

Pay Guide - Ambulance and Patient Transport Industry Award

[MA000098]

Published 8 July 2026

When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

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 the [Pay and Conditions Tool](#).

Clerical and administrative support - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Administrative officer band 1 - year 1	\$1,103.40	\$29.04	\$43.56	\$72.60	\$59.71	\$58.08	\$58.08
Administrative officer band 1 - year 2	\$1,150.50	\$30.28	\$45.42	\$75.70	\$59.71	\$60.56	\$60.56
Administrative officer band 1 - year 3 and above	\$1,197.00	\$31.50	\$47.25	\$78.75	\$59.71	\$63.00	\$63.00
Administrative officer band 2 - year 1	\$1,244.00	\$32.74	\$49.11	\$81.85	\$59.71	\$65.48	\$65.48
Administrative officer band 2 - year 2	\$1,300.90	\$34.23	\$51.35	\$85.58	\$59.71	\$68.46	\$68.46
Administrative officer band 2 - year 3 and above	\$1,357.80	\$35.73	\$53.60	\$89.33	\$59.71	\$71.46	\$71.46
Administrative officer band 3	\$1,422.80	\$37.44	\$56.16	\$93.60	\$59.71	\$74.88	\$74.88
Administrative officer band 4	\$1,507.10	\$39.66	\$59.49	\$99.15	\$59.71	\$79.32	\$79.32

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - 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 1	\$43.56	\$58.08	\$58.08	\$72.60	\$58.08	\$58.08	\$87.12
Administrative officer band 1 - year 2	\$45.42	\$60.56	\$60.56	\$75.70	\$60.56	\$60.56	\$90.84
Administrative officer band 1 - year 3 and above	\$47.25	\$63.00	\$63.00	\$78.75	\$63.00	\$63.00	\$94.50
Administrative officer band 2 - year 1	\$49.11	\$65.48	\$65.48	\$81.85	\$65.48	\$65.48	\$98.22
Administrative officer band 2 - year 2	\$51.35	\$68.46	\$68.46	\$85.58	\$68.46	\$68.46	\$102.69
Administrative officer band 2 - year 3 and above	\$53.60	\$71.46	\$71.46	\$89.33	\$71.46	\$71.46	\$107.19
Administrative officer band 3	\$56.16	\$74.88	\$74.88	\$93.60	\$74.88	\$74.88	\$112.32
Administrative officer band 4	\$59.49	\$79.32	\$79.32	\$99.15	\$79.32	\$79.32	\$118.98

Ambulance attendant - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Ambulance attendant - year 1	\$1,299.90	\$34.21	\$51.32	\$85.53	\$59.71	\$68.42	\$68.42
Ambulance attendant - year 2	\$1,310.10	\$34.48	\$51.72	\$86.20	\$59.71	\$68.96	\$68.96
Ambulance attendant - year 3 and above	\$1,317.40	\$34.67	\$52.01	\$86.68	\$59.71	\$69.34	\$69.34

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Ambulance attendant - year 1	\$51.32	\$68.42	\$68.42	\$85.53	\$68.42	\$68.42	\$102.63
Ambulance attendant - year 2	\$51.72	\$68.96	\$68.96	\$86.20	\$68.96	\$68.96	\$103.44
Ambulance attendant - year 3 and above	\$52.01	\$69.34	\$69.34	\$86.68	\$69.34	\$69.34	\$104.01

