

The below is a summary of the key EBA changes in effect from 5 December 2024

Salary Increases



- 6% effective 1 October 2023
- 6% effective 1 October 2024; and
- 3% effective 1 October 2025

Total salary increment over 3 years EBA term = 15%

**Increases for 1 October 2023 will be backdated for those who were employed then and are still employed*

***Previous offer over 3 years = 13%*

Fatigue Management (Rostering)



- Duty-free period prior to starting next rostered duty:
 - Minimum 10 hour break
 - 11 hours break, if 11 hours worked
 - 12 hours break, if 12 hours worked
 - 14 hours break, if 13 hours worked
 - Where a practitioner works 14+ hours, the practitioner will not be required to work the next rostered shift (which includes first shift back following an RDO or leave)

URTI Leave



- Inclusion of Upper Respiratory Tract Infection Leave (URTI)
- Up to 6 days paid leave per annum for disability associated with URTI, in addition to Personal Leave

Clinical Support Duties



- 20% CSD to remain in EBA (unchanged)
- Part time 0.5 FTE and above will have rostered CSD
- Where FTE is 0.4 and below, CSD is still accessible, not rostered

Maximum Rostered Shifts/Hours



- Reduction of rostered hours for full-time Medical Practitioners (1 FTE) from a maximum of 20 shifts or 220 hours per 28 days to maximum 20 shifts or 210 hours per 28 days (inclusive of CSD shifts)
- Part time will be pro-rata.

FTE	Proposed per 28 days	
	Max shifts	Rostered CSD
1	20	2
0.9	18	2
0.8	16	2
0.7	14	1
0.6	12	1
0.5	10	1
0.4	8	
0.3	6	
0.2	4	
0.1	2	

Recognition of FRACGP & FACRRM Qualifications



- Fellowship of both FRACGP & FACRRM added to Aeromedical Consultant classification

Fair Work Standard Provisions



- Inclusions/amendments to reflect changes in Fair Work Act provisions where applicable

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