

Pay Guide - Ambulance and Patient Transport Industry Award

[MA000098]

Published 20 November 2020

Pay rates change from 1 July each year, the rates in this guide apply from 20 November 2020.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

If the Intensive care paramedic skills, Continuing education program - paramedic skills, or Continuing education program allowances apply, the rates below should not be used, and should be calculated using [PACT](#).

Adult

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday and Sunday | Public holiday | Night work - additional amount per shift | On call - working time | Recall |
|---|-----------------|-----------------|---------------------|----------------|--|------------------------|---------|
| Senior station officer - year 1 | \$1,220.80 | \$32.13 | \$48.20 | \$80.33 | \$46.82 | \$64.26 | \$64.26 |
| Senior station officer - year 2 | \$1,228.60 | \$32.33 | \$48.50 | \$80.83 | \$46.82 | \$64.66 | \$64.66 |
| Senior station officer - year 3 and above | \$1,234.30 | \$32.48 | \$48.72 | \$81.20 | \$46.82 | \$64.96 | \$64.96 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 1 | \$1,119.90 | \$29.47 | \$44.21 | \$73.68 | \$46.82 | \$58.94 | \$58.94 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 2 | \$1,127.30 | \$29.67 | \$44.51 | \$74.18 | \$46.82 | \$59.34 | \$59.34 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above | \$1,133.70 | \$29.83 | \$44.75 | \$74.58 | \$46.82 | \$59.66 | \$59.66 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 1 | \$1,146.70 | \$30.18 | \$45.27 | \$75.45 | \$46.82 | \$60.36 | \$60.36 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 2 | \$1,154.80 | \$30.39 | \$45.59 | \$75.98 | \$46.82 | \$60.78 | \$60.78 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above | \$1,160.40 | \$30.54 | \$45.81 | \$76.35 | \$46.82 | \$61.08 | \$61.08 |
| Assistant station officer/ regional relieving officer - year 1 | \$1,089.90 | \$28.68 | \$43.02 | \$71.70 | \$46.82 | \$57.36 | \$57.36 |
| Assistant station officer/ regional relieving officer - year 2 | \$1,097.70 | \$28.89 | \$43.34 | \$72.23 | \$46.82 | \$57.78 | \$57.78 |
| Assistant station officer/ regional relieving officer - year 3 and above | \$1,104.10 | \$29.06 | \$43.59 | \$72.65 | \$46.82 | \$58.12 | \$58.12 |
| Ambulance officer - year 1 | \$1,026.70 | \$27.02 | \$40.53 | \$67.55 | \$46.82 | \$54.04 | \$54.04 |
| Ambulance officer - year 2 | \$1,034.60 | \$27.23 | \$40.85 | \$68.08 | \$46.82 | \$54.46 | \$54.46 |
| Ambulance officer - year 3 | \$1,040.50 | \$27.38 | \$41.07 | \$68.45 | \$46.82 | \$54.76 | \$54.76 |
| Ambulance attendant - year 1 | \$1,019.30 | \$26.82 | \$40.23 | \$67.05 | \$46.82 | \$53.64 | \$53.64 |

