

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards

**United Voice, Industrial Union of Employees, Queensland AND
Department of Community Safety (A/2011/7)**

AMBULANCE SERVICE EMPLOYEES' AWARD - STATE 2003

DEPUTY PRESIDENT SWAN
DEPUTY PRESIDENT BLOOMFIELD
COMMISSIONER THOMPSON

12 September 2011

AMENDMENT

This matter coming on for hearing before the Commission at Brisbane on 12 September 2011 this Commission orders that the said Award be amended as follows as from 1 October 2011:

1. By adding the following at the end of clause 1.2:

SCHEDULE 1 Pay Point Progression

2. By deleting clause 5.2.1 and inserting the following in lieu thereof:

5.2.1 The minimum rates payable to the following class of Employees under this Award shall be:

	Per fortnight \$
Ambulance Attendant/Certificate IV Training	1,577.80
Patient Transport Officer pp1	1,577.80
Patient Transport Officer pp2	1,701.80
Patient Transport Para/Cert IV Qualified	1,912.30
Paramedic Student pp1	1,577.80
Paramedic Student pp2	1,701.80
Paramedic Student pp3	1,768.80
Paramedic Student pp4	1,835.80
Paramedic	1,912.30
Paramedic Advanced Skills pp1	2,007.80
Paramedic Advanced Skills pp2	2,055.80
Advanced Care Paramedic pp1	2,055.80
Advanced Care Paramedic pp2	2,103.70
Advanced Care Paramedic pp3*	2,151.30
Intensive Care Paramedic pp1	2,266.20
Intensive Care Paramedic pp2	2,342.70
Intensive Care Paramedic pp3*	2,409.70

* with 8- years service at 1/7/2010

Communications Officer pp1	1,625.30
Communications Officer pp2	1,740.30
Communications Officer pp3	1,893.30
Communications Officer pp4	1,960.30
Communications Officer pp5	2,027.20
Communications Centre Supervisor pp1	2,600.70
Communications Centre Supervisor pp2	2,677.20

	Per fortnight \$
Communications Centre Supervisor pp3	2,753.70
Communications Centre Supervisor pp4	2,830.20
Baby Capsule Fitter	1,434.30
Senior Ambulance Officer	1,768.80
Station Officers (SO)	
Level 1 (L1)	
SO L1 P1/2	2,578.90
SO L1 P3.1 *	2,578.90
SO L1 P3.2 *	2,626.50
SO L1 P3.3 *	2,674.40
SO L1 P4.1 #	2,578.90
SO L1 P4.2 #	2,655.40
SO L1 P4.3 #	2,722.00
Level 2 (L2)	
SO L2 P1/2	2,723.20
SO L2 P3.1 *	2,723.20
SO L2 P3.2 *	2,771.10
SO L2 P3.3 *	2,818.70
SO L2 P4.1 #	2,723.20
SO L2 P4.2 #	2,799.70
SO L2 P4.3 #	2,866.70
Level 3 (L3)	
SO L3 P1/2	2,872.60
SO L3 P3.1 *	2,872.60
SO L3 P3.2 *	2,920.50
SO L3 P3.3 *	2,968.50
SO L3 P4.1 #	2,872.60
SO L3 P4.2 #	2,949.10
SO L3 P4.3 #	3,016.10
Level 4 (L4)	
SO L4 P1/2	3,017.30
SO L4 P3.1 *	3,017.30
SO L4 P3.2 *	3,064.80
SO L4 P3.3 *	3,112.80
SO L4 P4.1 #	3,017.30
SO L4 P4.2 #	3,093.80
SO L4 P4.3 #	3,160.30
Managerial Scale	
M6 pp 1	3,174.60
M6 pp 2	3,251.10
M6 pp 3	3,346.60
M7 pp 1	3,490.10
M7 pp 2	3,585.60
M7 pp 3	3,681.10
M7 pp 4	3,776.60
M8 pp 1	3,872.50
M8 pp 2	3,968.10
M8 pp 3	4,039.80

