



Mr Gerard Hayes
General Secretary
Health Services Union NSW/ACT/QLD
Level 2, 109 Pitt St
SYDNEY NSW 2000

Attention: Ms Olivia Forsyth-Sells, Industrial Officer - Olivia.Forsyth-Sells@hsu.asn.au

Dear Mr Hayes

Permanent Part Time Graduate recruitment

I refer to recent discussions held with representatives of the Health Services Union NSW/ACT/QLD (HSU) in relation to the above mentioned matter.

NSW Ambulance is introducing several measures to increase the access of flexible working arrangements for our staff. For new recruits, we are proposing to offer part time work to those who may have a personal need and/or a desire to work part time. In addition to this, NSW Ambulance has separately communicated our plans to introduce a new part time roster for current permanent staff.

You would be aware that a key component of the NSW Ambulance COVID-19 response was the recruitment of the complete year three paramedic allocation from the Statewide Workforce Enhancement Program (SWEP) in April 2020. This has subsequently resulted in smaller induction classes for the remainder of the 2020/2021 financial year as recruitment is occurring to cover attrition only. The introduction of part time opportunities will increase the amount of graduates that will be able to be recruited.

NSW Ambulance intends on conducting a trial of the proposal by introducing eight (8) permanent part time recruits at each of two separate metropolitan stations that are yet to be determined) in early 2021. These recruits will be employed at 0.5 Full Time Equivalent (FTE). Following this initial trial, NSW Ambulance intends on implementing part time paramedic employment on a permanent basis as required.

All paramedicine graduates who are currently placed on an e-list will be emailed to explain the trial, and given the opportunity to elect if they would be willing to receive offers for permanent part time employment, or solely prefer permanent full time roles. It will also be made clear, that in future, both avenues will be made available in accordance with e-list rankings and preferences.

It is requested that any feedback in relation to the permanent part time graduate recruitment proposal be provided to NSW Ambulance within seven (7) days from the date of this correspondence.

Should you wish to discuss this matter further, or engage in further consultation, please contact Mr Marko Marelic, Senior Industrial Specialist on (02) 9320 7661.

Yours sincerely

Alice Murphy
Director Industrial Relations
People & Culture

8/12/2020