| Classification | Weekly pay rate | Hourly pay rate | Saturday and Sunday | Public holiday | Night work - additional amount per shift | On call - working time | Recall |
|---|------------------------|------------------------|----------------------------|-----------------------|---|-------------------------------|---------------|
| Ambulance attendant - year 2 | \$1,027.30 | \$27.03 | \$40.55 | \$67.58 | \$46.82 | \$54.06 | \$54.06 |
| Ambulance attendant - year 3 and above | \$1,033.10 | \$27.19 | \$40.79 | \$67.98 | \$46.82 | \$54.38 | \$54.38 |
| Student ambulance officer/ paramedic level 1 - year 1 | \$924.50 | \$24.33 | \$36.50 | \$60.83 | \$46.82 | \$48.66 | \$48.66 |
| Student ambulance officer/ paramedic level 1 - year 2 | \$931.80 | \$24.52 | \$36.78 | \$61.30 | \$46.82 | \$49.04 | \$49.04 |
| Student ambulance officer/ paramedic level 1 - year 3 and above | \$935.90 | \$24.63 | \$36.95 | \$61.58 | \$46.82 | \$49.26 | \$49.26 |
| Student ambulance officer/ paramedic level 2 - year 1 | \$983.70 | \$25.89 | \$38.84 | \$64.73 | \$46.82 | \$51.78 | \$51.78 |
| Student ambulance officer/ paramedic level 2 - year 2 | \$990.80 | \$26.07 | \$39.11 | \$65.18 | \$46.82 | \$52.14 | \$52.14 |
| Student ambulance officer/ paramedic level 2 - year 3 and above | \$997.60 | \$26.25 | \$39.38 | \$65.63 | \$46.82 | \$52.50 | \$52.50 |
| Student ambulance officer/ paramedic level 3 - year 1 | \$999.40 | \$26.30 | \$39.45 | \$65.75 | \$46.82 | \$52.60 | \$52.60 |
| Student ambulance officer/ paramedic level 3 - year 2 | \$1,010.00 | \$26.58 | \$39.87 | \$66.45 | \$46.82 | \$53.16 | \$53.16 |
| Student ambulance officer/ paramedic level 3 - year 3 and above | \$1,016.10 | \$26.74 | \$40.11 | \$66.85 | \$46.82 | \$53.48 | \$53.48 |
| Patient transport officer - year 1 | \$955.10 | \$25.13 | \$37.70 | \$62.83 | \$46.82 | \$50.26 | \$50.26 |
| Patient transport officer - year 2 | \$962.10 | \$25.32 | \$37.98 | \$63.30 | \$46.82 | \$50.64 | \$50.64 |
| Patient transport officer - year 3 and above | \$968.40 | \$25.48 | \$38.22 | \$63.70 | \$46.82 | \$50.96 | \$50.96 |
| Communications call taker - year 1 | \$955.10 | \$25.13 | \$37.70 | \$62.83 | \$46.82 | \$50.26 | \$50.26 |
| Communications call taker - year 2 | \$962.10 | \$25.32 | \$37.98 | \$63.30 | \$46.82 | \$50.64 | \$50.64 |
| Communications call taker - year 3 and above | \$968.40 | \$25.48 | \$38.22 | \$63.70 | \$46.82 | \$50.96 | \$50.96 |
| Clinical transport officer - year 1 | \$931.80 | \$24.52 | \$36.78 | \$61.30 | \$46.82 | \$49.04 | \$49.04 |
| Clinical transport officer - year 2 | \$936.90 | \$24.66 | \$36.99 | \$61.65 | \$46.82 | \$49.32 | \$49.32 |
| Clinical transport officer - year 3 and above | \$942.90 | \$24.81 | \$37.22 | \$62.03 | \$46.82 | \$49.62 | \$49.62 |
| Trainee clinic transport officer - year 1 | \$908.00 | \$23.89 | \$35.84 | \$59.73 | \$46.82 | \$47.78 | \$47.78 |
| Trainee clinic transport officer - year 2 | \$915.30 | \$24.09 | \$36.14 | \$60.23 | \$46.82 | \$48.18 | \$48.18 |
| Trainee clinic transport officer - year 3 and above | \$921.80 | \$24.26 | \$36.39 | \$60.65 | \$46.82 | \$48.52 | \$48.52 |
| Fleet maintenance officer - year 1 | \$1,082.20 | \$28.48 | \$42.72 | \$71.20 | \$46.82 | \$56.96 | \$56.96 |
| Fleet maintenance officer - year 2 | \$1,090.00 | \$28.68 | \$43.02 | \$71.70 | \$46.82 | \$57.36 | \$57.36 |
| Fleet maintenance officer - year 3 and above | \$1,096.80 | \$28.86 | \$43.29 | \$72.15 | \$46.82 | \$57.72 | \$57.72 |
| Mechanic - year 1 | \$1,026.70 | \$27.02 | \$40.53 | \$67.55 | \$46.82 | \$54.04 | \$54.04 |
| Mechanic - year 2 | \$1,034.60 | \$27.23 | \$40.85 | \$68.08 | \$46.82 | \$54.46 | \$54.46 |
| Mechanic - year 3 and above | \$1,040.50 | \$27.38 | \$41.07 | \$68.45 | \$46.82 | \$54.76 | \$54.76 |

| Classification | Weekly pay rate | Hourly pay rate | Saturday and Sunday | Public holiday | Night work - additional amount per shift | On call - working time | Recall |
|--|------------------------|------------------------|----------------------------|-----------------------|---|-------------------------------|---------------|
| Administrative officer band 1 - year 1 | \$865.30 | \$22.77 | \$34.16 | \$56.93 | \$46.82 | \$45.54 | \$45.54 |
| Administrative officer band 1 - year 2 | \$902.10 | \$23.74 | \$35.61 | \$59.35 | \$46.82 | \$47.48 | \$47.48 |
| Administrative officer band 1 - year 3 and above | \$938.50 | \$24.70 | \$37.05 | \$61.75 | \$46.82 | \$49.40 | \$49.40 |
| Administrative officer band 2 - year 1 | \$975.40 | \$25.67 | \$38.51 | \$64.18 | \$46.82 | \$51.34 | \$51.34 |
| Administrative officer band 2 - year 2 | \$1,020.00 | \$26.84 | \$40.26 | \$67.10 | \$46.82 | \$53.68 | \$53.68 |
| Administrative officer band 2 - year 3 and above | \$1,064.70 | \$28.02 | \$42.03 | \$70.05 | \$46.82 | \$56.04 | \$56.04 |
| Administrative officer band 3 | \$1,115.70 | \$29.36 | \$44.04 | \$73.40 | \$46.82 | \$58.72 | \$58.72 |
| Administrative officer band 4 | \$1,181.80 | \$31.10 | \$46.65 | \$77.75 | \$46.82 | \$62.20 | \$62.20 |