	Per fortnight \$
M8 pp 4	4,111.50
Non-Managerial Scale	
Level 1 pp 1	1,144.90
Level 1 pp 2	1,223.50
Level 1 pp 3	1,302.00
Level 2 pp 1	1,482.70
Level 2 pp 2	1,521.20
Level 2 pp 3	1,562.30
Level 2 pp 4	1,603.20
Level 2 pp 5	1,644.40
Level 2 pp 6	1,685.40
Level 2 pp 7	1,715.40
Level 2 pp 8	1,769.70
Level 3 pp 1	1,881.50
Level 3 pp 2	1,956.60
Level 3 pp 3	2,031.60
Level 3 pp 4	2,105.70
Level 4 pp 1	2,235.70
Level 4 pp 2	2,311.60
Level 4 pp 3	2,387.60
Level 4 pp 4	2,463.80
* Advanced Care Clinical Allowance	48.00
# Intensive Care Clinical Allowance	258.40

The rates of pay in clause 5.2.1 comprise the minimum rates payable under this Award.

The rates incorporate adjustments based upon the 1 July, 2010 rates prescribed in the *Queensland Ambulance - Determination 2010* (CA/2008/317).

3. By deleting clause 5.2.4 and inserting the following in lieu thereof:

5.2.4 The rates of pay in this Award are intended to include the arbitrated wage adjustment payable under the 1 September 2011 Declaration of General Ruling and earlier Safety Net Adjustments and arbitrated wage adjustments. This arbitrated wage adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such payments include wages payable pursuant to certified agreements, currently operating enterprise flexibility agreements, award amendments to give effect to enterprise agreements and overaward arrangements. Absorption which is contrary to the terms of an agreement is not required.

4. By inserting a new clause 5.4.13 as follows:

5.4.13 *Clinical allowances for station officers*

- (a) Station Officers in possession of Advanced Care Paramedic (ACP) qualifications are entitled to an ACP clinical allowance in accordance with the following:
 - (i) this allowance is to be calculated as the difference between an ACP base rate and the Paramedic Advanced Skills base rate;
 - (ii) this allowance is payable on sick leave, annual leave and long service leave and is superannuable; and
 - (iii) this allowance is not payable for on call or overtime.
- (b) Station Officers in possession of Intensive Care Paramedic (ICP) qualifications are entitled to an ICP clinical allowance in accordance with the following:

- (i) this allowance is to be calculated as the difference between an ICP base rate and the Paramedic Advanced Skills base rate;
- (ii) this allowance is payable on sick leave, annual leave and long service leave and is superannuable; and
- (iii) this allowance is not payable for on call or overtime.

Provided that for clause 5.4.13 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.

5. By inserting a new Schedule 1 - Pay Point Progression as follows:

SCHEDULE 1 - PAY POINT PROGRESSION

1. PROGRESSION AND MAINTENANCE ARRANGEMENTS

- (a) Appointment or promotion to a classification will be to pay point one.
- (b) An employee may be appointed to a pay point within a classification based on recognition of skills, knowledge and abilities of an equivalent time performed in a similar role.
- (c) Except where specified, movement within a classification will be based on progression arrangements outlined in the following sections. Movement to another classification will be on appointment based on merit.
- (d) The below progression tables outline the minimum timeframes for progression. These minimum timeframes are for full-time employees. Employees other than full-time are required to meet an equivalent minimum period of service worked and 1428 hours for each 12 months' service or 741 hours for each 6 months' service, whichever is the greater.
- (e) Progression of a pay point will not be applicable until all the progression criteria have been met and approved, including performance objectives.
- (f) The educational requirements specified within these progression tables are those that apply at 1 July 2010. Educational requirements may change during the life of the Award at the discretion and determination of the QAS Commissioner.
- (g) Where QAS identifies a component of a QAS education, training or developmental course is required for progression, that component should be made available by the QAS.
- (h) The timing of training will be dependent upon the demonstrated ability at an employee's current level.
- (i) If employees meet all other requirements for progression and the opportunity to undertake the relevant and required educational component has not been provided by the QAS, employees will not be disadvantaged.
- (j) It is expected that the level of skill and experience of each employee will increase as they move through the pay points. At each level, employees are required to share their skills with other employees and assist other employees in achieving excellence.
- (k) Failure to complete or maintain the requirements of each level will result in adjustment to the employee's pay to reflect the appropriate education/clinical level.