Ambulance officer / paramedic - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Ambulance officer - year 1	\$1,309.50	\$34.46	\$51.69	\$86.15	\$59.71	\$68.92	\$68.92
Ambulance officer - year 2	\$1,319.50	\$34.72	\$52.08	\$86.80	\$59.71	\$69.44	\$69.44
Ambulance officer - year 3	\$1,326.90	\$34.92	\$52.38	\$87.30	\$59.71	\$69.84	\$69.84
Student ambulance officer / paramedic level 1 - year 1	\$1,179.10	\$31.03	\$46.55	\$77.58	\$59.71	\$62.06	\$62.06
Student ambulance officer / paramedic level 1 - year 2	\$1,188.30	\$31.27	\$46.91	\$78.18	\$59.71	\$62.54	\$62.54
Student ambulance officer / paramedic level 1 - year 3 and above	\$1,193.50	\$31.41	\$47.12	\$78.53	\$59.71	\$62.82	\$62.82
Student ambulance officer / paramedic level 2 - year 1	\$1,254.50	\$33.01	\$49.52	\$82.53	\$59.71	\$66.02	\$66.02
Student ambulance officer / paramedic level 2 - year 2	\$1,263.60	\$33.25	\$49.88	\$83.13	\$59.71	\$66.50	\$66.50
Student ambulance officer / paramedic level 2 - year 3 and above	\$1,272.20	\$33.48	\$50.22	\$83.70	\$59.71	\$66.96	\$66.96
Student ambulance officer / paramedic level 3 - year 1	\$1,274.50	\$33.54	\$50.31	\$83.85	\$59.71	\$67.08	\$67.08
Student ambulance officer / paramedic level 3 - year 2	\$1,288.10	\$33.90	\$50.85	\$84.75	\$59.71	\$67.80	\$67.80
Student ambulance officer / paramedic level 3 - year 3 and above	\$1,295.80	\$34.10	\$51.15	\$85.25	\$59.71	\$68.20	\$68.20

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Ambulance officer - year 1	\$51.69	\$68.92	\$68.92	\$86.15	\$68.92	\$68.92	\$103.38
Ambulance officer - year 2	\$52.08	\$69.44	\$69.44	\$86.80	\$69.44	\$69.44	\$104.16
Ambulance officer - year 3	\$52.38	\$69.84	\$69.84	\$87.30	\$69.84	\$69.84	\$104.76
Student ambulance officer / paramedic level 1 - year 1	\$46.55	\$62.06	\$62.06	\$77.58	\$62.06	\$62.06	\$93.09
Student ambulance officer / paramedic level 1 - year 2	\$46.91	\$62.54	\$62.54	\$78.18	\$62.54	\$62.54	\$93.81
Student ambulance officer / paramedic level 1 - year 3 and above	\$47.12	\$62.82	\$62.82	\$78.53	\$62.82	\$62.82	\$94.23
Student ambulance officer / paramedic level 2 - year 1	\$49.52	\$66.02	\$66.02	\$82.53	\$66.02	\$66.02	\$99.03
Student ambulance officer / paramedic level 2 - year 2	\$49.88	\$66.50	\$66.50	\$83.13	\$66.50	\$66.50	\$99.75
Student ambulance officer / paramedic level 2 - year 3 and above	\$50.22	\$66.96	\$66.96	\$83.70	\$66.96	\$66.96	\$100.44
Student ambulance officer / paramedic level 3 - year 1	\$50.31	\$67.08	\$67.08	\$83.85	\$67.08	\$67.08	\$100.62
Student ambulance officer / paramedic level 3 - year 2	\$50.85	\$67.80	\$67.80	\$84.75	\$67.80	\$67.80	\$101.70
Student ambulance officer / paramedic level 3 - year 3 and above	\$51.15	\$68.20	\$68.20	\$85.25	\$68.20	\$68.20	\$102.30

Clinical transport officer - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Clinical transport officer - year 1	\$1,188.30	\$31.27	\$46.91	\$78.18	\$59.71	\$62.54	\$62.54
Clinical transport officer - year 2	\$1,194.90	\$31.44	\$47.16	\$78.60	\$59.71	\$62.88	\$62.88
Clinical transport officer - year 3 and above	\$1,202.50	\$31.64	\$47.46	\$79.10	\$59.71	\$63.28	\$63.28
Trainee clinic transport officer - year 1	\$1,158.00	\$30.47	\$45.71	\$76.18	\$59.71	\$60.94	\$60.94
Trainee clinic transport officer - year 2	\$1,167.30	\$30.72	\$46.08	\$76.80	\$59.71	\$61.44	\$61.44
Trainee clinic transport officer - year 3 and above	\$1,175.60	\$30.94	\$46.41	\$77.35	\$59.71	\$61.88	\$61.88

