



# DRAF DETERMINATION

*Fair Work Act 2009*

s.285—Annual wage review

## Annual Wage Review 2024–25

(C2025/1)

## AMBULANCE AND PATIENT TRANSPORT INDUSTRY AWARD 2020

[MA000098]

Ambulance and patient transport

JUSTICE HATCHER, PRESIDENT  
VICE PRESIDENT ASBURY  
DEPUTY PRESIDENT MILLHOUSE  
DEPUTY PRESIDENT O’NEILL  
MS LABINE-ROMAIN  
PROFESSOR BAIRD  
MR CULLY

SYDNEY, XX JUNE 2025

*Annual Wage Review 2024–25.*

A. Further to the decision issued by the Expert Panel in the Annual Wage Review 2024–25 on 3 June 2025 [[2025] FWC FB 3500], the above award is varied as follows:

- By deleting the table appearing in clause 16.1(a)(i) and inserting the following:

Employee classification	Minimum weekly rate (full-time employee)	Minimum hourly rate
	\$	\$
Senior Station Officer	1486.40	39.12
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1396.20	36.74
Station Officer/Team Manager—Branch with less than 10 staff	1363.40	35.88
Assistant Station Officer/Regional Relieving Officer	1326.90	34.92
Ambulance Officer	1250.10	32.90

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Ambulance Attendant	1241.00	32.66
Student Ambulance Officer/Paramedic Level 3	1216.70	32.02
Student Ambulance Officer/Paramedic Level 2	1197.60	31.52
Student Ambulance Officer/Paramedic Level 1	1125.60	29.62
Patient Transport Officer	1162.80	30.60
Communications Call Taker	1162.80	30.60
Clinical Transport Officer	1134.40	29.85
Trainee Clinic Transport Officer	1105.50	29.09
Fleet Maintenance Officer	1317.60	34.67
Mechanic	1250.10	32.90

2. By deleting the table appearing in clause 16.1(a)(ii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
Senior Station Officer	1495.70	39.36
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1406.00	37.00
Station Officer/Team Manager—Branch with less than 10 staff	1372.50	36.12
Assistant Station Officer/Regional Relieving Officer	1336.50	35.17
Ambulance Officer	1259.70	33.15
Ambulance Attendant	1250.70	32.91
Student Ambulance Officer/Paramedic Level 3	1229.70	32.36
Student Ambulance Officer/Paramedic Level 2	1206.30	31.74
Student Ambulance Officer/Paramedic Level 1	1134.40	29.85
Patient Transport Officer	1171.40	30.83
Communications Call Taker	1171.40	30.83

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Clinical Transport Officer	1140.70	30.02
Trainee Clinic Transport Officer	1114.40	29.33
Fleet Maintenance Officer	1327.10	34.92
Mechanic	1259.70	33.15

3. By deleting the table appearing in clause 16.1(a)(iii) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	\$	\$
Senior Station Officer	1502.80	39.55
Station Officer/Team Manager—Headquarters or Branch with 10 or more staff	1412.70	37.18
Station Officer/Team Manager—Branch with less than 10 staff	1380.30	36.32
Assistant Station Officer/Regional Relieving Officer	1344.30	35.38
Ambulance Officer	1266.70	33.33
Ambulance Attendant	1257.70	33.10
Student Ambulance Officer/Paramedic Level 3	1237.00	32.55
Student Ambulance Officer/Paramedic Level 2	1214.50	31.96
Student Ambulance Officer/Paramedic Level 1	1139.40	29.98
Patient Transport Officer	1179.10	31.03
Communications Call Taker	1179.10	31.03
Clinical Transport Officer	1148.00	30.21
Trainee Clinic Transport Officer	1122.30	29.53
Fleet Maintenance Officer	1335.30	35.14
Mechanic	1266.70	33.33

4. By deleting the table appearing in clause 16.1(b) and inserting the following:

<b>Employee classification</b>	<b>Minimum weekly rate (full-time employee)</b>	<b>Minimum hourly rate</b>
	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 1</b>		
First year	1053.40	27.72
Second year	1098.30	28.90
Third year and thereafter	1142.70	30.07
<b>Administrative Officer Band 2</b>		
First year	1187.60	31.25
Second year	1241.90	32.68
Third year and thereafter	1296.20	34.11
<b>Administrative Officer Band 3</b>	1358.30	35.74
<b>Administrative Officer Band 4</b>	1438.80	37.86

