

## UNION FACT SHEET KNOW YOUR RIGHTS

### Enterprise Bargaining – Why Some Claims Were Not Supported

#### Queensland Ambulance Service Employees

---

#### What EB Negotiations Really Mean

Enterprise Bargaining (EB) is a negotiation between the union and QAS/Qld Government.

The union puts forward claims based on what members need — but we don't automatically “get” everything we demand.

Every claim must be agreed by both sides, and QAS often resists improvements that cost money, increase staffing, or reduce management discretion.

---

#### Why Some Claims Were Not Agreed

QAS said no outright to some claims (e.g. pre-shift allowance, single officer allowance for all classifications).

In other cases, QAS only agreed in part — limiting new entitlements to certain locations or categories.

Some claims were watered down because management refused to accept the stronger protections we wanted.

---

#### Example: Finish On Time

**What We Wanted:** A strong, enforceable right to finish shifts on time, with penalties for QAS when crews are held back.

**What We Got:** Wording that goes further than previous agreements — recognising staff welfare and requiring QAS to act — but still not as strong as the union pushed for.

**Why:** QAS resisted binding obligations and financial penalties, but they were forced to move further than before because of member pressure.

---

#### What This Means for Members

The agreement is a step forward in some areas, but not the full outcome members deserve.

Rights in the agreement are only as strong as our ability to enforce them.

If members don't log breaches, raise issues, and push back, QAS will ignore or water down commitments.

## Building Power for the Next EB

The next 3 years are critical. To win stronger outcomes in the next EB, we need to:

Enforce this EB: Report breaches, lodge disputes, and use the wording we won to hold QAS accountable.

Grow union strength: More members = more leverage at the bargaining table.

**Stay active and visible: When QAS sees members organising, they are forced to take our claims seriously.**

### Union Tip

Enterprise Bargaining is not about demanding and receiving — it's about power. We didn't win every claim this time because QAS refused to agree. The more we enforce this EB as a collective, the more leverage we build to secure the wins we need in the next round.

Protect your rights, protect each other.

## Union Myth Buster

**“Why Didn't We Get Everything We Asked For in EB?”**

**Myth: “If the union demands it, we should get it.”**

**Reality:**

EB is a negotiation, not a shopping list. QAS and the Government must agree to changes. They often say no to claims that cost money, increase staffing, or limit management control.

**Myth: “The union didn't fight hard enough.”**

**Reality:**

We pushed every claim members endorsed. Some were only partly agreed (e.g. single officer allowance limited to Cat 2 & 3 stations). Others — like pre-shift allowance — QAS flatly refused. The union doesn't “give up”; we fight, but agreement needs both sides.

**Myth: “The Finish On Time clause is weak, so it’s useless.”**

**Reality:**

It’s not as strong as we wanted, but it goes further than before. Now QAS is formally obliged to act on staff welfare and delayed finishes. The key is enforcement — if members report breaches, we can use this clause to push QAS harder.

**Myth: “We should have just rejected the offer and held out.”**

**Reality:**

If members rejected the deal, there was a strong risk the Government would send it to arbitration at the Queensland Industrial Relations Commission.

Arbitration often leads to a stripped-back award outcome, not an improved deal.

We could have lost gains made on allowances, protections, and conditions.

Taking the deal locks in improvements now — and gives us a platform to enforce and build on.

### The Bottom Line

We didn’t win every claim because QAS said no. That’s why we need to:

Enforce what we did win (log breaches, lodge disputes).

Build member strength over the next 3 years.

Go back to the table stronger to win more in the next EB.

Power decides outcomes. The stronger we are, the more we win.