



Arbitration Decision Released

The QIRC released its decision at noon today in the long running LHMU – QAS wages and conditions arbitration.

LHMU has not comprehensively analysed the decision yet and will provide a more detailed analysis and explanation soon.

In the meantime, we have summarised some key aspects of the decision below:

Wage increases

- 4% from 1 October 2008 (already paid and legitimated by determination)
- 4% or \$34 per week from 1 December 2009 (from December 2009 interim decision and incorporated into the determination)
- Increases between 1.07% and 2.64% from 1 July 2010 (new base relativities set)
- New paramedic base minimum rate of \$48,250.00 with new relativities related to this new base
- Station Officers rates to increase proportionately
- Minimum 4% from 1 November 2010
- Minimum 3% from 1 October 2011

Additional payments

- Additional 2.5% increase for Advanced Care Paramedics with longer experience
- Additional 3.5% increase for Intensive Care Paramedics with longer experience
(Phased-in over 16 months for members with over 8 years service reducing to a 6 year qualifying period)
- Isolated Practice Paramedics an additional all purpose 2.5% loading on the base rate
- Educators to be classified at 1 pay point higher than their existing classification
- Increased travelling and relieving monetary allowances

New Classifications

- Introduction of Emergency Medical Dispatcher and Call Taker Role (as per QAS claim)

Meal Windows

QIRC accepted LHMU argument that abolition of meal windows was never at issue and therefore could not be arbitrated



LHMU

The Professional Ambulance Officers' Union

BETTER REWARD AND RECOGNITION FOR AMBULANCE OFFICERS

Relieving within 45km

QIRC accepted LHMU argument that the QAS claim for relieving in stations within 45km was not a matter at issue and also could not be arbitrated

Sick Leave

- New sick leave entitlement of 96 hours per year

Fatigue

QIRC did not accept any claims or counter-claims from QAS or LHMU in relation to fatigue management and directed the parties to develop a comprehensive policy

Operation of Determination

- Nominal expiry date of 30 September 2012
- Determination replaces all other enterprise agreements

LHMU claims rejected by QIRC

The QIRC rejected LHMU claims for additional payments for flight paramedics, a separate mentor allowance, separate M-Scale clinical allowance, additional professional development payments and study time, double-time for Patient Transport Officer overtime, composite pay rate, increase in long service leave payments, access to long-service leave at half pay, FBT reimbursement, compulsory vehicle replacement, increased superannuation, 36 hour week.