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Clinical transport officer - year 1	\$46.91	\$62.54	\$62.54	\$78.18	\$62.54	\$62.54	\$93.81
Clinical transport officer - year 2	\$47.16	\$62.88	\$62.88	\$78.60	\$62.88	\$62.88	\$94.32
Clinical transport officer - year 3 and above	\$47.46	\$63.28	\$63.28	\$79.10	\$63.28	\$63.28	\$94.92
Trainee clinic transport officer - year 1	\$45.71	\$60.94	\$60.94	\$76.18	\$60.94	\$60.94	\$91.41
Trainee clinic transport officer - year 2	\$46.08	\$61.44	\$61.44	\$76.80	\$61.44	\$61.44	\$92.16
Trainee clinic transport officer - year 3 and above	\$46.41	\$61.88	\$61.88	\$77.35	\$61.88	\$61.88	\$92.82

Communications call taker - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Communications call taker - year 1	\$1,218.00	\$32.05	\$48.08	\$80.13	\$59.71	\$64.10	\$64.10
Communications call taker - year 2	\$1,227.00	\$32.29	\$48.44	\$80.73	\$59.71	\$64.58	\$64.58
Communications call taker - year 3 and above	\$1,235.10	\$32.50	\$48.75	\$81.25	\$59.71	\$65.00	\$65.00

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Communications call taker - year 1	\$48.08	\$64.10	\$64.10	\$80.13	\$64.10	\$64.10	\$96.15
Communications call taker - year 2	\$48.44	\$64.58	\$64.58	\$80.73	\$64.58	\$64.58	\$96.87
Communications call taker - year 3 and above	\$48.75	\$65.00	\$65.00	\$81.25	\$65.00	\$65.00	\$97.50

Mechanic and Fleet maintenance officer - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Fleet maintenance officer - year 1	\$1,380.20	\$36.32	\$54.48	\$90.80	\$59.71	\$72.64	\$72.64
Fleet maintenance officer - year 2	\$1,390.10	\$36.58	\$54.87	\$91.45	\$59.71	\$73.16	\$73.16
Fleet maintenance officer - year 3 and above	\$1,398.70	\$36.81	\$55.22	\$92.03	\$59.71	\$73.62	\$73.62
Mechanic - year 1	\$1,309.50	\$34.46	\$51.69	\$86.15	\$59.71	\$68.92	\$68.92
Mechanic - year 2	\$1,319.50	\$34.72	\$52.08	\$86.80	\$59.71	\$69.44	\$69.44
Mechanic - year 3 and above	\$1,326.90	\$34.92	\$52.38	\$87.30	\$59.71	\$69.84	\$69.84

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - 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	\$54.48	\$72.64	\$72.64	\$90.80	\$72.64	\$72.64	\$108.96
Fleet maintenance officer - year 2	\$54.87	\$73.16	\$73.16	\$91.45	\$73.16	\$73.16	\$109.74
Fleet maintenance officer - year 3 and above	\$55.22	\$73.62	\$73.62	\$92.03	\$73.62	\$73.62	\$110.43
Mechanic - year 1	\$51.69	\$68.92	\$68.92	\$86.15	\$68.92	\$68.92	\$103.38
Mechanic - year 2	\$52.08	\$69.44	\$69.44	\$86.80	\$69.44	\$69.44	\$104.16
Mechanic - year 3 and above	\$52.38	\$69.84	\$69.84	\$87.30	\$69.84	\$69.84	\$104.76

Patient transport officer - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Patient transport officer - year 1	\$1,218.00	\$32.05	\$48.08	\$80.13	\$59.71	\$64.10	\$64.10
Patient transport officer - year 2	\$1,227.00	\$32.29	\$48.44	\$80.73	\$59.71	\$64.58	\$64.58
Patient transport officer - year 3 and above	\$1,235.10	\$32.50	\$48.75	\$81.25	\$59.71	\$65.00	\$65.00

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Patient transport officer - year 1	\$48.08	\$64.10	\$64.10	\$80.13	\$64.10	\$64.10	\$96.15
Patient transport officer - year 2	\$48.44	\$64.58	\$64.58	\$80.73	\$64.58	\$64.58	\$96.87
Patient transport officer - year 3 and above	\$48.75	\$65.00	\$65.00	\$81.25	\$65.00	\$65.00	\$97.50

