

Updated Roster Overview: 10.5 Hour Models

Key Principles

- 10.5 hour shifts with single crib breaks
- Dual Classified CTL: Paramedic or Intensive Care Paramedic

3 on 3 Off, Day/Arvo/Night

Summary:

- Core roster (No ORA) requires 12 people – Produces 1 x D, A and N
- Current FTE provision would allow for 3 of these resources to be provided, therefore 3 x day shifts, 3 x Afternoon shifts and 3 x nights shifts. 9 shifts in total per 24 hour window
- Provides a genuine alternative pattern to the existing rosters
- Evenly distributes shift provision across Day, Afternoon and Night shifts
- Provides the same number of rostered days off as the existing 12/12 model
- Provides compressed shifts with a reduction in consecutive days at work
- Aligns with a lateral leadership model. Will provide on shift team based leadership
- Aligns with identified data needs for even distribution of both shift type and start times against demand/crib/EOS pattern
- Easily scalable if additional resources were provided
- Produces a full time FTE with some flexibility of training provisions
- PDW's to be managed as TOIL – roster provides the hours for PDW but they are attended out of the roster cycle
- RIR anticipated to be between 28 to 29.5%
- Nil ADO Accrual
- Leave allocation equitable. Aligns with a leave roster which provides even access to the entire rotation

4 on 4 Off, Day/Day/Arvo/Night 10.5 hour shifts

Summary:

- Core roster (No ORA) requires 16 people – Produces 2 x D and 1 x A and 1 x N
- Current FTE provision would allow for 2 of these resources to be provided plus an additional day shift therefore 5 x day shifts, 2 x afternoon shifts and 2 x nights shifts. 9 shifts in total per 24 hour window
- Provides the same number of rostered days off as the existing 12/12 model
- Provides a similar pattern to the existing 12/12 model
- Partial alignment with a lateral leadership model. Shift based leadership however not specifically aligned with entire team.
- Easily scalable if additional resources were provided
- Produces a full time FTE
- Disproportionally spreads coverage between Day, Afternoon and Night shifts – doesn't align with identified data needs.
- PDW's to be managed as TOIL – roster provides the hours for PDW but they are attended out of the roster cycle (rostered days off)
- RIR anticipated to be between 27.5 to 29%
- Nil ADO accrual

- Leave allocation potentially inequitable – Does not align with leave roster or with all periods of the rotation
- Does not provide a genuine alternative roster pattern for the workforce