



**Industrial Relations
Commission**
of New South Wales

Level 10 10 - 14 Smith Street PARRAMATTA NSW 2150
Post Office Box 927 PARRAMATTA NSW 2124
DX ,

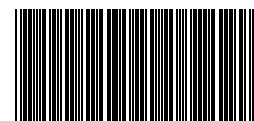
Telephone: 8688 3516
Facsimile: 8688 3541

Email: IRC.Registry@courts.nsw.gov.au
Website: <http://www.irc.nsw.gov.au>

ABN: 50 445 584 171

Bree Jacobs
bree.jacobs@apansw.com.au

Your Ref:



D00025F7KC

12 May 2025

NOTICE OF ORDERS MADE

Case number 2025/00174892
Case title Health Secretary, with respect to NSW Ambulance v Australian Paramedics Association

On 12 May 2025 the following orders (and/or directions) were made:

Commissioner O'Sullivan has made the following orders:

1. Pursuant to sections 136(1)(c) and 137(1)(a) of the Industrial Relations Act 1996 (NSW), the Commission orders that the Respondent, its officers and employees and its members employed in the Ambulance Service of NSW (NSW Ambulance):
 - (a) must not take the industrial action as outlined in Annexure A; and
 - (b) must not induce, advise, authorise, support, encourage, direct, aid or abet members to organise or take industrial action contrary to Order 1(a).
2. Pursuant to sections 136(1)(a) of the Industrial Relations Act 1996 (NSW), the Commission directs that the Respondent must, as soon as practicable:
 - (a) publish by way of electronic newsletter disseminated by email Order 1(a) and a direction to members that they comply with those orders and not take the industrial action referred to in Order 1(a);
 - (b) publish on its website in the section entitled "Current Actions", the APA Facebook page and other social media pages, this Order; and
 - (c) provide, or cause to be provided, a copy of these Orders to the Respondent's officers employed by the Notifier.
3. The above orders and directions take effect immediately and remain in force until 5:00 pm, 13 July 2025 or until further order of this Commission.

Annexure A

Any ban, limitation or restriction affecting the performance of work, or the offering or acceptance of work adopted in connection with industrial disputation concerning the Notifier's implementation of the Mental Health Clinical Response Team (MHCRT Program), including

1. Refusal to participate in, or to deliver any training which supports, the implementation of the MHCRT Program.
2. Without the provision of a proper reason, declining or refusing to accept changes to posted rosters to support implementation of the MHCRT Program.
3. Without provision of a proper reason, declining or refusing to accept changes to work locations to support implementation of the MHCRT Program.
4. Refusing to relocate any Specialist Operations Team (SOT) vehicles out of their home stations for the purpose of facilitating the MHCRT Program.
5. Refusing to partner with a Mental Health Clinical Nurse Consultant (Mental Health CNC) or to attend with Mental Health CNCs mental health cases in the community and provide critical care to urgent mental health needs of patients in the community as part of the MHCRT Program.

Registrar