

Mr Gerard Hayes AM
Secretary, Health Services Union (NSW)
Locked Bag 3
AUSTRALIA SQUARE NSW 1215

By email: Gerard.Hayes@hsu.asn.au

Without prejudice

Remuneration and conditions of employment for employees covered by the NSW Ambulance Paramedics (State) Award

Dear Mr Hayes

I refer to ongoing discussions and correspondence between Ministry representatives and Health Services Union (HSU) representatives regarding terms of settlement for the *NSW Ambulance Paramedics (State) Award 2023* (Paramedics Award). In addition to previous correspondence, the Ministry makes the following offer to settle the HSU’s current conditions claims for the Paramedics Award due to expire 30 June 2026.

In accordance with the Memorandum of Understanding agreement reached between the Health Service Union (HSU) and NSW Health on 14 December 2023, the parties continue to agree to a 2% increase for paramedics from 1 July 2026 to 30 June 2027 as part of the 4 year arrangement for the paramedic salary uplift.

In addition to the increase, NSW Health agrees to the following conditions changes.

No.	Clause	Comment
1	Low acuity work in the final hour of shift	New clause prohibiting low acuity work in the final hour of a shift.
2	Roster of hours change notice period from 7 to 28 days	Amending the existing clause to require that rosters are exhibited 28 calendar days in advance.
3	Roster of hours	New clause prohibiting an employee from being rostered to night shift prior to the day that annual leave or long service leave commences, provided that such leave is approved prior to roster publication, unless agreed otherwise.
3	Recovery breaks	In addition to current crib break entitlements, officers who, due to operational requirements, are unable to take their paid crib break within the prescribed times or whose crib break is not completed (with the exception of category 1 or category 2 incidents) shall receive,

		(ii) when all duties associated with the case are complete, a paid recovery break of 20 minutes, where no work will be performed by the employee (iii) For the purpose of this subclause, a “recovery break” means an uninterrupted period of 20 minutes, where no work will be performed by the employee.
5	Annual leave	The wording of this clause has been amended to allow paramedics to take leave in minimum one week blocks.
6	Flexible working arrangements	New clause that introduces flexible working arrangements that encourage and provide the right to request flexible working arrangements in line with the National Employment standards and NSW Government policy.
7	Reasonable Hours	Delete 37(c) and reword the overtime clause to read: An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable. For the purposes of subclause (b) what is reasonable or otherwise will be determined having regard to: (i) Any risk to employee health and safety; (ii) The employee’s personal circumstances including any family and carer responsibilities; (iii) the needs of the employer that could not be reasonably foreseen; (iv) The notice (if any) given by the employer of the overtime and by the employee of his or her intention to refuse it; and (v) Any other relevant matter.
8	AHPRA definition	This clause be amended to include the words “and who is bound by the requirements set by the Paramedicine Board of Australia from time to time”.

This offer is made on the basis that the HSU consents to a new award being made for a period of one year replacing the existing award from 1 July 2026, and the inclusion of:

- a No Extra Claims Clause as per the Model ‘No Extra Claims’ Clause set out in the NSW Government’s Fair Pay and Bargaining Policy 2024-25 at Annexure B, p 12; or
- a No Extra Claims Clause as per the terms of cl 51 of the current Paramedics Award, which extends the effective date from “30 June 2026” to “30 June 2027”.

Please provide your response to this offer to Sue Huang, A/Executive Director, Workplace Relations at Sue.Huang@Health.nsw.gov.au.

Yours sincerely



Fatima Abbas
Deputy Secretary, People, Culture and Governance
Chief People Officer
NSW Ministry of Health