Station officer - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Assistant station officer / Regional relieving officer - year 1	\$1,389.90	\$36.58	\$54.87	\$91.45	\$59.71	\$73.16	\$73.16
Assistant station officer / Regional relieving officer - year 2	\$1,400.00	\$36.84	\$55.26	\$92.10	\$59.71	\$73.68	\$73.68
Assistant station officer / Regional relieving officer - year 3 and above	\$1,408.20	\$37.06	\$55.59	\$92.65	\$59.71	\$74.12	\$74.12
Station officer / Team manager - headquarters or branch with less than 10 staff - year 1	\$1,428.20	\$37.58	\$56.37	\$93.95	\$59.71	\$75.16	\$75.16
Station officer / Team manager - headquarters or branch with less than 10 staff - year 2	\$1,437.70	\$37.83	\$56.75	\$94.58	\$59.71	\$75.66	\$75.66
Station officer / Team manager - headquarters or branch with less than 10 staff - year 3 and above	\$1,445.90	\$38.05	\$57.08	\$95.13	\$59.71	\$76.10	\$76.10
Station officer / Team manager - headquarters or branch with 10 or more staff - year 1	\$1,462.50	\$38.49	\$57.74	\$96.23	\$59.71	\$76.98	\$76.98
Station officer / Team manager - headquarters or branch with 10 or more staff - year 2	\$1,472.80	\$38.76	\$58.14	\$96.90	\$59.71	\$77.52	\$77.52
Station officer / Team manager - headquarters or branch with 10 or more staff - year 3 and above	\$1,479.80	\$38.94	\$58.41	\$97.35	\$59.71	\$77.88	\$77.88
Senior station officer - year 1	\$1,557.00	\$40.97	\$61.46	\$102.43	\$59.71	\$81.94	\$81.94
Senior station officer - year 2	\$1,566.70	\$41.23	\$61.85	\$103.08	\$59.71	\$82.46	\$82.46
Senior station officer - year 3 and above	\$1,574.20	\$41.43	\$62.15	\$103.58	\$59.71	\$82.86	\$82.86

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - 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 1	\$54.87	\$73.16	\$73.16	\$91.45	\$73.16	\$73.16	\$109.74
Assistant station officer / Regional relieving officer - year 2	\$55.26	\$73.68	\$73.68	\$92.10	\$73.68	\$73.68	\$110.52
Assistant station officer / Regional relieving officer - year 3 and above	\$55.59	\$74.12	\$74.12	\$92.65	\$74.12	\$74.12	\$111.18
Station officer / Team manager - headquarters or branch with less than 10 staff - year 1	\$56.37	\$75.16	\$75.16	\$93.95	\$75.16	\$75.16	\$112.74
Station officer / Team manager - headquarters or branch with less than 10 staff - year 2	\$56.75	\$75.66	\$75.66	\$94.58	\$75.66	\$75.66	\$113.49
Station officer / Team manager - headquarters or branch with less than 10 staff - year 3 and above	\$57.08	\$76.10	\$76.10	\$95.13	\$76.10	\$76.10	\$114.15
Station officer / Team manager - headquarters or branch with 10 or more staff - year 1	\$57.74	\$76.98	\$76.98	\$96.23	\$76.98	\$76.98	\$115.47
Station officer / Team manager - headquarters or branch with 10 or more staff - year 2	\$58.14	\$77.52	\$77.52	\$96.90	\$77.52	\$77.52	\$116.28
Station officer / Team manager - headquarters or branch with 10 or more staff - year 3 and above	\$58.41	\$77.88	\$77.88	\$97.35	\$77.88	\$77.88	\$116.82
Senior station officer - year 1	\$61.46	\$81.94	\$81.94	\$102.43	\$81.94	\$81.94	\$122.91
Senior station officer - year 2	\$61.85	\$82.46	\$82.46	\$103.08	\$82.46	\$82.46	\$123.69
Senior station officer - year 3 and above	\$62.15	\$82.86	\$82.86	\$103.58	\$82.86	\$82.86	\$124.29

Clerical and administrative support - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall
Administrative officer band 1 - year 1	\$36.30	\$50.82	\$58.08	\$59.71	\$65.34	\$65.34
Administrative officer band 1 - year 2	\$37.85	\$52.99	\$60.56	\$59.71	\$68.13	\$68.13
Administrative officer band 1 - year 3 and above	\$39.38	\$55.13	\$63.00	\$59.71	\$70.88	\$70.88
Administrative officer band 2 - year 1	\$40.93	\$57.30	\$65.48	\$59.71	\$73.67	\$73.67
Administrative officer band 2 - year 2	\$42.79	\$59.90	\$68.46	\$59.71	\$77.02	\$77.02
Administrative officer band 2 - year 3 and above	\$44.66	\$62.53	\$71.46	\$59.71	\$80.39	\$80.39
Administrative officer band 3	\$46.80	\$65.52	\$74.88	\$59.71	\$84.24	\$84.24
Administrative officer band 4	\$49.58	\$69.41	\$79.32	\$59.71	\$89.24	\$89.24