2. COMMUNICATIONS

- (a) A Communications Officer means an employee who works in a Communications Centre as a Call Taker or Call Taker/Dispatcher and who receives and/or actions telephone messages concerning QAS communications operations and/or co-ordinates ambulance and patient movements.
- (b) A Communications Centre Supervisor/Team Leader means an employee who is in charge of a discrete work unit of Communications Officers.
- (c) All Communications Officers - Call Takers must attain the Certificate III in Ambulance Communications (Call Taking) or equivalent (as determined by the QAS Commissioner) within 6 months of appointment.

(d) All Communications Officers - Call Taker/Dispatchers (pay point 3) and Communications Centre Supervisors must possess the Certificate IV in Ambulance Communications (Dispatch) or equivalent (as determined by the QAS Commissioner).

(e) Employees relieving in a Supervisor position will be paid at CCS pay point 1. Progression to higher pay points for relievers will be subject to the requirements outlined below achieved over a cumulative period of 12 months service.

Communications Officer	
Pay Point	Requirements
Pay Point 1	<p>Employees at this pay point are undertaking initial training. Employees will have completed the induction and orientation program. At this level employees are being mentored, coached or operating independently under close supervision.</p> <p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessments, and • Successful completion of initial training program, and • Successful completion of Certificate III in Ambulance Communications (Call Taking) or equivalent and Certificate IV in Ambulance Communications (Dispatch) or equivalent, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 2	<p>Employees at this level are qualified Call Takers who undertake the function independently. Employees coach and assist new employees to understand and perform call taking duties using manual and or Computer Aided Dispatch (CAD) systems. Employees at this level will be actively seeking to enhance their knowledge and skills through exposure to a wider range of CAD and associated system functions.</p> <p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • At least 12 months at pay point 1, and • Possession of Certificate III in Ambulance Communications (Call Taking) or equivalent for Communications Officers - Call Taker positions only or possession of Certificate IV in Ambulance Communications (Dispatch) or equivalent for Communications Officers - Call Taker/Dispatcher, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 3	<p>Employees at this level are using and developing their dispatch skills, and maintaining their skills to enhance call taking functions. Employees are consistently meeting quality performance targets under minimum supervision. Employees at this level will be actively seeking to develop basic system troubleshooting skills. Employees coach and assist new employees to understand and perform call taking duties using manual and or Computer Aided Dispatch (CAD) systems.</p> <p>QAS reserves the right to restrict the number of Communications Officer - Call Taker/Dispatch positions based on operational and service delivery need. For progression from pay point 2 to pay point 3 and maintenance of this level, in addition to the requirements of pay point 2:</p> <ul style="list-style-type: none"> • Where applicable, the availability of a Communications Officer - Call Taker/Dispatch position; and • Achievement of required selection assessments, and • At least 6 months at pay point 2, and • Possession of Certificate IV in Ambulance Communications (Dispatch) or equivalent, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 4	<p>Employees at this level use their clinical and/or operational knowledge to provide advice to employees at all other levels in Communications Rooms. Employees at this level are expected to actively contribute to developing and improving the quality of service delivery, and the continuing</p>

	<p>development of Communications Rooms. Employees at this level have demonstrated the ability and will supervise less skilled employees. Employees at this level should be developing a higher level knowledge and understanding of CAD and associated systems.</p> <p>For progression from pay point 3 to pay point 4 and maintenance of this level, in addition to the requirements of pay point 3:</p> <ul style="list-style-type: none"> • At least 12 months at pay point 3, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 5	<p>Employees at this level have a high level of operational knowledge and understanding of CAD and associated systems and/or the ability to task, coordinate and monitor resources. Employees at this level must demonstrate operational knowledge of CAD systems and other information systems and to actively assist team leaders to develop less skilled employees.</p> <p>For progression from pay point 4 to pay point 5 and maintenance of this level, in addition to the requirements of pay point 4:</p> <ul style="list-style-type: none"> • At least 12 months at pay point 4, and • Successful completion of supervisors' course or equivalent, and • Certification by the appropriate delegate of the employee's ability to function at a supervisory level and preparedness of the employee to relieve as a Communications Centre Supervisor (CCS) as necessary, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

