Arida Medical Services

Paycheck Farming and Recovery of Unearned Pay

22nd October 2026

ARIDA MEDICAL SERVICES

AMS High Command · Official Personnel Notice

Confidential: for the Arida Medical Services Only

Document Details

Field	Detail
Reference	AMS-HC-M-2026-[0002]
Issued By	Joshua Wong, Commissioner of Medical Services & Treatment
Effective	22 October 2026, on publication
Applies To	All AMS personnel, including volunteers, trainees and ride-alongs
Authority	State Constitution, Sections 2.2, 2.8, 3.8, 4.1 and 5.2; AMS High Command
Supersedes	Internal Affairs (High Command) and the Finance & Legal Department

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Kind Regards,

Joshua Wong
Commissioner of AMS

Arida Medical Services

Purpose

AMS is funded from a set budget, and every dollar paid to a member comes out of it. Paycheck farming takes that money from the members who do the work, from the departments that need it, and from the citizens AMS serves. This mandate defines paycheck farming, sets out how it is detected and punished, and allows AMS to recover the money through the State courts.

1. Constitutional basis

Section	What it means for this mandate
2.2 Right to Work	Employment with State Emergency Medical Services is a right granted to those who meet AMS's requirements. Meeting those requirements includes doing the work you are paid for.
3.8 EMS Global Operating Procedures	EMS workers are legally required to follow AMS SOPs. Breaking this mandate breaks Section 3.8.
3.7 EMS Right Against Litigation	Protects members from litigation for their work as EMS workers. Paycheck farming is not EMS work. Recovery proceedings are brought after dismissal, when the person is no longer an EMS worker (see Section 8).
4.1 and 5.2	The State Judiciary has authority over all civil litigation. Where the law is unclear, AMS seeks guidance from the Attorney General's Office.
2.8 Right to Court	The member keeps every right to defend themselves in court, including representing themselves (pro se).

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Commissioner of AMS

2. Definitions

Term	Meaning
Paycheck farming	Being on duty, or staying on duty, to collect AMS pay without doing AMS work.
Active duty	Doing AMS work while on duty, as set out in Section 3.
Inactive time	Any period on duty that is not active duty.
Unearned pay	All AMS pay received during inactive time.
Recovery	The process of getting unearned pay back, by repayment or by court order.

3. Active duty standard

While on duty, every member must be doing at least one of the following:

- Responding to calls, or available and ready to respond.
- Patrolling their assigned patrol region.
- Providing hospital cover.
- Giving or taking part in authorised training.
- Doing department work assigned by their command, such as HR, IA, or Finance & Legal tasks.
- Standing by at a scene or on a task they were directed to.

Members must answer radio and supervisors promptly. If a supervisor asks what they are doing, the member must give a truthful answer.

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4. Prohibited conduct

All of the following count as paycheck farming:

1. Going AFK while on duty. This means being away for more than 10 minutes without telling dispatch or a supervisor.
2. Idling at a station, hospital or anywhere else while ignoring calls.
3. Logging on or going on duty only around pay times, then going inactive or logging off.
4. Staying on duty while doing non-AMS activity, such as personal business, criminal activity or other jobs.
5. Using alt accounts, other people, or any method to stay on duty without being present.
6. Ignoring or repeatedly declining calls without good reason.
7. Going off duty in the system but staying in AMS uniform or vehicles to look on duty, or the reverse.
8. Helping, covering for or organising farming by other members.

Not farming: quiet periods with no calls, as long as the member is available, patrolling or doing other active duty. Short breaks reported to dispatch or a supervisor are also not farming.

5. Monitoring and evidence

AMS may use any of the following to identify farming:

- AMS bot duty logs (on and off duty times).
- Call and dispatch records, including calls accepted, declined or ignored.
- MDT and call reports.
- Supervisor and command reports.
- Clips, screenshots and witness statements.
- Pay records held by Finance & Legal.

Any member of Senior Paramedic rank or above may report suspected farming to Internal Affairs.

6. Investigation

1. Internal Affairs opens a case and notifies the member.
2. While the case is open, the member may be placed on restricted or suspended duty.
3. Internal Affairs gathers evidence and works out the inactive time.
4. The member gets the chance to respond in writing before a finding is made.
5. High Command signs off the finding and the sanction.
6. If unearned pay is found, Internal Affairs passes the case to Finance & Legal for recovery.

Kind Regards,

Joshua Wong
Commissioner of AMS

7. Sanctions

Level	Conduct	Sanction
1. Minor	A single short lapse, such as an unreported AFK just over 10 minutes	Verbal warning, logged on file
2. First offence	A clear instance of farming	Demerits under the Demerit System, plus repayment of all unearned pay
3. Repeat offence	A second proven offence	Suspension, loss of promotion eligibility, plus repayment
4. Serious or deliberate	Third offence, organised farming, alt accounts, farming while committing crime, or any farming by command	Instant dismissal, plus recovery and court proceedings

Members of command found farming face one level higher than the table shows. High Command may issue any sanction it sees fit.

Kind Regards,

Joshua Wong
Commissioner of AMS

8. Recovery of unearned pay and legal proceedings

8.1 Calculating the amount

Finance & Legal calculates unearned pay as:

AMS pay rate × total inactive time proven by Internal Affairs

Finance & Legal may add the cost of recovery if the court awards it.

8.2 Notice of Recovery

Finance & Legal issues the member a written Notice of Recovery. The notice states:

- The amount owed.
- How the amount was calculated.
- The deadline to pay, which is 7 days.
- That failure to pay will lead to court proceedings.

8.3 Repayment

The member repays the full amount to the AMS budget by the deadline. Finance & Legal may agree a payment plan. A member who repays in full within the deadline will not be taken to court for that amount.

8.4 Court proceedings

If the amount is not repaid, or the member is dismissed under Level 4, Finance & Legal may bring a civil proceeding before the State Judiciary to recover it.

- The case is presented by a Bar Certified member of Finance & Legal.
- AMS may request the court award the unearned pay, plus recovery costs.
- The member may defend themselves, appoint Bar Certified counsel, or represent themselves (pro se).
- The court's judgment is final, subject to the appeal process in Constitution Section 5.4.
- Where Finance & Legal works alongside the Arida State Police, ASP may assist in serving notices or enforcing the court's decision.

8.5 Former members

Leaving or being dismissed from AMS does not cancel the debt. Recovery proceedings may be brought against former members.

Kind Regards,

Joshua Wong
Commissioner of AMS

9. Appeals

A member may appeal a finding or sanction once, in writing, to High Command within 7 days. The sanction stands while the appeal is heard. A court judgment is appealed through the courts, not through AMS.

10. Oversight and records

- Internal Affairs keeps every farming case on the member's file and the IA spreadsheet.
- Finance & Legal keeps every Notice of Recovery, repayment and court case on record.
- High Command reviews farming cases monthly and may change the active duty standard in Section 3.
- Where this mandate and the Main Handbook differ, this mandate takes precedence.

Sign-off

Joshua Wong Commissioner, Arida Medical Services

Document	Detail
Title	[AMS] Paycheck Farming Mandate
Upheld by	AMS High Command
Authorised by	Commissioner of Medical Services

Kind Regards,

Joshua Wong
Commissioner of AMS