

# NSW AMBULANCE CONTROL CENTRE OFFICERS (STATE) AWARD 2023

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

## AWARD

### PART A

Arrangement

Clause No.	Subject Matter
1.	Definitions
2.	Salaries
3.	Conditions of Employment
4.	Classifications
5.	On Call Rates
6.	Anti-Discrimination
7.	No Extra Claims
8.	Area, Incidence and Duration

### PART B

Table 1 - Rates of Pay

Table 2 - Other Rates and Allowances

#### 1. Definitions

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of NSW (and includes a delegate of the Secretary).

"Union" means the Health Services Union New South Wales.

#### 2. Salaries

Employees shall be paid the salaries as set out in Table 1 - of Part B - Monetary Rates of this Award.

#### 3. Conditions of Employment

- (i) The following awards as varied or replaced from time to time shall apply except in so far as any term of any of those awards are inconsistent with this award:

Paramedics and Control Centre Officers (State) Award, as varied or replaced from time to time; except for:

Clause 26(f) - do not apply

In the event of any inconsistency between the above awards, the provisions in this award shall apply.

#### 4. Classifications

##### Non-Paramedic Work Levels

The Non-Paramedic Work Levels set out in subclauses (i) to (iii) below are intended to encompass Employees who are employed in or in connection with the provision of ambulance services but are not required by the Employer to be, or be in training to become, a registered paramedic.

- (i) Non-Paramedic – Entry Level
  - (1) Non-Paramedic – Entry Level means a person employed in or in connection with the provision of ambulance services who is undertaking study and/or training to meet the requirements of a Non-Paramedic – Level 1 and otherwise meets the requirements of and is appointed to a Non-Paramedic – Entry Level position as determined by the Employer.
- (ii) Non-Paramedic – Level 1
  - (1) Non-Paramedic – Level 1 means a person employed in or in connection with the provision of ambulance services and is appointed to a Non-Paramedic – Level 1 position as determined by the Employer.
  - (2) Positions within Non-Paramedic – Level 1 may include (but are not limited to):
    - (A) Ambulance Control Centre Officer means an employee who has successfully completed the requirements as set out for Trainee Ambulance Control Centre Officer and who is appointed to an Ambulance Control Centre Officer position identified as such by the Employer and has not been credentialed and recognised as qualified paramedic by the Employer.
- (iii) Non-Paramedic – Level 2
  - (1) Non-Paramedic – Level 2 means an employee who meets the requirements of a Non-Paramedic – Level 1 as determined by the Employer and, in addition, meets the requirements of and is appointed to a Non-Paramedic – Level 2 position as determined by the Employer.
  - (2) Positions within Non-Paramedic – Level 2 may include (but are not limited to):
    - (A) Duty Control Centre Officer – Non-Paramedic means an employee who has successfully completed the requirements as set out for a Non-Paramedic Level 1 position and who has successfully completed the requirements for and is appointed to a Duty Control Centre Officer position identified as such by the Employer.

## **5. On Call Rates**

- (i) This clause is to be read in conjunction with Clause 26, On Call, of the Paramedics and Control Centre Officers (State) Award, as varied or replaced from time to time
- (ii) The weekly on-call allowance as set out in Item 1 of Table 2A - Allowances of Section 8, Monetary Rates, shall apply in the following circumstances:
  - (1) Employees required by the Employer to be on call on a roster other than a modified hours roster;
  - (2) Employees employed on or before 31 July 1988 who are required by the Employer to be on call; or
  - (3) Employees who are required by the Employer to be on call as part of a modified hours roster where the weekly on call allowance applies by agreement between the parties.
- (iii) The daily on-call allowance as set out in Item 2 of Table 2A - Allowances of Section 8, Monetary Rates, shall apply in all other circumstances where an employee is required by the Employer to be on call.
- (iv) The provisions of paragraphs (i) and (ii) of this clause shall not apply to resident employees in One-Officer Branch Stations, as defined in subclause (a) of clause 38, Accommodation of the Paramedics and Control Centre Officers (State) Award.
- (v) Payment of the on-call allowance shall not apply during periods of Annual Leave or Long Service Leave.

## 6. Anti-Discrimination

- (i) It is the intention of the parties bound by this Award to seek to achieve the object of section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity and age.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory effects. It will be consistent with the fulfilment of these obligations for the parties to make an application to vary any provisions of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
  - (a) Any conduct or act which is specifically exempt from anti-discrimination legislation.
  - (b) Offering or providing junior rates to a person under 21 years of age.
  - (c) Any act or practice of a body established to propagate religion which is exempted under Section 56(d) of the *Anti-Discrimination Act 1977*.
  - (d) A party to this award from pursuing matters of unlawful discrimination in a State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

Notes:

- (i) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (ii) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

‘Nothing in this Act affects any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion’.

## 7. No Extra Claims

Other than as provided for in the *Industrial Relations Act 1996*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2024 by a party to this Award.

## 8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2023 and shall remain in force for a period of one year. The salaries and allowances in the last column of Table 1 - Salaries and Table 2 - Other Rates and Allowances of Part B, Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2023.
- (iii) This Award shall apply to employees of the New South Wales Health Service employed within NSW Ambulance in the classifications in clause 4, Classifications, under Section 115(1) of the *Health Services Act 1997*, or any successors, assignees or transmittes.

## PART B

**Table 1- Salaries**

In the period 1 July 2023 to the commencement of the first full pay period on or after 1 July 2023, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2023.

<b>Classification</b>	<b>Rate effective first full pay period on or after 1/07/2023</b> \$
Ambulance Control Centre - Non Paramedic – Trainee	1375.76
Ambulance Control Centre - Non Paramedic – Year 1	1414.77
Ambulance Control Centre - Non Paramedic – Year 2	1441.92
Duty Control Centre Officer - Non Paramedic	1974.74

**Table 2 – On Call Allowance**

<b>Item No</b>	<b>Clause</b>	<b>Allowance Description</b>	<b>Frequency</b>	<b>Rates fffppoa 1 July 2023</b>
1	26	On Call Allowance (AO) (D)	Per 24 hours	25.80
2	26	On Call Allowance (AO) (W)	Weekly	103.40