Communications Centre Supervisor / Team Leader	
Pay Point	Requirements
Pay Point 1	<p>Newly appointed Supervisors will commence at Level 1. Employees will possess the confidence, skills and abilities to competently direct employees in the performance of their work. Employees will actively seek to acquire and develop skills to enhance their effectiveness as Team Leaders. Professional Development Officers will commence at this level.</p> <p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessments, and • Enrolment in Certificate IV in Ambulance Communications and completion within appropriate timeframes, and • Possession of supervisors' course or equivalent, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 2	<p>Employees at this level have met the requirements at Team Leader 1. They will be effective Team Leaders at shift level and carry out daily planning, coordinating, directing and controlling functions of administrative and operational requirements.</p> <p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • At least 12 months at pay point 1, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 3	<p>This pay point is only available to positions in AFCom, Secomm, North Coast Communications Centre and QEOC when this Centre commences operations.</p> <p>Employees at this level have met the requirements at Team Leader 2 and will be effective middle</p>

	<p>managers. Employees at this level are expected to actively contribute to developing and improving the quality of service delivery, and the continuing development of Communications Rooms.</p> <p>For progression from pay point 2 to pay point 3 and maintenance of this level, in addition to the requirements of pay point 2:</p> <ul style="list-style-type: none"> • At least 12 months at pay point 2, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 4	<p>This pay point is only available to positions in AFCom or QEOC when this Centre commences operations.</p> <p>Employees must have demonstrated competency in all facets of Communications Rooms activity, operational resource knowledge and higher level knowledge of medical terminology.</p> <p>For progression from pay point 3 to pay point 4 and maintenance of this level, in addition to the requirements of pay point 3:</p> <ul style="list-style-type: none"> • At least 12 months at pay point 3, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

3. OPERATIONAL

3.1 Patient transport

- (a) A Patient Transport Officer means an employee who works in the predominately non-emergency pre-hospital environment providing non-emergency patient transport services.
- (b) A Patient Transport Paramedic means an employee who provides a high standard of pre-hospital emergency patient care and the provision of ambulance transport services for members of the community within their specified level of clinical practice.
- (c) All Patient Transport Officers must attain the Certificate III in Non-Emergency Patient Transport or equivalent (as determined by the QAS Commissioner).
- (d) All Patient Transport Paramedics must possess at least an Associate Diploma of Applied Science (Ambulance) or equivalent qualifications (as determined by the QAS Commissioner).
- (e) A Paramedic may request to revert to a Patient Transport Paramedic (PTP) which is at the clinical and remuneration level equivalent to a Paramedic P1 level.
- (f) Regardless of paramedic skill or pay level prior to taking up a PTP position, employees will be required to maintain the skill, currency and Certificate of Practice requirements of Paramedic P1 level. Should an employee not do so, they will revert to a Patient Transport Officer pay rate (subject to available positions).
- (g) The QAS retains the right to determine the number and location of Patient Transport Paramedic positions.

Pay Point	Requirements
Pay Point 1	<p>Employees at this pay point are undertaking initial training. Employees will have completed the induction and orientation program. At this level employees are being mentored, coached or operating independently under close supervision.</p> <p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessments, and • Successful completion of initial training program, and • Commencement of Certificate III in Non-Emergency Patient Transport or equivalent, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

Pay Point	Requirements
Pay Point 2	<p>Employees at this level are qualified Patient Transport Officers who undertake the function independently. Employees coach and assist new employees to understand and perform patient transport duties. Employees at this level will be actively seeking to enhance their knowledge and skills.</p> <p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • At least 6 months at pay point 1, and • Possession of Certificate III in Non-Emergency Patient Transport or equivalent, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Patient Transport Paramedic	<p>Employees at this level use their clinical and/or operational knowledge to provide advice to employees, provide a high standard of pre-hospital emergency patient care and the provision of ambulance transport services within their specified level of clinical practice. Employees at this level are expected to actively contribute to developing and improving the quality of service delivery. Employees at this level have demonstrated the ability and will supervise less skilled employees.</p> <p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Possession of appropriate paramedic qualifications of at least an Associate Diploma of Applied Science (Ambulance), Diploma of Applied Science (Ambulance) or equivalent qualifications, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