Table 2 of 2

| Classification | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Saturday and Sunday | Overtime - public holiday | Overtime - working outside a spread of 12 hours | Less than 8 hour break between shifts | Working more than 12 shifts in a row |
|---|---------------------------------|---------------------------------|---------------------------------------|----------------------------------|--|--|---|
| Senior station officer - year 1 | \$48.20 | \$64.26 | \$64.26 | \$80.33 | \$64.26 | \$64.26 | \$96.39 |
| Senior station officer - year 2 | \$48.50 | \$64.66 | \$64.66 | \$80.83 | \$64.66 | \$64.66 | \$96.99 |
| Senior station officer - year 3 and above | \$48.72 | \$64.96 | \$64.96 | \$81.20 | \$64.96 | \$64.96 | \$97.44 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 1 | \$44.21 | \$58.94 | \$58.94 | \$73.68 | \$58.94 | \$58.94 | \$88.41 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 2 | \$44.51 | \$59.34 | \$59.34 | \$74.18 | \$59.34 | \$59.34 | \$89.01 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above | \$44.75 | \$59.66 | \$59.66 | \$74.58 | \$59.66 | \$59.66 | \$89.49 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 1 | \$45.27 | \$60.36 | \$60.36 | \$75.45 | \$60.36 | \$60.36 | \$90.54 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 2 | \$45.59 | \$60.78 | \$60.78 | \$75.98 | \$60.78 | \$60.78 | \$91.17 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above | \$45.81 | \$61.08 | \$61.08 | \$76.35 | \$61.08 | \$61.08 | \$91.62 |
| Assistant station officer/ regional relieving officer - year 1 | \$43.02 | \$57.36 | \$57.36 | \$71.70 | \$57.36 | \$57.36 | \$86.04 |
| Assistant station officer/ regional relieving officer - year 2 | \$43.34 | \$57.78 | \$57.78 | \$72.23 | \$57.78 | \$57.78 | \$86.67 |

| Classification | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Saturday and Sunday | Overtime - public holiday | Overtime - working outside a spread of 12 hours | Less than 8 hour break between shifts | Working more than 12 shifts in a row |
|--|---------------------------------|---------------------------------|---------------------------------------|----------------------------------|--|--|---|
| Assistant station officer/ regional relieving officer - year 3 and above | \$43.59 | \$58.12 | \$58.12 | \$72.65 | \$58.12 | \$58.12 | \$87.18 |
| Ambulance officer - year 1 | \$40.53 | \$54.04 | \$54.04 | \$67.55 | \$54.04 | \$54.04 | \$81.06 |
| Ambulance officer - year 2 | \$40.85 | \$54.46 | \$54.46 | \$68.08 | \$54.46 | \$54.46 | \$81.69 |
| Ambulance officer - year 3 | \$41.07 | \$54.76 | \$54.76 | \$68.45 | \$54.76 | \$54.76 | \$82.14 |
| Ambulance attendant - year 1 | \$40.23 | \$53.64 | \$53.64 | \$67.05 | \$53.64 | \$53.64 | \$80.46 |
| Ambulance attendant - year 2 | \$40.55 | \$54.06 | \$54.06 | \$67.58 | \$54.06 | \$54.06 | \$81.09 |
| Ambulance attendant - year 3 and above | \$40.79 | \$54.38 | \$54.38 | \$67.98 | \$54.38 | \$54.38 | \$81.57 |
| Student ambulance officer/ paramedic level 1 - year 1 | \$36.50 | \$48.66 | \$48.66 | \$60.83 | \$48.66 | \$48.66 | \$72.99 |
| Student ambulance officer/ paramedic level 1 - year 2 | \$36.78 | \$49.04 | \$49.04 | \$61.30 | \$49.04 | \$49.04 | \$73.56 |
| Student ambulance officer/ paramedic level 1 - year 3 and above | \$36.95 | \$49.26 | \$49.26 | \$61.58 | \$49.26 | \$49.26 | \$73.89 |
| Student ambulance officer/ paramedic level 2 - year 1 | \$38.84 | \$51.78 | \$51.78 | \$64.73 | \$51.78 | \$51.78 | \$77.67 |
| Student ambulance officer/ paramedic level 2 - year 2 | \$39.11 | \$52.14 | \$52.14 | \$65.18 | \$52.14 | \$52.14 | \$78.21 |
| Student ambulance officer/ paramedic level 2 - year 3 and above | \$39.38 | \$52.50 | \$52.50 | \$65.63 | \$52.50 | \$52.50 | \$78.75 |
| Student ambulance officer/ paramedic level 3 - year 1 | \$39.45 | \$52.60 | \$52.60 | \$65.75 | \$52.60 | \$52.60 | \$78.90 |
| Student ambulance officer/ paramedic level 3 - year 2 | \$39.87 | \$53.16 | \$53.16 | \$66.45 | \$53.16 | \$53.16 | \$79.74 |
| Student ambulance officer/ paramedic level 3 - year 3 and above | \$40.11 | \$53.48 | \$53.48 | \$66.85 | \$53.48 | \$53.48 | \$80.22 |
| Patient transport officer - year 1 | \$37.70 | \$50.26 | \$50.26 | \$62.83 | \$50.26 | \$50.26 | \$75.39 |
| Patient transport officer - year 2 | \$37.98 | \$50.64 | \$50.64 | \$63.30 | \$50.64 | \$50.64 | \$75.96 |
| Patient transport officer - year 3 and above | \$38.22 | \$50.96 | \$50.96 | \$63.70 | \$50.96 | \$50.96 | \$76.44 |
| Communications call taker - year 1 | \$37.70 | \$50.26 | \$50.26 | \$62.83 | \$50.26 | \$50.26 | \$75.39 |
| Communications call taker - year 2 | \$37.98 | \$50.64 | \$50.64 | \$63.30 | \$50.64 | \$50.64 | \$75.96 |
| Communications call taker - year 3 and above | \$38.22 | \$50.96 | \$50.96 | \$63.70 | \$50.96 | \$50.96 | \$76.44 |
| Clinical transport officer - year 1 | \$36.78 | \$49.04 | \$49.04 | \$61.30 | \$49.04 | \$49.04 | \$73.56 |
| Clinical transport officer - year 2 | \$36.99 | \$49.32 | \$49.32 | \$61.65 | \$49.32 | \$49.32 | \$73.98 |
| Clinical transport officer - year 3 and above | \$37.22 | \$49.62 | \$49.62 | \$62.03 | \$49.62 | \$49.62 | \$74.43 |
| Trainee clinic transport officer - year 1 | \$35.84 | \$47.78 | \$47.78 | \$59.73 | \$47.78 | \$47.78 | \$71.67 |
| Trainee clinic transport officer - year 2 | \$36.14 | \$48.18 | \$48.18 | \$60.23 | \$48.18 | \$48.18 | \$72.27 |
| Trainee clinic transport officer - year 3 and above | \$36.39 | \$48.52 | \$48.52 | \$60.65 | \$48.52 | \$48.52 | \$72.78 |

