



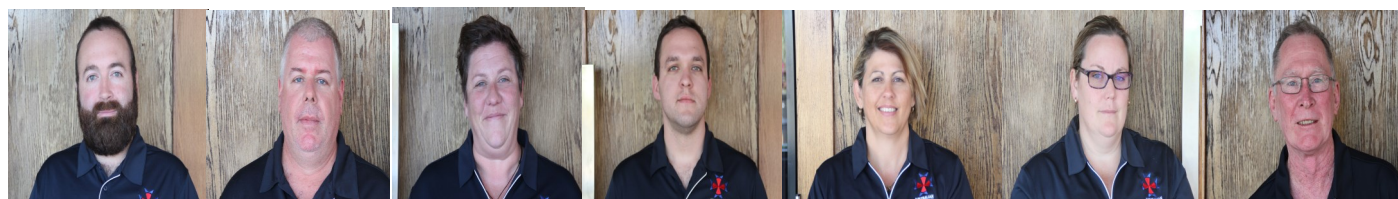
**AUSTRALIAN
PARAMEDICS
ASSOCIATION**
QLD

March 2017 Newsletter

Remuneration Enquiry – Further Information

Full Report Page 3 in regards to APA QLD enquiries via the Minister for Health and QAS

- ◆ In response to a recent letter regarding concerns about the Remuneration Enquiry to the Minister of Health, Commissioner Bowles made available to the APA QLD Executive a Senior HR delegate.
- ◆ One of the most prevalent questions from members concerns the implementation of the Remuneration Enquiry results. UV have provided **NO** explanation of how the Enquiry will actually increase the pay rates of ambulance employees due to the fact it lays outside of any industrial framework.
- ◆ A HR Delegate from QAS has confirmed to APA QLD that the result of the enquiry, which is due in May, **will only be used by UV for further Enterprise Bargaining**. This would in fact be the only way that the result could enter into any industrial framework. Public servants, the Commissioner included, cannot make decisions around automatically accepting a finding and then simply increasing ambulance employees pay rates, especially if these results aren't governed by legislation.
- ◆ A question put to the HR delegate also concerned a Sunshine Coast UV delegate asking for signatures on a petition to push for the government to accept the Enquiry findings. This document is also asking if the person is a UV member or not. The QAS had no comment on this and was unaware of the reason why this would be occurring.
- ◆ **APA QLD have serious concerns that the results of the Remuneration Enquiry will not supply the results that UV has promised. We hope that this concern is misplaced.**



Adam Gett
President

Raymond Joy
Vice President

Althea Dorsett
State Liaison Officer

Patrick Tomkins
Assistant Secretary

Sue Standley
Treasurer

Simone Outred
Secretary

Peter Evans
Assistant SLO

How things work

There have been many changes made since the election of the current management committee. As well as the well documented tightening of financial oversight there has been a change in the process involved for dealing with member's issues. This change has ensured a much more cost effective way of managing issues.

So what do I do if I have an issue?

Your first port of call should be your station liaison officer. If you are not sure who this is, please log on to the webpage and access the liaison officer list. If your Station LO is unable to assist they will escalate your query to the State Liaison officer. If further assistance is required, the SLO will discuss the issue at our weekly meeting with a contracted industrial relations expert. These meetings take place every Wednesday morning. Please be aware that if your issue is not urgent it will be held until the following meeting.

The exception to this process is for urgent issues such as show cause letters which have a 14 day reply period. If you receive a show cause letter please contact the SLO immediately via **1300 000 APA** and email them your letter. The SLO will then make immediate contact with our industrial relations team so a timely response can occur.

WHAT DOES APA QLD DO????

Firstly we are not the industrially registered body, but APA QLD is here to assist and support members when they require information regarding workplace issues and industrial concerns. A process is in place to support members prior to it reaching a legal representative and determined if legal representation is required. There are contracted industrial and legal advisors, a contracted administration assistant, and a volunteer executive team.

