

If the offer is accepted

The following will become part of the 2026 award (1 July 2026 – 30 June 2027):

No rostering of nightshift before leave

A new rostering clause for the paramedics' award to not roster staff to night shifts before annual leave and long service leave.

Better protection from extension of shift overtime

The reasonable overtime clause of the award will be amended to state that the needs of the employer can only be taken into account if the needs could not be reasonably be foreseen.

No low acuity jobs (cat 3s and below) in the final hour of shifts

A new clause will be inserted that prohibits cat 3s and below being dispatched in the final hour of a shift (unless agreed).

4 weeks' notice of rosters

The award will be amended to require at least 28 days' notice of rosters

Recovery breaks if crib is missed

The introduction of up to two recovery breaks of 20 continuous minutes for paramedics who miss their cribs. This is on top of the missed crib penalty and begins as soon as all duties with the current case are completed. Cats one and two can prevent recovery breaks.

Deregulation of the annual leave blocks

The restructuring of how Annual Leave is taken to allow paramedics to take leave in minimum one-week blocks rather than mandating that leave be taken in 3-week blocks.

Flexible Work Arrangements to be enshrined in the award

The introduction of a flexible working arrangements clause that encourages and provides the right to request flexible working arrangements similar to the National Employment Standards (with some improvements).

AHPRA registration obligations reflected in the award

The insertion of AHPRA registration requirements into the definition of a registered paramedic. For example, this will assist crews pushing back on being asked to clear before case sheets are completed.

A strike force will be formed between ADHSU and the MoH to oversee the implementation of preexisting award provisions

Example of current provisions are not being applied by NSWA correctly:

Parental Leave

NSWA continues to reject parental leave applications regardless of the notice provided by the member seeking the leave.

PETP Leave

PETP leave is being misused by the employer for things like an In Service as opposed to the member using it when they choose.

CTO/PE role delineation

The employer is requiring CTOs to work at the higher PE levels in breach of the award.

Crib break location

This mostly affects Aeromed/SOU – the Strike Force will ensure the current practice of being told a crib will be in a creek/the bush (without any penalty applying), will cease.

Annual leave ‘Swings and roundabouts’ working group

A working group will be formed establish a mechanism in the award to allow for a return to ‘swings and roundabouts’ when returning from Annual Leave. The employer recently brought in ‘actuals’ where the staff member owed time on return from leave by requirement them to pay back shifts they ‘owed’. This change came about via an IRC matter.

Paramedicine reform task force

The previous professional pay and scope of practice taskforce will reconvene to explore how much more NSWA paramedics can do in the community, leading to better patient outcomes, less hospital presentations, and a move to professional pay (the 2023 pay job was equalising pay with QAS as opposed to professional pay).

Errors and omissions committee

A committee will be formed to go through the award and correct any errors or omissions that exist in the current award aren't repeated in the upcoming 2026 version.

Note, separate to the offer, the Ministry has agreed to pay Aeromedical Team Leaders the Specialist Operations Allowance backdated to 1 July 2023.