| Classification | Overtime - first 2 hours | Overtime - after 2 hours | Overtime - Saturday and Sunday | Overtime - public holiday | Overtime - working outside a spread of 12 hours | Less than 8 hour break between shifts | Working more than 12 shifts in a row |
|--|---------------------------------|---------------------------------|---------------------------------------|----------------------------------|--|--|---|
| Fleet maintenance officer - year 1 | \$42.72 | \$56.96 | \$56.96 | \$71.20 | \$56.96 | \$56.96 | \$85.44 |
| Fleet maintenance officer - year 2 | \$43.02 | \$57.36 | \$57.36 | \$71.70 | \$57.36 | \$57.36 | \$86.04 |
| Fleet maintenance officer - year 3 and above | \$43.29 | \$57.72 | \$57.72 | \$72.15 | \$57.72 | \$57.72 | \$86.58 |
| Mechanic - year 1 | \$40.53 | \$54.04 | \$54.04 | \$67.55 | \$54.04 | \$54.04 | \$81.06 |
| Mechanic - year 2 | \$40.85 | \$54.46 | \$54.46 | \$68.08 | \$54.46 | \$54.46 | \$81.69 |
| Mechanic - year 3 and above | \$41.07 | \$54.76 | \$54.76 | \$68.45 | \$54.76 | \$54.76 | \$82.14 |
| Administrative officer band 1 - year 1 | \$34.16 | \$45.54 | \$45.54 | \$56.93 | \$45.54 | \$45.54 | \$68.31 |
| Administrative officer band 1 - year 2 | \$35.61 | \$47.48 | \$47.48 | \$59.35 | \$47.48 | \$47.48 | \$71.22 |
| Administrative officer band 1 - year 3 and above | \$37.05 | \$49.40 | \$49.40 | \$61.75 | \$49.40 | \$49.40 | \$74.10 |
| Administrative officer band 2 - year 1 | \$38.51 | \$51.34 | \$51.34 | \$64.18 | \$51.34 | \$51.34 | \$77.01 |
| Administrative officer band 2 - year 2 | \$40.26 | \$53.68 | \$53.68 | \$67.10 | \$53.68 | \$53.68 | \$80.52 |
| Administrative officer band 2 - year 3 and above | \$42.03 | \$56.04 | \$56.04 | \$70.05 | \$56.04 | \$56.04 | \$84.06 |
| Administrative officer band 3 | \$44.04 | \$58.72 | \$58.72 | \$73.40 | \$58.72 | \$58.72 | \$88.08 |
| Administrative officer band 4 | \$46.65 | \$62.20 | \$62.20 | \$77.75 | \$62.20 | \$62.20 | \$93.30 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Saturday and Sunday | Public holiday | Night work additional amount per shift | On call - working time | Recall | Overtime - first 2 hours |
|---|-----------------|---------------------|----------------|--|------------------------|---------|--------------------------|
| Senior station officer - year 1 | \$40.16 | \$56.23 | \$64.26 | \$46.82 | \$72.29 | \$72.29 | \$48.20 |
| Senior station officer - year 2 | \$40.41 | \$56.58 | \$64.66 | \$46.82 | \$72.74 | \$72.74 | \$48.50 |
| Senior station officer - year 3 and above | \$40.60 | \$56.84 | \$64.96 | \$46.82 | \$73.08 | \$73.08 | \$48.72 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 1 | \$36.84 | \$51.57 | \$58.94 | \$46.82 | \$66.31 | \$66.31 | \$44.21 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 2 | \$37.09 | \$51.92 | \$59.34 | \$46.82 | \$66.76 | \$66.76 | \$44.51 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above | \$37.29 | \$52.20 | \$59.66 | \$46.82 | \$67.12 | \$67.12 | \$44.75 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 1 | \$37.73 | \$52.82 | \$60.36 | \$46.82 | \$67.91 | \$67.91 | \$45.27 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 2 | \$37.99 | \$53.18 | \$60.78 | \$46.82 | \$68.38 | \$68.38 | \$45.59 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above | \$38.18 | \$53.45 | \$61.08 | \$46.82 | \$68.72 | \$68.72 | \$45.81 |
| Assistant station officer/ regional relieving officer - year 1 | \$35.85 | \$50.19 | \$57.36 | \$46.82 | \$64.53 | \$64.53 | \$43.02 |
| Assistant station officer/ regional relieving officer - year 2 | \$36.11 | \$50.56 | \$57.78 | \$46.82 | \$65.00 | \$65.00 | \$43.34 |
| Assistant station officer/ regional relieving officer - year 3 and above | \$36.33 | \$50.86 | \$58.12 | \$46.82 | \$65.39 | \$65.39 | \$43.59 |
| Ambulance officer - year 1 | \$33.78 | \$47.29 | \$54.04 | \$46.82 | \$60.80 | \$60.80 | \$40.53 |
| Ambulance officer - year 2 | \$34.04 | \$47.65 | \$54.46 | \$46.82 | \$61.27 | \$61.27 | \$40.85 |
| Ambulance officer - year 3 | \$34.23 | \$47.92 | \$54.76 | \$46.82 | \$61.61 | \$61.61 | \$41.07 |
| Ambulance attendant - year 1 | \$33.53 | \$46.94 | \$53.64 | \$46.82 | \$60.35 | \$60.35 | \$40.23 |
| Ambulance attendant - year 2 | \$33.79 | \$47.30 | \$54.06 | \$46.82 | \$60.82 | \$60.82 | \$40.55 |
| Ambulance attendant - year 3 and above | \$33.99 | \$47.58 | \$54.38 | \$46.82 | \$61.18 | \$61.18 | \$40.79 |
| Student ambulance officer/ paramedic level 1 - year 1 | \$30.41 | \$42.58 | \$48.66 | \$46.82 | \$54.74 | \$54.74 | \$36.50 |
| Student ambulance officer/ paramedic level 1 - year 2 | \$30.65 | \$42.91 | \$49.04 | \$46.82 | \$55.17 | \$55.17 | \$36.78 |
| Student ambulance officer/ paramedic level 1 - year 3 and above | \$30.79 | \$43.10 | \$49.26 | \$46.82 | \$55.42 | \$55.42 | \$36.95 |