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - 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 1	\$43.56	\$58.08	\$58.08	\$72.60	\$58.08	\$58.08	\$94.38
Administrative officer band 1 - year 2	\$45.42	\$60.56	\$60.56	\$75.70	\$60.56	\$60.56	\$98.41
Administrative officer band 1 - year 3 and above	\$47.25	\$63.00	\$63.00	\$78.75	\$63.00	\$63.00	\$102.38
Administrative officer band 2 - year 1	\$49.11	\$65.48	\$65.48	\$81.85	\$65.48	\$65.48	\$106.41
Administrative officer band 2 - year 2	\$51.35	\$68.46	\$68.46	\$85.58	\$68.46	\$68.46	\$111.25
Administrative officer band 2 - year 3 and above	\$53.60	\$71.46	\$71.46	\$89.33	\$71.46	\$71.46	\$116.12
Administrative officer band 3	\$56.16	\$74.88	\$74.88	\$93.60	\$74.88	\$74.88	\$121.68
Administrative officer band 4	\$59.49	\$79.32	\$79.32	\$99.15	\$79.32	\$79.32	\$128.90

Ambulance attendant - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Ambulance attendant - year 1	\$42.76	\$59.87	\$68.42	\$59.71	\$76.97	\$76.97	\$51.32
Ambulance attendant - year 2	\$43.10	\$60.34	\$68.96	\$59.71	\$77.58	\$77.58	\$51.72
Ambulance attendant - year 3 and above	\$43.34	\$60.67	\$69.34	\$59.71	\$78.01	\$78.01	\$52.01

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Ambulance attendant - year 1	\$68.42	\$68.42	\$85.53	\$68.42	\$68.42	\$111.18
Ambulance attendant - year 2	\$68.96	\$68.96	\$86.20	\$68.96	\$68.96	\$112.06
Ambulance attendant - year 3 and above	\$69.34	\$69.34	\$86.68	\$69.34	\$69.34	\$112.68

Ambulance officer / paramedic - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Ambulance officer - year 1	\$43.08	\$60.31	\$68.92	\$59.71	\$77.54	\$77.54	\$51.69
Ambulance officer - year 2	\$43.40	\$60.76	\$69.44	\$59.71	\$78.12	\$78.12	\$52.08
Ambulance officer - year 3	\$43.65	\$61.11	\$69.84	\$59.71	\$78.57	\$78.57	\$52.38
Student ambulance officer / paramedic level 1 - year 1	\$38.79	\$54.30	\$62.06	\$59.71	\$69.82	\$69.82	\$46.55
Student ambulance officer / paramedic level 1 - year 2	\$39.09	\$54.72	\$62.54	\$59.71	\$70.36	\$70.36	\$46.91
Student ambulance officer / paramedic level 1 - year 3 and above	\$39.26	\$54.97	\$62.82	\$59.71	\$70.67	\$70.67	\$47.12
Student ambulance officer / paramedic level 2 - year 1	\$41.26	\$57.77	\$66.02	\$59.71	\$74.27	\$74.27	\$49.52
Student ambulance officer / paramedic level 2 - year 2	\$41.56	\$58.19	\$66.50	\$59.71	\$74.81	\$74.81	\$49.88
Student ambulance officer / paramedic level 2 - year 3 and above	\$41.85	\$58.59	\$66.96	\$59.71	\$75.33	\$75.33	\$50.22
Student ambulance officer / paramedic level 3 - year 1	\$41.93	\$58.70	\$67.08	\$59.71	\$75.47	\$75.47	\$50.31
Student ambulance officer / paramedic level 3 - year 2	\$42.38	\$59.33	\$67.80	\$59.71	\$76.28	\$76.28	\$50.85
Student ambulance officer / paramedic level 3 - year 3 and above	\$42.63	\$59.68	\$68.20	\$59.71	\$76.73	\$76.73	\$51.15