3.2 Ambulance attendant/certificate IV officer

- (a) An Ambulance Attendant/Certificate IV Officer means an employee who has formal clinical training and is working as a clinical officer.
- (b) An Ambulance Attendant Level 1 must possess the old qualification of Certificate III in Health Science (Emergency Care and Transport) for pay point 1 only or else must be undertaking the Certificate IV in Basic Emergency Care.
- (c) A Certificate IV Officer Level 2 must possess the Certificate IV in Basic Emergency Care at the Paramedic P1 skill level.

Pay Point	Requirements
Ambulance Attendant Level 1	<p>Employees at this pay point are either undertaking initial training or possess the relevant qualification. Employees will have completed the induction and orientation program. Employees undertaking training may be mentored, coached or operating independently under supervision. Employees at this level use their clinical and/or operational knowledge to provide a high standard of pre-hospital emergency patient care and the provision of ambulance transport services within their specified level of clinical practice.</p> <p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessments, and • Possession of Certificate III in Health Science (Emergency Care and Transport) or equivalent OR commencement of Certificate IV in Basic Emergency Care or equivalent, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

Certificate IV Officer Level 2	<p>Employees at this level are qualified Certificate IV Officers who undertake the function independently. Employees at this level will be seeking to enhance their knowledge and skills. Employees at this level use their clinical and/or operational knowledge to provide a high standard of pre-hospital emergency patient care and the provision of ambulance transport services within their specified level of clinical practice.</p> <p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • Possession of Certificate IV in Basic Emergency Care or equivalent, and • Maintenance and development of skills/Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
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3.3 Paramedic students

- (a) A Paramedic Student means an employee enrolled in a course of training to become qualified as Paramedic.
- (b) All Paramedic Students must be enrolled in the Diploma of Paramedical Science (Ambulance) or equivalent (as determined by the QAS Commissioner).
- (c) University students undertaking paramedical studies recognised by the QAS may be utilised as casual employees at pay point 1 during their studies.
- (d) Time periods for progression through student pay points do not apply. Requirements for progression are competency based and are determined by the QAS Commissioner based on completion of specific semester competency achievement phases.
- (e) Employees at this level use their clinical and/or operational knowledge to provide a high standard of pre-hospital emergency patient care and the provision of ambulance transport services within their specified level of clinical practice.
- (f) At this level employees are being mentored, coached or operating independently under varying levels of supervision, depending on the employee's level of clinical practice and experience.

Pay Point	Requirements
Pay Point 1	<p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessments, and • Successful completion of initial training program, and • Commencement of Diploma of Paramedical Science (Ambulance) or equivalent, and • Maintenance and development of identified skills, as determined by the QAS Commissioner, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 2	<p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • Upon successful completion of Semester 1 of the Diploma of Paramedical Science (Ambulance) or equivalent, and* • Maintenance and development of identified skills, as determined by the QAS Commissioner, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 3	<p>For progression from pay point 2 to pay point 3 and maintenance of this level, in addition to the requirements of pay point 2:</p> <ul style="list-style-type: none"> • Upon successful completion of Semester 2 of the Diploma of Paramedical Science (Ambulance) or equivalent, and* • Maintenance and development of identified skills, as determined by the QAS

Pay Point	Requirements
	Commissioner, and <ul style="list-style-type: none"> • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 4	For progression from pay point 3 to pay point 4 and maintenance of this level, in addition to the requirements of pay point 3: <ul style="list-style-type: none"> • Upon successful completion of Semester 3 and 4 of the Diploma of Paramedical Science (Ambulance) or equivalent, and* • Maintenance and development of identified skills, as determined by the QAS Commissioner, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
* The identified semester completion requirements for progression to each level is based on the Diploma of Paramedical Science (Ambulance) as currently in operation at 1 July 2010. The semester completion requirements for each pay point may be altered by the QAS Commissioner where required.	

