



COMMISSIONER'S MEMORANDUM NO. 42/07

To all Staff

20 December 2007

PROPOSED 12 HOUR ROSTER BALLOT RESULTS

The ballot for the "Proposed 12 Hour Shift Rostering Package for Category 5 Ambulance Stations and Communication Centres" closed first mail today (20 December 2007). In all, 1551 ballots were received, representing 51% of eligible ballot papers. The votes were counted by the independent Returning Officer from Workplace Consulting Queensland and was scrutineered by two persons from the Liquor, Hospitality and Miscellaneous Union (LHMU) and two Officers of the Queensland Ambulance Service (QAS). The Returning Officer has now declared the ballot.

I am pleased to advise that 81.11% of staff who voted in the ballot have supported the move to the new roster proposal incorporating 12 hour core shifts and the associated support shifts. This also includes the amendment to the *QAS Enterprise Partnership Agreement 2002 (EPA)*, to allow for a 12 hour day shift to extend to 1900 hours.

I can report that of the 1551 ballots returned, there were 239 votes for the continuation of the current 10/10/10 roster format and 1258 votes for new 12 hour roster proposal, with 8 invalid votes and 46 informal votes.

As the vote satisfies the provisions of section 169 of the *Industrial Relations Act 1999 (Qld)* and a valid majority of staff who voted (i.e. 50% + 1) have accepted the new 12 hour roster proposal, an application will be made to the Queensland Industrial Relations Commission (QIRC) to amend the current Enterprise Partnership Certified Agreement to allow for the new 12 hour roster proposal to be implemented.

Whilst this is being completed, Regions will commence the process of designing new rosters in line with the roster parameters detailed in the roster proposal. These rosters will be comprised of existing resources as well as the additional paramedics Government has provided, and will align to the community demand profiles. This process will involve Officers at the station level and the current process of roster design and approval through the Partnership Steering Committee (PSC) will apply. Once the amendment has been approved by the QIRC, and following approval of the 12 hour roster by the PSC and development of a transition plan to the new roster by the respective QAS Region, the Regions will then implement the new 12 hour rosters.

I would like to thank all staff who have positively contributed to this process. The overwhelming support for the 12 hour roster proposal validates the process by which this proposal was developed - through a joint working party from both the QAS and staff represented by delegates of the LHMU. The proposal was further enhanced by direct input from staff who attended the many consultation sessions held throughout the State.

This ballot result confirms that the 12 hour roster proposal represents a roster preference for the majority of QAS Officers. Although some Officers may have preferred the 10/10/10 roster format, I am confident the flexibility and options that exist for staff under the new proposal will assist that transition. I encourage all Officers to work through the respective Regional Consultative Committee and the local Station meetings to determine how individual issues may be met within the roster parameters outlined in this proposal.

I would again like to thank staff for their participation in this process and I look forward to continue working together to ensure that we achieve the best rostering arrangements for our patients, community and staff.

A handwritten signature in black ink, appearing to read 'Jim Higgins', with a long, sweeping underline that extends to the left.

JIM HIGGINS ASM
Commissioner
Queensland Ambulance Service