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Ambulance officer - year 1	\$68.92	\$68.92	\$86.15	\$68.92	\$68.92	\$112.00
Ambulance officer - year 2	\$69.44	\$69.44	\$86.80	\$69.44	\$69.44	\$112.84
Ambulance officer - year 3	\$69.84	\$69.84	\$87.30	\$69.84	\$69.84	\$113.49
Student ambulance officer / paramedic level 1 - year 1	\$62.06	\$62.06	\$77.58	\$62.06	\$62.06	\$100.85
Student ambulance officer / paramedic level 1 - year 2	\$62.54	\$62.54	\$78.18	\$62.54	\$62.54	\$101.63
Student ambulance officer / paramedic level 1 - year 3 and above	\$62.82	\$62.82	\$78.53	\$62.82	\$62.82	\$102.08
Student ambulance officer / paramedic level 2 - year 1	\$66.02	\$66.02	\$82.53	\$66.02	\$66.02	\$107.28
Student ambulance officer / paramedic level 2 - year 2	\$66.50	\$66.50	\$83.13	\$66.50	\$66.50	\$108.06
Student ambulance officer / paramedic level 2 - year 3 and above	\$66.96	\$66.96	\$83.70	\$66.96	\$66.96	\$108.81
Student ambulance officer / paramedic level 3 - year 1	\$67.08	\$67.08	\$83.85	\$67.08	\$67.08	\$109.01
Student ambulance officer / paramedic level 3 - year 2	\$67.80	\$67.80	\$84.75	\$67.80	\$67.80	\$110.18
Student ambulance officer / paramedic level 3 - year 3 and above	\$68.20	\$68.20	\$85.25	\$68.20	\$68.20	\$110.83

Clinical transport officer - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Clinical transport officer - year 1	\$39.09	\$54.72	\$62.54	\$59.71	\$70.36	\$70.36	\$46.91
Clinical transport officer - year 2	\$39.30	\$55.02	\$62.88	\$59.71	\$70.74	\$70.74	\$47.16
Clinical transport officer - year 3 and above	\$39.55	\$55.37	\$63.28	\$59.71	\$71.19	\$71.19	\$47.46
Trainee clinic transport officer - year 1	\$38.09	\$53.32	\$60.94	\$59.71	\$68.56	\$68.56	\$45.71
Trainee clinic transport officer - year 2	\$38.40	\$53.76	\$61.44	\$59.71	\$69.12	\$69.12	\$46.08
Trainee clinic transport officer - year 3 and above	\$38.68	\$54.15	\$61.88	\$59.71	\$69.62	\$69.62	\$46.41

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Clinical transport officer - year 1	\$62.54	\$62.54	\$78.18	\$62.54	\$62.54	\$101.63
Clinical transport officer - year 2	\$62.88	\$62.88	\$78.60	\$62.88	\$62.88	\$102.18
Clinical transport officer - year 3 and above	\$63.28	\$63.28	\$79.10	\$63.28	\$63.28	\$102.83
Trainee clinic transport officer - year 1	\$60.94	\$60.94	\$76.18	\$60.94	\$60.94	\$99.03
Trainee clinic transport officer - year 2	\$61.44	\$61.44	\$76.80	\$61.44	\$61.44	\$99.84
Trainee clinic transport officer - year 3 and above	\$61.88	\$61.88	\$77.35	\$61.88	\$61.88	\$100.56

Communications call taker - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Communications call taker - year 1	\$40.06	\$56.09	\$64.10	\$59.71	\$72.11	\$72.11	\$48.08
Communications call taker - year 2	\$40.36	\$56.51	\$64.58	\$59.71	\$72.65	\$72.65	\$48.44
Communications call taker - year 3 and above	\$40.63	\$56.88	\$65.00	\$59.71	\$73.13	\$73.13	\$48.75

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Communications call taker - year 1	\$64.10	\$64.10	\$80.13	\$64.10	\$64.10	\$104.16
Communications call taker - year 2	\$64.58	\$64.58	\$80.73	\$64.58	\$64.58	\$104.94
Communications call taker - year 3 and above	\$65.00	\$65.00	\$81.25	\$65.00	\$65.00	\$105.63