5. By deleting the amounts “\$129.49” and “\$190.19” appearing in clause 18.2(b)(i) and inserting “\$134.02” and “\$196.85” respectively.
6. By deleting the amount “\$76.00” appearing in clause 18.2(b)(ii) and inserting “\$78.66”.
7. By deleting the table appearing in clause 18.2(c)(i) and inserting the following:

	<b>\$ per week</b>
Continuing Education Program (CEP) allowance units 1–4	21.66
CEP allowance units 5–6	21.66
CEP allowance unit 7	26.98
Paramedic skills allowance (inclusive of CEP allowances 1–7)	148.84

8. By deleting the amount “\$8.69” appearing in clause 18.2(d)(i) and inserting “\$8.99”.
9. By deleting the amount “\$1.10” appearing in clause 18.2(d)(ii) and inserting “\$1.14”.
10. By deleting the amounts “\$5.75” and “\$0.73” appearing in clause 18.2(e)(i) and inserting “\$5.95” and “\$0.76” respectively.
11. By deleting the amount “\$24.48” appearing in clause 18.2(e)(ii) and inserting “\$25.33”.

12. By deleting the amount “\$18.36” appearing in clause 18.2(e)(iii) and inserting “\$19.00”.
13. By deleting the amount “\$73.43” appearing in clause 18.2(f) and inserting “\$76.00”.
14. By deleting the amount “\$55.08” appearing in clause 18.2(g) and inserting “\$57.00”.
15. By deleting the amount “\$4.04” appearing in clause 18.2(h) and inserting “\$4.18”.
16. By deleting the amount “\$5.75” appearing in clause 18.2(i) and inserting “\$5.95”.
17. By deleting the example appearing in clause 20.5(h) and inserting the following:

Jodie is a full-time Ambulance Officer—Year 2. Her ordinary rate of pay is \$33.15 per hour. She works 3 hours overtime on Wednesday in addition to her 8 ordinary rostered hours.

Jodie's entitlement = (8 hours at normal rate) + (3 hours overtime)  
 = (8 hours) + (2 hours x 150%) + (1 hour x 200%)  
 = 8 + (3 + 2) hours  
 = 13 hours

Taken as PAY = 13 x \$33.15 = \$430.95 for Wednesday

Jodie's employer must give her 13 hours pay OR if Jodie and her employer agree, Jodie may take the "5 hours overtime pay" as 5 hours off instead:

Taken as TIME OFF = 8 hours paid at ordinary hourly rate plus 5 hours leave paid at ordinary hourly rates

= 8 x \$33.15 = \$265.20 plus 5 hours leave paid at ordinary hourly rates

18. By deleting clause B.1 and inserting the following:

### **B.1 Full-time and part-time employees—Clerical and Administrative support classifications—ordinary and penalty rates**

Employee classification	Weekday	Saturday and Sunday– all day	Public holiday– all day
	% of minimum hourly rate		
	100%	150%	250%
	\$	\$	\$
<b>Administrative Officer Band 1</b>			
First year	27.72	41.58	69.30
Second year	28.90	43.35	72.25
Third year and thereafter	30.07	45.11	75.18

<b>Employee classification</b>	<b>Weekday</b>	<b>Saturday and Sunday– all day</b>	<b>Public holiday– all day</b>
	<b>% of minimum hourly rate</b>		
	<b>100%</b>	<b>150%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 2</b>			
First year	31.25	46.88	78.13
Second year	32.68	49.02	81.70
Third year and thereafter	34.11	51.17	85.28
<b>Administrative Officer Band 3</b>	35.74	53.61	89.35
<b>Administrative Officer Band 4</b>	37.86	56.79	94.65

NOTE: An additional shift allowance of \$57.00 per rostered period of duty may be payable in accordance with clause 18.2(g).

