



AMBO BULLETIN

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Improvements for FWA Officers

United Workers Union welcomes the recent commitments made to FWA Officers by Commissioner Russell Bowles regarding equity and access to the same workplace entitlements as the non-flexible workforce. In recent times a lot of work has been done by QAS to address access to a fair and inclusive workplace for all QAS staff.

The advocacy by United Workers Union members and delegates has gone a long way to help shape the kind of workplace QAS aspires to provide to its staff.

Many FWA members consistently report being allocated as the first option to fill holes in lesser clinical roles, are being made to feel they should be grateful for their flexible work arrangements, and are encouraged to not complain or rock the boat.

The Commissioner's recent re-commitment to FWA Officers has made it very clear as to what his expectations are:

"In seeking to ensure all staff, whether flexible or non-flexible, work under similar conditions, these are the expectations I have laid out:

- *Flexible workers should be provided a full roster projection, which includes an allocated station to start at for each shift, with the same consistency in station being provided as is provided to our non-flexible staff (i.e. You should still receive a 13 week projection and there should be no expectation that signing a flexible agreement means you must, by default, move from your usual station or sign an agreement to work at multiple stations);*
- *There should be equitable sharing of all types of shifts between all types of employees (both flexible and non) with the appropriate skill set where there is a need (i.e. filling of vacancies on PTS/LARU etc. should be equitably spread around both flexible and non-flexible staff)."*

With just short of 500 staff on flexible work agreements, this is a challenge the QAS is going to have to work through for solutions.

Your union, United Workers Union, will continue to participate in discussions around making the QAS a fairer and inclusive workplace.

If you are working on a FWA and feel like you do not have access to the same opportunities or entitlements as other QAS employees, please contact your United Workers Union delegate or official so that your individual circumstance can be progressed.

REMINDER: Your right to representation

All staff are entitled to support or representation when participating in discussions with management regarding complaints or potential disciplinary action.

Any formal request to meet regarding these types of issues should include information about your entitlement to support and provide detail of the information around what will be discussed. If what starts out as an informal chat then turns into something more significant, every member then has the right to pause the meeting and seek union support or representation.

All QAS supervisory staff are educated in ensuring staff have access to their industrial entitlements.

If you are not being afforded this industrial entitlement, you have the possibility to challenge the processes for which you are being asked to respond.

Every worker has the right to procedural fairness and natural justice.

Award Amendments for part-time employees and increment progression seek to remove gender-based barriers for public sector workers

As a result of the Queensland government commissioned [Bridgman Review](#) [pdf] of public sector employment laws, a change in how part-time employees are treated in terms of increment progression has been made in order to remove barriers to gender pay equity.

The review was commissioned by the government to ensure Queenslanders have the most responsive, consistent and reliable public service possible – a public service that is fair, an employer of choice, and a leader in public administration. United Workers Union participated in providing information to the review and it is pleasing to see many progressive recommendations being taken on by the Government and its agencies like QAS.

On 2 September 2020 the Queensland Industrial Relations Commission granted the State of Queensland's application to remove provisions in public sector awards that impose hours-based barriers to increment progression for part-time employees.

The applications did not deal with increment progression for casual employees or the movement between classifications (i.e. progression from one classification level to a higher classification level) – there is no change to these arrangements. [See more information here](#) [pdf]

These arrangements do not apply retrospectively.

For QAS employees this means the following crossed-out sections of the Award and Certified Agreement no longer apply :

Ambulance Service Employees Award – State 2016

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Schedule 1 - Generic Level Statements

Section 1: Progression and maintenance arrangements - general

(d) The progression tables set out below outline the minimum timeframes for progression. ~~These minimum timeframes are for full-time employees. Employees other than full-time are required to meet an equivalent minimum period of service being 1428 hours for each 12 months' service or 741 hours for each 6 months' service, whichever is the greater.~~

QUEENSLAND AMBULANCE SERVICE CERTIFIED AGREEMENT 2017 (as amended 2020)

18.4 Incremental progression timeframes outline within this agreement are the minimum timeframes for progression ~~of full-time employees. Employees other than full-time are required to meet an equivalent minimum period of service being 1428 hours for each 12 months' service or 741 hours for each 6 months' service.~~

QAS LASNs have calculators to work through individual part-time employees' circumstances.

If you don't think you have progressed appropriately based on the information in this article, or the links provided, contact your local LASN HR in the first instance, so they can work through the process with you.

If you require further assistance contact the Union office.

If you have a co-worker who isn't receiving these emails please contact qldambulance@unitedworkers.org.au to get them signed up.

In Unity,

United Workers Union