Mechanic and Fleet maintenance officer - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Fleet maintenance officer - year 1	\$45.40	\$63.56	\$72.64	\$59.71	\$81.72	\$81.72	\$54.48
Fleet maintenance officer - year 2	\$45.73	\$64.02	\$73.16	\$59.71	\$82.31	\$82.31	\$54.87
Fleet maintenance officer - year 3 and above	\$46.01	\$64.42	\$73.62	\$59.71	\$82.82	\$82.82	\$55.22
Mechanic - year 1	\$43.08	\$60.31	\$68.92	\$59.71	\$77.54	\$77.54	\$51.69
Mechanic - year 2	\$43.40	\$60.76	\$69.44	\$59.71	\$78.12	\$78.12	\$52.08
Mechanic - year 3 and above	\$43.65	\$61.11	\$69.84	\$59.71	\$78.57	\$78.57	\$52.38

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - 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	\$72.64	\$72.64	\$90.80	\$72.64	\$72.64	\$118.04
Fleet maintenance officer - year 2	\$73.16	\$73.16	\$91.45	\$73.16	\$73.16	\$118.89
Fleet maintenance officer - year 3 and above	\$73.62	\$73.62	\$92.03	\$73.62	\$73.62	\$119.63
Mechanic - year 1	\$68.92	\$68.92	\$86.15	\$68.92	\$68.92	\$112.00
Mechanic - year 2	\$69.44	\$69.44	\$86.80	\$69.44	\$69.44	\$112.84
Mechanic - year 3 and above	\$69.84	\$69.84	\$87.30	\$69.84	\$69.84	\$113.49

Patient transport officer - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Patient transport officer - year 1	\$40.06	\$56.09	\$64.10	\$59.71	\$72.11	\$72.11	\$48.08
Patient transport officer - year 2	\$40.36	\$56.51	\$64.58	\$59.71	\$72.65	\$72.65	\$48.44
Patient transport officer - year 3 and above	\$40.63	\$56.88	\$65.00	\$59.71	\$73.13	\$73.13	\$48.75

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - outside a spread of 12 hours	Less than 8 hour break between shifts	Working more than 12 shifts in a row
Patient transport officer - year 1	\$64.10	\$64.10	\$80.13	\$64.10	\$64.10	\$104.16
Patient transport officer - year 2	\$64.58	\$64.58	\$80.73	\$64.58	\$64.58	\$104.94
Patient transport officer - year 3 and above	\$65.00	\$65.00	\$81.25	\$65.00	\$65.00	\$105.63

Station officer - Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday and Sunday	Public holiday	Shift allowance - finish between 6pm and 8am or start between 6pm and 6.30am - additional amount per shift	On call - working time	Recall	Overtime - first 2 hours
Assistant station officer / Regional relieving officer - year 1	\$45.73	\$64.02	\$73.16	\$59.71	\$82.31	\$82.31	\$54.87
Assistant station officer / Regional relieving officer - year 2	\$46.05	\$64.47	\$73.68	\$59.71	\$82.89	\$82.89	\$55.26
Assistant station officer / Regional relieving officer - year 3 and above	\$46.33	\$64.86	\$74.12	\$59.71	\$83.39	\$83.39	\$55.59
Station officer / Team manager - headquarters or branch with less than 10 staff - year 1	\$46.98	\$65.77	\$75.16	\$59.71	\$84.56	\$84.56	\$56.37
Station officer / Team manager - headquarters or branch with less than 10 staff - year 2	\$47.29	\$66.20	\$75.66	\$59.71	\$85.12	\$85.12	\$56.75
Station officer / Team manager - headquarters or branch with less than 10 staff - year 3 and above	\$47.56	\$66.59	\$76.10	\$59.71	\$85.61	\$85.61	\$57.08
Station officer / Team manager - headquarters or branch with 10 or more staff - year 1	\$48.11	\$67.36	\$76.98	\$59.71	\$86.60	\$86.60	\$57.74
Station officer / Team manager - headquarters or branch with 10 or more staff - year 2	\$48.45	\$67.83	\$77.52	\$59.71	\$87.21	\$87.21	\$58.14
Station officer / Team manager - headquarters or branch with 10 or more staff - year 3 and above	\$48.68	\$68.15	\$77.88	\$59.71	\$87.62	\$87.62	\$58.41
Senior station officer - year 1	\$51.21	\$71.70	\$81.94	\$59.71	\$92.18	\$92.18	\$61.46
Senior station officer - year 2	\$51.54	\$72.15	\$82.46	\$59.71	\$92.77	\$92.77	\$61.85
Senior station officer - year 3 and above	\$51.79	\$72.50	\$82.86	\$59.71	\$93.22	\$93.22	\$62.15

