

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

CITATION: *Re: variation of the Ambulance Service Employees Award – State 2016*
[2020] QIRC 137

PARTIES: **State of Queensland (Office of Industrial Relations)**
(Applicant)

v

United Voice, Industrial Union of Employees, Queensland
(Respondent)

CASE NO: MA/2020/2

PROCEEDING: Application

DELIVERED ON: 2 September 2020

HEARING DATE: On the Papers

MEMBER: Knight IC

HEARD AT: Brisbane

ORDER: **1. Application granted. Full Orders as per final page of decision.**

CATCHWORDS: INDUSTRIAL LAW – VARIATION OF A MODERN AWARD – application to vary a modern award.

LEGISLATION: *Industrial Relations Act 2016 (Qld) s 147*

Reasons for Decision

- [1] The State of Queensland (Office of Industrial Relations) has filed an application pursuant to s 147 of the *Industrial Relations Act 2016* ("the Act") to vary the *Ambulance Service Employees Award – State 2016* ("the Award"). The application is made with the consent of United Voice, Industrial Union of Employees, Queensland.

- [2] The proposed variation is purposed to remove hours-based barriers to increment progression in relation to part-time employees to whom the Award applies.
- [3] In sch 1, s 1(d) of the Award, there is a requirement for part-time employees across all classifications (except paramedic students who progress upon completion of specified training) to work 1428 hours for each 12 months' service or 741 hours for each 6 months' service, whichever is greater, prior to moving to the next increment within a classification level.
- [4] The Award covers approximately 464 part-time employees (as at June 2019) who are subject to the provision applying an hours-based barrier to increment progression.
- [5] In her affidavit of 12 August 2020, Ms Tara Armstrong, Director of Industrial Relations (Public Sector), deposes that female employees are disproportionately engaged on a part-time basis across the public service generally. This, she says, is a factor contributing to the gender pay gap – something the proposed variation is intended and projected to ameliorate.
- [6] I grant the application and make the necessary orders to vary the Award.

Orders

Pursuant to s 147 of the Act, the *Ambulance Service Employees Award – State 2016* is varied as follows:

- 1. By deleting sub-clause (d) in Schedule 1, Section 1 and inserting the following in lieu thereof:**
 - (d) The progression tables set out below outline the minimum timeframes for progression. These minimum timeframes are for full-time and part-time employees. Casual employees are required to meet an equivalent minimum period of service being 1428 hours for each 12 months' service or 741 hours for each 6 months' service, whichever is greater.**
- 2. The variation of the Award will operate on and from 2 September 2020.**