| Classification | Hourly pay rate | Saturday and Sunday | Public holiday | Night work additional amount per shift | On call - working time | Recall | Overtime - first 2 hours |
|---|------------------------|----------------------------|-----------------------|---|-------------------------------|---------------|---------------------------------|
| Student ambulance officer/ paramedic level 2 - year 1 | \$32.36 | \$45.31 | \$51.78 | \$46.82 | \$58.25 | \$58.25 | \$38.84 |
| Student ambulance officer/ paramedic level 2 - year 2 | \$32.59 | \$45.62 | \$52.14 | \$46.82 | \$58.66 | \$58.66 | \$39.11 |
| Student ambulance officer/ paramedic level 2 - year 3 and above | \$32.81 | \$45.94 | \$52.50 | \$46.82 | \$59.06 | \$59.06 | \$39.38 |
| Student ambulance officer/ paramedic level 3 - year 1 | \$32.88 | \$46.03 | \$52.60 | \$46.82 | \$59.18 | \$59.18 | \$39.45 |
| Student ambulance officer/ paramedic level 3 - year 2 | \$33.23 | \$46.52 | \$53.16 | \$46.82 | \$59.81 | \$59.81 | \$39.87 |
| Student ambulance officer/ paramedic level 3 - year 3 and above | \$33.43 | \$46.80 | \$53.48 | \$46.82 | \$60.17 | \$60.17 | \$40.11 |
| Patient transport officer - year 1 | \$31.41 | \$43.98 | \$50.26 | \$46.82 | \$56.54 | \$56.54 | \$37.70 |
| Patient transport officer - year 2 | \$31.65 | \$44.31 | \$50.64 | \$46.82 | \$56.97 | \$56.97 | \$37.98 |
| Patient transport officer - year 3 and above | \$31.85 | \$44.59 | \$50.96 | \$46.82 | \$57.33 | \$57.33 | \$38.22 |
| Communications call taker - year 1 | \$31.41 | \$43.98 | \$50.26 | \$46.82 | \$56.54 | \$56.54 | \$37.70 |
| Communications call taker - year 2 | \$31.65 | \$44.31 | \$50.64 | \$46.82 | \$56.97 | \$56.97 | \$37.98 |
| Communications call taker - year 3 and above | \$31.85 | \$44.59 | \$50.96 | \$46.82 | \$57.33 | \$57.33 | \$38.22 |
| Clinical transport officer - year 1 | \$30.65 | \$42.91 | \$49.04 | \$46.82 | \$55.17 | \$55.17 | \$36.78 |
| Clinical transport officer - year 2 | \$30.83 | \$43.16 | \$49.32 | \$46.82 | \$55.49 | \$55.49 | \$36.99 |
| Clinical transport officer - year 3 and above | \$31.01 | \$43.42 | \$49.62 | \$46.82 | \$55.82 | \$55.82 | \$37.22 |
| Trainee clinic transport officer - year 1 | \$29.86 | \$41.81 | \$47.78 | \$46.82 | \$53.75 | \$53.75 | \$35.84 |
| Trainee clinic transport officer - year 2 | \$30.11 | \$42.16 | \$48.18 | \$46.82 | \$54.20 | \$54.20 | \$36.14 |
| Trainee clinic transport officer - year 3 and above | \$30.33 | \$42.46 | \$48.52 | \$46.82 | \$54.59 | \$54.59 | \$36.39 |
| Fleet maintenance officer - year 1 | \$35.60 | \$49.84 | \$56.96 | \$46.82 | \$64.08 | \$64.08 | \$42.72 |
| Fleet maintenance officer - year 2 | \$35.85 | \$50.19 | \$57.36 | \$46.82 | \$64.53 | \$64.53 | \$43.02 |
| Fleet maintenance officer - year 3 and above | \$36.08 | \$50.51 | \$57.72 | \$46.82 | \$64.94 | \$64.94 | \$43.29 |
| Mechanic - year 1 | \$33.78 | \$47.29 | \$54.04 | \$46.82 | \$60.80 | \$60.80 | \$40.53 |
| Mechanic - year 2 | \$34.04 | \$47.65 | \$54.46 | \$46.82 | \$61.27 | \$61.27 | \$40.85 |
| Mechanic - year 3 and above | \$34.23 | \$47.92 | \$54.76 | \$46.82 | \$61.61 | \$61.61 | \$41.07 |
| Administrative officer band 1 - year 1 | \$28.46 | \$39.85 | \$45.54 | \$46.82 | \$51.23 | \$51.23 | \$34.16 |
| Administrative officer band 1 - year 2 | \$29.68 | \$41.55 | \$47.48 | \$46.82 | \$53.42 | \$53.42 | \$35.61 |
| Administrative officer band 1 - year 3 and above | \$30.88 | \$43.23 | \$49.40 | \$46.82 | \$55.58 | \$55.58 | \$37.05 |
| Administrative officer band 2 - year 1 | \$32.09 | \$44.92 | \$51.34 | \$46.82 | \$57.76 | \$57.76 | \$38.51 |
| Administrative officer band 2 - year 2 | \$33.55 | \$46.97 | \$53.68 | \$46.82 | \$60.39 | \$60.39 | \$40.26 |
| Administrative officer band 2 - year 3 and above | \$35.03 | \$49.04 | \$56.04 | \$46.82 | \$63.05 | \$63.05 | \$42.03 |