3.4 Paramedic

- (a) A Paramedic means an employee who provides a high standard of pre-hospital emergency patient care and the provision of ambulance transport services for members of the community.
- (b) A Paramedic must possess at least a Certificate IV in Basic Emergency Care or Associate Diploma of Applied Science (Ambulance) with no additional skills or qualifications or recognised equivalent (as determined by the QAS Commissioner) at the Paramedic P1 skill level.
- (c) A Paramedic - Advanced Skills must possess at least an Associate Diploma of Applied Science (Ambulance) and relevant advanced skills or recognised equivalent (as determined by the QAS Commissioner) at the Paramedic P2 skill level.
- (d) An Advanced or Intensive Care Paramedic may request to revert to a Paramedic - Advanced Skills pay point 2 which is at the remuneration level equivalent to an Advanced Care Paramedic pay point 1. Employees currently at the Paramedic - Advanced Skills pay point 1 are not able to increment to Paramedic - Advanced Skills pay point 2.
- (e) Regardless of paramedic skill or pay level prior to taking up a Paramedic - Advanced Skills, employees will be required to maintain the skill, currency and Certificate of Practice requirements of Paramedic P2 skill level. Should an employee not do so, they will revert to a Paramedic pay rate (subject to available positions).
- (f) The QAS retains the right to determine the number and location of Paramedic and Paramedic - Advanced Skills positions.
- (g) An Advanced Care Paramedic must possess at least a Diploma of Paramedical Science (Ambulance) or equivalent (as determined by the QAS Commissioner) or Associate Diploma of Applied Science (Ambulance) or equivalent (as determined by the QAS Commissioner) with advanced care skills as determined by the QAS at the Paramedic P3 skill level.
- (h) An Intensive Care Paramedic must possess at least a Graduate Diploma in Intensive Care Paramedical Practice or equivalent or Advanced Diploma of Health Science (Pre-Hospital Care) or equivalent (as determined by the QAS Commissioner) at the Paramedic P4 skill level.
- (i) Regardless of paramedic skill or pay level, employees will be required to maintain the skill, currency and Certificate of Practice requirements of the relevant paramedic level. Should an employee not do so, the employee will revert to the appropriate paramedic skill level and remuneration.
- (j) Employees at these levels are qualified paramedics who undertake the function independently. Employees at this level will be seeking to enhance their knowledge and skills.
- (k) Employees at this level use their clinical and/or operational knowledge to provide a high standard of pre-hospital emergency patient care and the provision of ambulance transport services within their specified level of clinical practice.

- (l) Employees at this level have successfully demonstrated the ability and will supervise less skilled employees. The QAS retains the right to determine the number and location of Intensive Care Paramedic positions.

Paramedic	
Pay Point	Requirements
	<p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessment, and • Possession of Certificate IV in Basic Emergency Care or Diploma of Applied Science (Ambulance) or equivalent. • Maintenance and development of skills/Certificate of Practice. • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

Paramedic - Advanced Skills	
Pay Point	Requirements
Pay Point 1	<p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessment, and • Possession of Diploma of Applied Science (Ambulance) and relevant advanced skills or recognised equivalent or Associate Diploma of Applied Science (Ambulance) or equivalent (as determined by the QAS Commissioner), and • Maintenance and development of skills/ Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 2	<p>For appointment from Advanced or Intensive Care Paramedic to and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • Possession of appropriate paramedic qualifications of at least a Diploma of Paramedical Science (Ambulance) and relevant advanced care skills or recognised equivalent or Associate Diploma of Applied Science (Ambulance) or equivalent (as determined by the QAS Commissioner), and • Maintenance and development of skills/ Certificate of Practice to be determined by the QAS Commissioner, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

Advanced Care Paramedic	
Pay Point	Requirements
Pay Point 1	<p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> • Achievement of required selection assessment, and • Possession of Diploma of Paramedical Science (Ambulance) and relevant advanced care skills or recognised equivalent or Associate Diploma of Applied Science (Ambulance) or equivalent (as determined by the QAS Commissioner), and • Maintenance and development of skills/ Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 2	<p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> • At least 3 years of recognised service as a qualified Advanced Care Paramedic, and • Maintenance and development of skills/ Certificate of Practice, and • Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 3	<p>For progression from pay point 2 to pay point 3 and maintenance of this level, in addition to the</p>