Table 2 of 2

Classification	Overtime - after 2 hours	Overtime - Saturday and Sunday	Overtime - public holiday	Overtime - 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 1	\$73.16	\$73.16	\$91.45	\$73.16	\$73.16	\$118.89
Assistant station officer / Regional relieving officer - year 2	\$73.68	\$73.68	\$92.10	\$73.68	\$73.68	\$119.73
Assistant station officer / Regional relieving officer - year 3 and above	\$74.12	\$74.12	\$92.65	\$74.12	\$74.12	\$120.45
Station officer / Team manager - headquarters or branch with less than 10 staff - year 1	\$75.16	\$75.16	\$93.95	\$75.16	\$75.16	\$122.14
Station officer / Team manager - headquarters or branch with less than 10 staff - year 2	\$75.66	\$75.66	\$94.58	\$75.66	\$75.66	\$122.95
Station officer / Team manager - headquarters or branch with less than 10 staff - year 3 and above	\$76.10	\$76.10	\$95.13	\$76.10	\$76.10	\$123.66
Station officer / Team manager - headquarters or branch with 10 or more staff - year 1	\$76.98	\$76.98	\$96.23	\$76.98	\$76.98	\$125.09
Station officer / Team manager - headquarters or branch with 10 or more staff - year 2	\$77.52	\$77.52	\$96.90	\$77.52	\$77.52	\$125.97
Station officer / Team manager - headquarters or branch with 10 or more staff - year 3 and above	\$77.88	\$77.88	\$97.35	\$77.88	\$77.88	\$126.56
Senior station officer - year 1	\$81.94	\$81.94	\$102.43	\$81.94	\$81.94	\$133.15
Senior station officer - year 2	\$82.46	\$82.46	\$103.08	\$82.46	\$82.46	\$134.00
Senior station officer - year 3 and above	\$82.86	\$82.86	\$103.58	\$82.86	\$82.86	\$134.65

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	\$9.42 per 8 hour shift and a further \$1.19 per hour for any period in excess of 8 hours
* Continuing education program - paramedic skills allowance - operational employees only	\$4.10 per hour
* Continuing education program (CEP) allowance - operational employees only - units 1-4	\$0.60 per hour
* Continuing education program (CEP) allowance - operational employees only - units 5-6	\$0.60 per hour
* Continuing education program (CEP) allowance - operational employees only - unit 7	\$0.74 per hour
Control call allowance	\$6.24 per hour or part hour
Driving licence reimbursement	reimbursement for the cost of the licence
Flying allowance	\$79.61 per 8 hour shift or part shift
* Intensive care paramedic skills allowance - ambulance service - Level 1 - first 12 months of experience	\$3.69 per hour
* Intensive care paramedic skills allowance - ambulance service - Level 2 - second year of experience	\$5.43 per hour
* Intensive care paramedic skills allowance - all other employees	\$2.17 per hour
Meal allowance - working away from usual workplace	\$20.91 per shift to compensate for the cost of purchasing a meal away from the branch or usual place of work
Meal allowance - delayed meal break	\$5.52
Meal allowance - interrupted break	\$20.91
Meal allowance - overtime	\$26.16
On call allowance	\$4.38 per hour or part hour
Operational crewing - operational duties training allowance	\$6.24 per 8 hour shift and a further \$0.80 per hour for any period in excess of 8 hours
Operational crewing - student crew allowance	\$26.54 per week, or a pro rata amount for periods of less than one week
Operational crewing - operational stretcher duties allowance - single officer crew	\$19.90 per 8 hour shift and a pro rata amount 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 \$1.01 per km
Relieving employee living away from home - breakfast meal allowance	\$20.91
Relieving employee living away from home - lunch meal allowance	\$41.84
Relieving employee living away from home - dinner meal allowance	\$62.76
Relieving employee - living away from home allowance	\$30.66 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	\$21.01 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 \$1.01 per km
Uniform reimbursement	reimbursement for the reasonable cost of the uniform items as required by the employer