

# RESOLUTION REGARDING REMUNERATION INQUIRY

## United Voice ambulance section state council resolves:

1. State Council commends the efforts made by members and officials in the Remuneration Inquiry process.

State Council acknowledges and commends the Remuneration Inquiry Report prepared by Mercer Consulting.

State Council acknowledges that the comprehensive Mercer report represents the most significant examination of the work performed and remuneration paid within the Queensland Ambulance Service, and the most detailed comparison of our remuneration with other relevant occupations.

2. State Council acknowledges that the Mercer report demonstrates, to varying degrees, that there have been changes to the nature of the work, skills, responsibilities and conditions under which work is performed, and that the comparative remuneration of QAS employees is falling behind the prevailing rates paid for similar and comparable work.
3. State Council notes that two successive non-consensual arbitrations in the industrial commission have produced unsatisfactory results and contributed to our remuneration falling behind. Moreover, members have been denied an opportunity to decide their employment conditions. State Council notes that due to forced arbitrations the last vote members were able to take regarding their employment conditions was in 2005.
4. State Council authorises United Voice to immediately commence negotiations with QAS for a revised classification structure and higher wage rates which more closely reflect prevailing rates.
5. State Council resolves that a revised classification and pay structure should be endorsed and agreed by the majority of our members before any formal approval is given.
6. The preference is to make a certified agreement under the Industrial Relations Act 2016. State council resolves that United Voice should reserve all of our rights under the Industrial Relations Act 2016, and in particular, in the event that agreement cannot be reached with QAS within an expeditious time frame.
7. State Council resolves that in the event an in principle agreement is not reached by September 2017, then a comprehensive industrial and political campaign may need to be implemented to ensure that members remuneration meets prevailing community standards for the value of the work performed.

**Moved:** Joy Cooper

**Seconded:** Bret Fournier

**Carried**