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From: David Hartley
Sent: Wednesday, 15 April 2015 11:06 AM
To: Andrew Hebbbron (Drew); Chris Broomfield; Evan Kaddatz; Gavin Trembath; Gerard Lawler; Glen Maule; Grant Culic; James Cunington; John Hammond; Marty Smyth; Michelle Baxter; Neil MacLachlan; Peter Warrener; Rick Tenthly; Robbie Medlin; Rod Sheather; Ron Sapir; Russell Cooke; Stephen Moore (QAS); Steven Coombs; Warren Martin; Robert Gray
Cc: Christine Axelby; Craig Emery; Dee Taylor-Dutton; Joanne Waters
Subject: Application of Aggregate Rate for Supervisors
Attachments: Application of Aggregate Rate for Supervisors.docx

Hi All

As discussed,

Please not for further distribution.

Dave

RTI Release

Application of Aggregate Rate for Supervisors

The implementation of the aggregate rate for paramedics and Emergency Medical Dispatchers and Call Takers is now complete, following a large body of work that was undertaken during negotiations prior to the arbitration process and also following the release of QAS Determination 2013 (The Determination).

It is now timely to complete the implementation of the aggregate rate for supervisory staff in line with The Determination. However, prior to doing so, it is imperative that you understand the reason and intent behind the application for supervisors.

It needs to be recognised that negotiations surrounding the aggregate rate (prior to the arbitration process) centred solely on paramedics and EMDs/Call Takers; however The Determination states that the aggregate rate applies to staff that work regular shifts including weekends (s16).

It remains advantageous for LASN Managers to have Officers in Charge work a business hours model and operate 'off roster' at QAS category 4 and 5 Stations. It is also recognised that the role of a supervisor, be it an Officer in Charge or Clinical Support Officer/Professional Development Officer, has added accountability and responsibilities such as availability for communication to and from staff and other supervisors and managers outside of normal hours. In recognition of this, QAS is distributing iPhone and iPads to supervisors to further support the dynamic and mobile role they play in ambulance operations.

This flexibility will allow supervisors to better access their staff and provide guidance and supervision. For Officers in Charge of category 4 and 5 stations and Clinical Support Officers/Professional Development Officers who accept these responsibilities of their position, they will attract an aggregate rate.

What this does mean?

- Supervisors at category 4 and 5 stations will receive the aggregate rate as determined by the aggregate rate calculator.
- The lowest possible rate outlined by The Determination is 23%.
- Being available and contactable by phone outside of hours does not constitute being rostered on call with a vehicle providing an operational response capacity.
- If there is a requirement for a supervisor to provide a response capability after hours, then the additional 'on call' allowance will apply.
- Supervisors who do not wish to be available outside of business hours will not attract an aggregate rate.
- There will be no balancing of hours and no claimed call outs for out of hours phone calls.

Can an OIC or CSO/PDO rostered Monday to Friday attract the aggregate rate?

- The Determination outlines that for the aggregate rate to be applied, an officer must work regular shifts including weekends. Therefore, if the supervisor accepts the responsibility that on occasion they will be required to be flexible with their hours to undertake supervision or other duties and are willing to be contactable outside of business hours, they will receive the aggregate rate.

Example

An example of a roster worked by a supervisor in a category 4 and 5 station may include two weekends in a nine week rotation with a small number of afternoon shifts. When entered into the aggregate rate calculator, it equates to the rate of approximately 8%. Given the minimum rate specified in The Determination is 23%, then this roster will attract a rate of 23%. Hence, these supervisors will receive an approximate addition of 15% to the supervisor wage. This 15% is in recognition for the added responsibility required of the position.

What will happen next?

- Each LASN Manager is to engage their OICs and supervisors and determine the applicable aggregate rate.
- All LASN Managers are to coordinate their meeting with their OICs and supervisors to occur on the same day.
- Aggregate rate forms are to be submitted to Jo Waters as soon as possible.
- Once all forms are received by Jo, all forms will be submitted to Shared Services by Central Office to ensure one consistent date of application

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