	<p>requirements of pay point 2:</p> <p>N.B. This third pay point is being phased in over a 16 month period on the following basis:</p> <ul style="list-style-type: none"> ○ 8 or more years' service as at 1 July 2010; ○ 7 or more years' service as at 1 November 2010; ○ 6 or more years' service as at 1 October 2011 and thereafter. <ul style="list-style-type: none"> ● At least 6 years of recognised service as a qualified Advanced Care Paramedic, and ● Maintenance and development of skills/ Certificate of Practice, and ● Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
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Intensive Care Paramedic	
Pay Point	Requirements
Pay Point 1	<p>For appointment at and maintenance of this level:</p> <ul style="list-style-type: none"> ● Achievement of required selection assessments including 5 years experience as a Paramedic, and ● Possession of Graduate Diploma in Intensive Care Paramedical Practice or equivalent or Advanced Diploma of Health Science (Pre-Hospital Care) or equivalent (as determined by the QAS Commissioner), and ● Maintenance and development of skills/ Certificate of Practice, and ● Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 2	<p>For progression from pay point 1 to pay point 2 and maintenance of this level, in addition to the requirements of pay point 1:</p> <ul style="list-style-type: none"> ● At least 3 years of recognised service as a qualified Intensive Care Paramedic at pay point 1, and ● Maintenance and development of skills/ Certificate of Practice, and ● Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.
Pay Point 3	<p>For progression from pay point 2 to pay point 3 and maintenance of this level, in addition to the requirements of pay point 2:</p> <p>N.B. This third pay point is being phased in over a 16 month period on the following basis:</p> <ul style="list-style-type: none"> ○ 8 or more years' service as at 1 July 2010; ○ 7 or more years' service as at 1 November 2010; ○ 6 or more years' service as at 1 October 2011 and thereafter. <ul style="list-style-type: none"> ● At least 6 years of recognised service as a qualified Intensive Care Paramedic, and ● Maintenance and development of skills/ Certificate of Practice, and ● Successful performance, including work performance and conduct, approved by the appropriate supervisor or their delegate.

3.5 Station officers

- (a) All Station Officers will be appointed to a position graded from Station Officer Level 1 to 4. Movement within the classification structure of the relevant Station Officer level will be based on the criteria below. Movement between Station Officer levels will be upon merit.
- (b) All Station Officers will be appointed to pay point 1.
- (c) All Station Officers are to complete the Management Continuing Education Program (MCEP) within 12 months of commencement of service as an OIC and maintain the qualification otherwise the employee will be reverted to their appropriate Operational level.

- (d) All Station Officers unable to access MCEP through no fault of their own will not be restricted from maintaining their classification level, provided that they have at least enrolled in MCEP and complete the course within 6 months of it being made available from the QAS.
- (e) Within each Station Level, Station Officers will be appointed at and are to maintain a paramedic level based on the appointment and progression details as outlined in Schedule 1, 3.4 Paramedic above. Station Officers who possess and maintain the required Advanced Care and Intensive Care skills and are required during duty to undertake clinical duties on a regular basis will also be entitled to the relevant clinical allowance as outlined in clauses 5.2 and 5.4.13.
- (f) The QAS retains the right to determine the number and location of Station Officer positions which are to be occupied by an employee with Intensive Care skills.

4. Non-managerial and managerial

- (a) Employees will be appointed on merit to a level within the QAS Non-Managerial and Managerial scale.
- (b) Employees will commence from the first pay point.
- (c) An employee maybe appointed to a pay point within a level based on recognition of skills, knowledge and abilities of an equivalent time performed in a similar role.
- (d) Progression within a level and payment of salary increments will be dependent on satisfactory performance assessed through performance plans of 12 months duration and certified by the relevant manager.
- (e) Salary increments are only available after an employee has received a salary at a specific pay point for a full 12 months and has a satisfactory performance assessment.

Dated 12 September 2011.

By the Commission,
[L.S.] G.D. SAVILL,
Industrial Registrar.

Operative Date: 1 October 2011
Amendment - Classifications and Wage Rates
Released: 15 September 2011