| Classification | Hourly pay rate | Saturday and Sunday | Public holiday | Night work additional amount per shift | On call - working time | Recall | Overtime - first 2 hours |
|-------------------------------|------------------------|----------------------------|-----------------------|---|-------------------------------|---------------|---------------------------------|
| Administrative officer band 3 | \$36.70 | \$51.38 | \$58.72 | \$46.82 | \$66.06 | \$66.06 | \$44.04 |
| Administrative officer band 4 | \$38.88 | \$54.43 | \$62.20 | \$46.82 | \$69.98 | \$69.98 | \$46.65 |

Table 2 of 2

| Classification | Overtime - after 2 hours | Overtime - Saturday and Sunday | Overtime - public holiday | Overtime - working outside a spread of 12 hours | Less than 8 hour break between shifts | Working more than 12 shifts in a row |
|---|---------------------------------|---------------------------------------|----------------------------------|--|--|---|
| Senior station officer - year 1 | \$64.26 | \$64.26 | \$80.33 | \$64.26 | \$64.26 | \$104.42 |
| Senior station officer - year 2 | \$64.66 | \$64.66 | \$80.83 | \$64.66 | \$64.66 | \$105.07 |
| Senior station officer - year 3 and above | \$64.96 | \$64.96 | \$81.20 | \$64.96 | \$64.96 | \$105.56 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 1 | \$58.94 | \$58.94 | \$73.68 | \$58.94 | \$58.94 | \$95.78 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 2 | \$59.34 | \$59.34 | \$74.18 | \$59.34 | \$59.34 | \$96.43 |
| Station officer/ team manager - headquarters or branch with less than 10 staff - year 3 and above | \$59.66 | \$59.66 | \$74.58 | \$59.66 | \$59.66 | \$96.95 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 1 | \$60.36 | \$60.36 | \$75.45 | \$60.36 | \$60.36 | \$98.09 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 2 | \$60.78 | \$60.78 | \$75.98 | \$60.78 | \$60.78 | \$98.77 |
| Station officer/ team manager - headquarters or branch with 10 or more staff - year 3 and above | \$61.08 | \$61.08 | \$76.35 | \$61.08 | \$61.08 | \$99.26 |
| Assistant station officer/ regional relieving officer - year 1 | \$57.36 | \$57.36 | \$71.70 | \$57.36 | \$57.36 | \$93.21 |
| Assistant station officer/ regional relieving officer - year 2 | \$57.78 | \$57.78 | \$72.23 | \$57.78 | \$57.78 | \$93.89 |
| Assistant station officer/ regional relieving officer - year 3 and above | \$58.12 | \$58.12 | \$72.65 | \$58.12 | \$58.12 | \$94.45 |
| Ambulance officer - year 1 | \$54.04 | \$54.04 | \$67.55 | \$54.04 | \$54.04 | \$87.82 |
| Ambulance officer - year 2 | \$54.46 | \$54.46 | \$68.08 | \$54.46 | \$54.46 | \$88.50 |
| Ambulance officer - year 3 | \$54.76 | \$54.76 | \$68.45 | \$54.76 | \$54.76 | \$88.99 |
| Ambulance attendant - year 1 | \$53.64 | \$53.64 | \$67.05 | \$53.64 | \$53.64 | \$87.17 |
| Ambulance attendant - year 2 | \$54.06 | \$54.06 | \$67.58 | \$54.06 | \$54.06 | \$87.85 |