19. By deleting the table appearing in clause B.2 and inserting the following:

<b>Employee classification</b>	<b>Weekday– first 2 hours</b>	<b>Weekday– after 2 hours</b>	<b>Saturday and Sunday– all day</b>	<b>Public holiday</b>
	<b>% of minimum hourly rate</b>			
	<b>150%</b>	<b>200%</b>	<b>200%</b>	<b>250%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 1</b>				
First year	41.58	55.44	55.44	69.30
Second year	43.35	57.80	57.80	72.25
Third year and thereafter	45.11	60.14	60.14	75.18
<b>Administrative Officer Band 2</b>				
First year	46.88	62.50	62.50	78.13
Second year	49.02	65.36	65.36	81.70
Third year and thereafter	51.17	68.22	68.22	85.28
<b>Administrative Officer Band 3</b>	53.61	71.48	71.48	89.35
<b>Administrative Officer Band 4</b>	56.79	75.72	75.72	94.65

20. By deleting the table appearing in clause B.3 and inserting the following:

<b>Employee classification</b>	<b>Weekday</b>	<b>Saturday and Sunday</b>	<b>Public holiday—</b>
	<b>% of casual hourly rate (inclusive of casual loading)</b>		
	<b>125%</b>	<b>175%</b>	<b>200%</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Administrative Officer Band 1</b>			
First year	34.65	48.51	55.44
Second year	36.13	50.58	57.80
Third year and thereafter	37.59	52.62	60.14
<b>Administrative Officer Band 2</b>			
First year	39.06	54.69	62.50
Second year	40.85	57.19	65.36
Third year and thereafter	42.64	59.69	68.22
<b>Administrative Officer Band 3</b>	44.68	62.55	71.48
<b>Administrative Officer Band 4</b>	47.33	66.26	75.72

21. By deleting the amount “\$1223.90” appearing in clause C.1.1 and inserting “\$1266.70”.
22. By deleting the table appearing in clause C.1.1 and inserting the following:

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
Paramedic skills allowance—ambulance service level 1*	18.2(b)(i)	10.58	134.02	per week
Paramedic skills allowance—ambulance service level 2*	18.2(b)(i)	15.54	196.85	per week
Paramedic skills allowance—all other employees*	18.2(b)(ii)	6.21	78.66	per week
Continuing Education Program (CEP)/Paramedic skills allowance—CEP allowance units 1 to 4*	18.2(c)(i)	1.71	21.66	per week
CEP/Paramedic skills allowance—CEP allowance units 5 to 6*	18.2(c)(i)	1.71	21.66	per week
CEP/Paramedic skills allowance—CEP allowance unit 7*	18.2(c)(i)	2.13	26.98	per week

<b>Allowance</b>	<b>Clause</b>	<b>% of standard rate</b>	<b>\$</b>	<b>Payable</b>
CEP/Paramedic skills allowance—Paramedic skills allowance (inclusive of CEP allowances 1 to 7)*	18.2(c)(i)	11.75	148.84	per week
Communications centre allowance—8 hour shift	18.2(d)(i)	0.71	8.99	per 8 hour shift
Communications centre allowance—in excess of 8 hours	18.2(d)(ii)	0.09	1.14	per hour
Operational crewing allowances—for period of training—8 hour shift	18.2(e)(i)	0.47	5.95	per 8 hour shift
Operational crewing allowances—for period of training—in excess of 8 hours	18.2(e)(i)	0.06	0.76	per hour
Operational duties	18.2(e)(ii)	2.0	25.33	per week
Operational stretcher duties	18.2(e)(iii)	1.5	19.00	per 8 hour shift
Flying allowance	18.2(f)	6.0	76.00	per 8 hour shift
Shift allowance	18.2(g)	4.5	57.00	per rostered period of duty
On-call allowance	18.2(h)	0.33	4.18	per hour or part hour
Control call allowance	18.2(i)	0.47	5.95	per hour or part hour

B. This determination comes into operation on 1 July 2025. In accordance with s 286(5) of the *Fair Work Act 2009* (Cth) this determination does not take effect in relation to a particular employee until the start of the employee's first full pay period that starts on or after 1 July 2025.

PRESIDENT