



Newsletter: 035/2020
Date: 21 January 2020
Distribution: All ambulance members
Contact: Your HSU Organiser



HSU ICP Transfer Matter Update

Today in the Industrial Relations Commission, the Commissioner determined that NSW maintains the capacity to determine where and when ICPs are needed and where and when ICPs can transfer stations in the metropolitan area to P1 positions at P1 pay.

The ADHSU does not agree with this position; however, this is pursuant to the Award provision clause 12. See [Paramedics and Control Centre Officers \(State\) Award 2019](#).

The HSU negotiated an outcome where the HSU and NSW work to resolve the ongoing issues of skills mapping both in Metropolitan and Rural areas. In the meantime, a 12-month interim policy of preventing ICP's from transferring to P1 metropolitan positions will be enforced. This is articulated in the below recommendation handed down by the Commissioner. Due to this, HSU was able to prevent a permanent policy whereby NSW would bar ICPs' ability to transfer P1 positions.

Where do we go from here? ADHSU members and delegates are currently lobbying the government to do the right thing and solve this problem entirely by funding every paramedic position up to an ICP level to ensure all paramedics can advance their skills, transfer as they wish and provide the community with the best possible care. Lobbying in the rural areas is key to ensure the funding for ICP roles go where they are needed.

The recommendations by the Commission today were:

- 1) An interim period of 12 months be established where there are designated paramedic positions within the metropolitan area that have been profiled and determined to be paramedic positions, in which intensive care paramedics are regarded as ineligible to apply and be considered for appointment to such positions.
- 2) That within that same period of 1 year, the Clinical Capabilities Working Group complete work in rural areas profiling positions as either a paramedic or a specialist position, and reprofile metropolitan areas that have previously profiled on the basis that the unions can demonstrate the profiling needs to be updated. This exercise should be completed before the end of the year.

Should you have questions about this issue, please email ambulance@hsu.asn.au.

In unity,

Gerard Hayes
Secretary, HSU NSW/ACT/QLD