| Classification | Overtime - after 2 hours | Overtime - Saturday and Sunday | Overtime - public holiday | Overtime - working outside a spread of 12 hours | Less than 8 hour break between shifts | Working more than 12 shifts in a row |
|--|---|---|--|--|--|---|
| Ambulance attendant - year 3 and above | \$54.38 | \$54.38 | \$67.98 | \$54.38 | \$54.38 | \$88.37 |
| Student ambulance officer/ paramedic level 1 - year 1 | \$48.66 | \$48.66 | \$60.83 | \$48.66 | \$48.66 | \$79.07 |
| Student ambulance officer/ paramedic level 1 - year 2 | \$49.04 | \$49.04 | \$61.30 | \$49.04 | \$49.04 | \$79.69 |
| Student ambulance officer/ paramedic level 1 - year 3 and above | \$49.26 | \$49.26 | \$61.58 | \$49.26 | \$49.26 | \$80.05 |
| Student ambulance officer/ paramedic level 2 - year 1 | \$51.78 | \$51.78 | \$64.73 | \$51.78 | \$51.78 | \$84.14 |
| Student ambulance officer/ paramedic level 2 - year 2 | \$52.14 | \$52.14 | \$65.18 | \$52.14 | \$52.14 | \$84.73 |
| Student ambulance officer/ paramedic level 2 - year 3 and above | \$52.50 | \$52.50 | \$65.63 | \$52.50 | \$52.50 | \$85.31 |
| Student ambulance officer/ paramedic level 3 - year 1 | \$52.60 | \$52.60 | \$65.75 | \$52.60 | \$52.60 | \$85.48 |
| Student ambulance officer/ paramedic level 3 - year 2 | \$53.16 | \$53.16 | \$66.45 | \$53.16 | \$53.16 | \$86.39 |
| Student ambulance officer/ paramedic level 3 - year 3 and above | \$53.48 | \$53.48 | \$66.85 | \$53.48 | \$53.48 | \$86.91 |
| Patient transport officer - year 1 | \$50.26 | \$50.26 | \$62.83 | \$50.26 | \$50.26 | \$81.67 |
| Patient transport officer - year 2 | \$50.64 | \$50.64 | \$63.30 | \$50.64 | \$50.64 | \$82.29 |
| Patient transport officer - year 3 and above | \$50.96 | \$50.96 | \$63.70 | \$50.96 | \$50.96 | \$82.81 |
| Communications call taker - year 1 | \$50.26 | \$50.26 | \$62.83 | \$50.26 | \$50.26 | \$81.67 |
| Communications call taker - year 2 | \$50.64 | \$50.64 | \$63.30 | \$50.64 | \$50.64 | \$82.29 |
| Communications call taker - year 3 and above | \$50.96 | \$50.96 | \$63.70 | \$50.96 | \$50.96 | \$82.81 |
| Clinical transport officer - year 1 | \$49.04 | \$49.04 | \$61.30 | \$49.04 | \$49.04 | \$79.69 |
| Clinical transport officer - year 2 | \$49.32 | \$49.32 | \$61.65 | \$49.32 | \$49.32 | \$80.15 |
| Clinical transport officer - year 3 and above | \$49.62 | \$49.62 | \$62.03 | \$49.62 | \$49.62 | \$80.63 |
| Trainee clinic transport officer - year 1 | \$47.78 | \$47.78 | \$59.73 | \$47.78 | \$47.78 | \$77.64 |
| Trainee clinic transport officer - year 2 | \$48.18 | \$48.18 | \$60.23 | \$48.18 | \$48.18 | \$78.29 |
| Trainee clinic transport officer - year 3 and above | \$48.52 | \$48.52 | \$60.65 | \$48.52 | \$48.52 | \$78.85 |
| Fleet maintenance officer - year 1 | \$56.96 | \$56.96 | \$71.20 | \$56.96 | \$56.96 | \$92.56 |
| Fleet maintenance officer - year 2 | \$57.36 | \$57.36 | \$71.70 | \$57.36 | \$57.36 | \$93.21 |
| Fleet maintenance officer - year 3 and above | \$57.72 | \$57.72 | \$72.15 | \$57.72 | \$57.72 | \$93.80 |
| Mechanic - year 1 | \$54.04 | \$54.04 | \$67.55 | \$54.04 | \$54.04 | \$87.82 |
| Mechanic - year 2 | \$54.46 | \$54.46 | \$68.08 | \$54.46 | \$54.46 | \$88.50 |
| Mechanic - year 3 and above | \$54.76 | \$54.76 | \$68.45 | \$54.76 | \$54.76 | \$88.99 |
| Administrative officer band 1 - year 1 | \$45.54 | \$45.54 | \$56.93 | \$45.54 | \$45.54 | \$74.00 |

