,188	87,062
Station Officers Level 4 P3.2 *	84,652.26	86,515	88,418
Station Officers Level 4 P3.3 *	85,980.86	87,872	89,805
Station Officers Level 4 P4.1 #	83,354.32	85,188	87,062
Station Officers Level 4 P4.2 #	85,459.64	87,340	89,261
Station Officers Level 4 P4.3 #	87,299.24	89,220	91,183
* Advanced Care Clinical Allowance	1,318.38	1,347	1,377
# Intensive Care Clinical Allowance	7,133.56	7,291	7,451
Managerial Scale 6 pp 1	87,687.60	89,617	91,589
Managerial Scale 6 pp 2	89,803.14	91,779	93,798
Managerial Scale 6 pp 3	92,439.90	94,474	96,552

Classification	Annual Base Wage Rate		
	Rate as at 2.12.13 \$	Rate as at 1.12.14 \$	Rate as at 2.11.15 \$
Managerial Scale 7 pp 1	96,405.26	98,526	100,694
Managerial Scale 7 pp 2	99,042.02	101,221	103,448
Managerial Scale 7 pp 3	101,689.00	103,926	106,212
Managerial Scale 7 pp 4	104,315.54	106,610	108,955
Managerial Scale 8 pp 1	106,972.74	109,326	111,731
Managerial Scale 8 pp 2	109,599.28	112,010	114,474
Managerial Scale 8 pp 3	111,592.18	114,047	116,556
Managerial Scale 8 pp 4	113,574.86	116,074	118,628

SCHEDULE 2 - Locality Allowances (see clause 14(e))

Station	Centre	Allowance Per Fortnight \$
Aramac Ambulance Station	Aramac	125.30
Bamaga Ambulance Station	Bamaga	312.30
Barcaldine Ambulance Location	Barcaldine	109.70
Bedourie Ambulance Location	Bedourie	276.10
Blackall Ambulance Station	Blackall	102.50
Boulia Ambulance Location	Boulia	196.10
Burketown Ambulance Location	Burketown	227.10
Camooweal Ambulance Location	Camooweal	169.10
Cloncurry Ambulance Station	Cloncurry	115.20
Croydon Ambulance Location	Croydon	258.00
Cunnamulla Ambulance Station	Cunnamulla	109.70
Dajarra Ambulance Location	Dajarra	159.80
Doomadgee Ambulance Location	Nicholson	250.00
Georgetown Ambulance Location	Georgetown	148.90
Isisford Ambulance Location	Isisford	134.90
Julia Creek Ambulance Station	Julia Creek	144.70
Jundah Ambulance Location	Jundah	188.30
Karumba Ambulance Location	Karumba	263.10
Longreach Ambulance Station	Longreach	108.00
Mornington Island Ambulance Location	Wellesley Islands	334.00
Mt Isa Ambulance Station	Parkside	86.80
Muttaburra Ambulance Location	Muttaburra	135.40
Normanton Ambulance Station	Norman	245.70
Quilpie Ambulance Location	Quilpie	108.50
Richmond Ambulance Location	Richmond	159.20
Thargomindah Ambulance Location	Thargomindah	188.20
Thursday Island Ambulance Station	Thursday Island	271.30
Weipa Ambulance Station	Trunding	184.50
Windorah Ambulance Station	Windorah	197.10
Winton Ambulance Station	Winton	143.50