Some of the various member issues have been;

- ◆ **Maternity leave and alternate duties**
- ◆ **Pay disputes**
- ◆ **Bullying and harassment concerns**
- ◆ **Show cause letters**
- ◆ **Termination**

LIAISON OFFICER PROFILE

Dave Wrightson ACP2
Durack Station Liaison Officer,
Metro South



I grew up in the North East of England and left school to begin working for a major pharmaceutical company. My claim to fame being part of the development team for Clopidogrel!

I qualified as a paramedic in 2001 and further trained as an extended care and rapid response paramedic being able to not only provide advanced skills such as ETT/IO etc. but also wound closures and other low acuity treatment.

My wife Wendy and I met in 1999 and have two great children (our son Taylor who is 10 and daughter Amber 8). We emigrated in 2012 after a successful job offer from QAS and love our life here - even the kids have lost their northern England accents!!

I was a union rep in the UK and like being able to support my colleagues on the ground which is why I joined APA QLD.

On my days off I love spending time with the family exploring our beautiful adopted country, fishing and socialising with our many Australian friends we have made.

As a family we have just successfully completed our Australian Citizenship to become fully naturalised and making us a permanent part of 'down under'!

Remuneration Enquiry Dismay

In January, the APA QLD Executive wrote to the Minister of Health, the Hon. Cameron Dick, MP with concerns that not all QAS Employees were being given access the Mercer representatives that are tabling information around the Government co-funded Remuneration Enquiry. APA QLD had reliable evidence that UV was only extending invitations to UV delegates and UV members for Mercer station visits.

Since the Enquiry is partly funded by the government, we believed that all QAS employees should be involved in any enquiry into the gross underpayment of ambulance employees in this State. As a result of our letter (but after its submission at any rate) there have been several instances whereby APA QLD members were invited to attend station visits, which APA QLD was satisfied with. The actual content of the station visits was less satisfying, as there seemed to be no real focus on work value, instead a lot of focus on “the upcoming pay rise”. The Minister referred the answering of our letter of concern to the QAS Commissioner Russel Bowles, who stated that the Remuneration Enquiry process was open to all QAS employees to be involved in. Commissioner Bowles also outlined the recent QAS state-wide survey as an avenue for all QAS employees to participate. Commissioner Bowles also made available a senior QAS HR delegate to answer any questions APA QLD might have on behalf of members.

The APA QLD Executive waited until the Survey had been released until taking the opportunity to liaise with the HR Delegate. During the conversation with the QAS representative which occurred on the 20th of March, member’s concerns were addressed, and some answers given. One of the most prevalent questions is there is no explanation of how the Enquiry will actually give ambulance employees a pay rise due to the fact it lays outside of any industrial framework.

The HR Delegate has confirmed to APA QLD that the result of the enquiry, which is due in May, will only be used by UV for further Enterprise Bargaining. This would in fact be the only way that the result could enter into any industrial framework. Public servants, the Commissioner included, cannot make decisions around automatically accepting a finding and then simply increasing ambulance employees pay rates, especially if these results aren’t governed by legislation.

The Union has not been clear on this matter for some time, and yet it appears many QAS employees are of the belief that the results of the Enquiry will simply be enforced. APA QLD has always stated that this would be the case if UV had undertaken a Work Value Case. Another question put to the HR delegate concerned a Sunshine Coast UV delegate asking for signatures on a petition to push for the government to accept the Enquiry findings.

The QAS had no comment on this and was unaware of the reason why this would be occurring. Overall, we would like to thank Commissioner Bowles for providing a senior HR delegate to be available to us to answer our member’s questions. It shows an appreciation that close to 1000 QAS staff are members of our Association.

What is of concern is that this Enquiry, as APA QLD have stated from the beginning, lacks any industrial framework, and thus could only ever be used as a bargaining chip in EB negotiations. This is very disheartening, and incredibly more so when the results of the Enquiry align with an election year. Also it is APA QLD's belief that this enquiry has taken up valuable time and funds that could have been applied to a Work Value Case, which would have had the potential to see results like United Voice (Victoria) victory for Ambulance Victoria Paramedics. As of April 2017, a 6th year Advanced Care Paramedic in Ambulance Victoria is on a Rolled in Rate yearly salary of \$101,062.

\$101,062. For the same job, in the same Country.