| Classification | Overtime - after 2 hours | Overtime - Saturday - and Sunday | Overtime - public holiday | Overtime - working outside a spread of 12 hours | Less than 8 hour break between shifts | Working more than 12 shifts in a row |
|--|---|---|--|--|--|---|
| Administrative officer band 1 - year 2 | \$47.48 | \$47.48 | \$59.35 | \$47.48 | \$47.48 | \$77.16 |
| Administrative officer band 1 - year 3 and above | \$49.40 | \$49.40 | \$61.75 | \$49.40 | \$49.40 | \$80.28 |
| Administrative officer band 2 - year 1 | \$51.34 | \$51.34 | \$64.18 | \$51.34 | \$51.34 | \$83.43 |
| Administrative officer band 2 - year 2 | \$53.68 | \$53.68 | \$67.10 | \$53.68 | \$53.68 | \$87.23 |
| Administrative officer band 2 - year 3 and above | \$56.04 | \$56.04 | \$70.05 | \$56.04 | \$56.04 | \$91.07 |
| Administrative officer band 3 | \$58.72 | \$58.72 | \$73.40 | \$58.72 | \$58.72 | \$95.42 |
| Administrative officer band 4 | \$62.20 | \$62.20 | \$77.75 | \$62.20 | \$62.20 | \$101.08 |

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

| Allowances | Rate |
|---|--|
| Communications centre allowance - operational employees only | \$7.39 per 8 hour shift and a further \$0.94 per hour for any period in excess of 8 hours |
| * Continuing education program - paramedic skills allowance - operational employees only | \$3.22 per hour |
| * Continuing education program (CEP) allowance - operational employees only - units 1-4 | \$0.47 per hour |
| * Continuing education program (CEP) allowance - operational employees only - units 5-6 | \$0.47 per hour |
| * Continuing education program (CEP) allowance - operational employees only - unit 7 | \$0.58 per hour |
| Control call allowance | \$4.89 per hour or part hour |
| Driving licence reimbursement | reimbursement for the cost of the licence |
| Flying allowance | \$62.43 per 8 hour shift or part shift |
| * Intensive care paramedic skills allowance - ambulance service - Level 1 - first 12 months of experience | \$2.90 per hour |
| * Intensive care paramedic skills allowance - ambulance service - Level 2 - second year of experience | \$4.26 per hour |
| * Intensive care paramedic skills allowance - all other employees | \$1.70 per hour |
| Meal allowance - working away from usual workplace | \$16.39 per shift to purchase a meal away from the branch or usual place of work |
| Meal allowance - delayed meal break | \$4.33 per occasion |
| Meal allowance - interrupted break | \$16.39 per shift |
| Meal allowance - overtime | \$20.50 for a meal |
| On call allowance | \$3.43 per hour or part hour |
| Operational crewing - operational duties training allowance | \$4.89 per 8 hour shift and a further \$0.62 per hour for any period in excess of 8 hours |
| Operational crewing - student crew allowance | \$0.55 per hour up to a maximum of \$20.81 per week |
| Operational crewing - operational stretcher duties allowance - single officer crew | \$15.61 per 8 hour shift and a further \$1.95 per hour for any period in excess of 8 hours |
| Protective clothing reimbursement | reimbursement for the reasonable cost of uniform or other protective clothing |
| Relieving employee living away from home - accommodation and cleaning of uniform allowance | reimbursement for reasonable costs of accommodation and cleaning items of uniform |

| Allowances | Rate |
|---|---|
| Relieving employee living away from home - travelling time allowance | payment at ordinary rate for travel to and from such workplace and fares and incidental expenses will be paid by the employer or if using own vehicle \$0.80 per km |
| Relieving employee living away from home - breakfast meal allowance | \$16.39 for a meal |
| Relieving employee living away from home - lunch meal allowance | \$32.80 for a meal |
| Relieving employee living away from home - dinner meal allowance | \$49.20 for a meal |
| Relieving employee - living away from home allowance | \$21.99 per night |
| Student ambulance officer living away from home - accommodation reimbursement | reimbursement for the reasonable cost of accommodation when required to live away from home |
| Student ambulance officer living away from home - incidental expenses allowance | \$16.47 per day |
| Travelling expenses reimbursement | reimbursement for all reasonable expenses for fares, meals and accommodation |
| Travelling time allowance - report for duty away from usual workplace | payment at ordinary rate for travel to and from such workplace and fares and incidental expenses will be paid by the employer or if using own vehicle \$0.80 per km |
| Uniform reimbursement | reimbursement for the reasonable cost of the uniform items as required by the employer |

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.