



ESTA STAFFING REVIEW

AEAV RECOMMENDATIONS

Thank you to all operational staff who provided feedback on the AEAV Staffing Review Recommendations. Based on conversations with you, the union has formed four new recommendations and amended Rec #29. Check them out below:

Recommendation #X

Multi-Skilled staff to receive a break of minimum 30 minutes when changing disciplines within a shift.

Recommendation #X

Operations staff members who are seconded to off-shift training, testing and/or projects are to be backfilled.

Recommendation #X

ESTA to provide training to staff on –

- How to complete a WorkCover application;
- The WorkCover and return to work process; and
- Information on how workplace injury impacts superannuation, pay and employment

Recommendation #X

ESTA currently pay lip service to staff welfare. To manage the effects of workplace stress as a result of lack of staffing, ESTA will:

- Conduct an external audit to identify and assess how staffing levels contribute to poor psychological health
- Increase staff peer support through monthly check-ins to establish stress levels
- Increase education about the impact of workplace stress
- Provide solutions to managing psychological hazards within the workplace

Recommendation #29 (Amended)

ESTA to introduce the voluntary option of 'no overtime request' days to allow employees to completely disconnect with work.

Feedback about recommendations may be provided by:

- Commenting on the ESTA Facebook group <https://www.facebook.com/groups/estastaffingreview>
- Contacting Sharyne Doensen (Tally Ho) sharyne.doensen@esta.vic.gov.au
- Contacting Roger Parker (Ballsecc) roger.parker@esta.vic.gov.au
- Contacting the AEAV at aea.vic@unitedworkers.org.au