

Operational Ambulance Managers (State) Award 2024 –

HSU Log of Claims

A pay rise in line with current work value

In 2023, rates of pay for NSW paramedics were adjusted to remunerate the professionalised workforce more accurately. With the expansion of NSW operations and professionalisation of the workforce, NSW Operational Managers now manage and lead a much more complex service and system of work, on both a clinical and operational basis, than when rates of pay were last adjusted for work value.

Annexure A outlines the pay claim, which is based on maintaining 2023 relativities between management positions under the *NSW Ambulance Paramedics (State) Award* and the *Operational Ambulance Managers (State) Award* (the **Award**), with all other current NSW relativities maintained.

Operational Managers as Registered Paramedics

The introduction of the requirement to be a paramedic registered with AHPRA in order to be employed under the Award. All non-clinical employees currently covered under the Award to be grandfathered.

Hours of Work and Penalties

This includes:

- a) Provisions for ordinary hours of work;
- b) Overtime penalties for time worked beyond ordinary hours, in line with the *NSW Ambulance Paramedics (State) Award*;
- c) Shift penalties for irregular and weekend work;
- d) Increase annual leave entitlements and payments for shift workers in line with clause 32 of the *NSW Ambulance Paramedics (State) Award*;
- e) Better parameters around days off, and allocated days off in line with the *Health Employees' Conditions of Employment (State) Award*;
- f) Minimum of eight-hour break/ rest periods between shifts.

On-Call Provisions

This includes:

- a) All on-call rosters to be consulted with the Union prior to introduction, including rosters pre-dating the Award;
- b) Payment of an on-call allowance;
- c) Penalties for call outs;
- d) On-call arrangements must be appropriate considering the personal circumstances, training, and location of members;
- e) NSW must ensure that all those rostered on-call or participating in after-hours service receive the reasonable and necessary training and equipment, including providing mobile telephones and operational vehicles.

ANNEXURE A

Operational Ambulance Managers Award 2024 Pay Claim

Current 2023

<u>Classification</u>	<u>Level</u>	<u>Yearly Rate Min (\$)</u>	<u>Yearly Rate Max (\$)</u>
Operational Manager	1	122110	127926
	2	125014	148280
	3	145369	165722
	4	162812	194798
	5	191886	215150

Claim July 2024

<u>Classification</u>	<u>Level</u>	<u>Yearly Rate Min (\$)</u>	<u>Yearly Rate Max (\$)</u>	<u>\$ Increase Min (p/y)</u>	<u>\$ Increase Max (p/y)</u>
Operational Manager	1	126141.58	132149.60	4031.58	4223.60
	2	129141.46	153175.61	4127.46	4895.61
	3	150168.50	171193.47	4799.50	5471.47
	4	168187.39	201229.44	5375.39	6431.44
	5	198221.30	222253.38	6335.30	7103.38

Claim Jan 2025

<u>Classification</u>	<u>Level</u>	<u>Yearly Rate Min (\$)</u>	<u>Yearly Rate Max (\$)</u>	<u>\$ Increase Min (p/y)</u>	<u>\$ Increase Max (p/y)</u>
Operational Manager	1	139315.89	145951.39	13174.31	13801.79
	2	142629.07	169173.36	13487.62	15997.76
	3	165852.19	189073.03	15683.69	17879.56
	4	185752.99	222245.97	17565.60	21016.53
	5	218923.66	245465.67	20702.36	23212.29

Claim July 2025

<u>Classification</u>	<u>Level</u>	<u>Yearly Rate Min (\$)</u>	<u>Yearly Rate Max (\$)</u>	<u>\$ Increase Min (p/y)</u>	<u>\$ Increase Max (p/y)</u>
Operational Manager	1	143495.50	150330.08	4179.62	4378.69
	2	146908.09	174248.74	4279.02	5075.37
	3	170827.92	194745.41	4975.73	5672.38
	4	191325.77	228913.58	5572.78	6667.60
	5	225491.59	252829.89	6567.93	7364.22