



20 August 2021

Sarah Crema  
Acting Workplace Relations Strategy Lead  
Ambulance Victoria  
375 Manningham Street  
Doncaster VIC 3108

**By Email:** [Sarah.Crema@ambulance.vic.gov.au](mailto:Sarah.Crema@ambulance.vic.gov.au)

Dear Sarah

**Re: AAV – Employee Consultation on Changes to Branch**

We write in regard to recent structural changes to the workplace for Air Ambulance Victoria (**AAV**) employees that recently commenced. Ambulance Employees Australia Victoria (**AEAV**) members are concerned that employee consultation has not occurred prior to the works commencing.

AEAV members received an email from the Director of Complex Care, Ms Tracey Tobias on 17 August 2021 (copy of email enclosed) which made certain admissions regarding the failure to consult and attempted to provide justification for not consulting with staff.

Our members have expressed concerns that staff were not consulted and that Health & Safety Representatives (HSR's) were not spoken to prior to works commencing, despite the changes impacting staff health and safety. We take this opportunity to remind you that in accordance with section 35(4) of the *Occupational Health and Safety Act 2004* (Vic) (**OHS Act**) requires Ambulance Victoria (**AV**) to consult with the HSR's at AAV about proposing changes that may affect the health and safety of employees.

Additionally, on behalf of all AEAU members we would also like to express our concerns regarding the statements made by Ms Tobias that, "*the complexities associated with industrial relations processes have led us to communicate less thoroughly than we would have liked.*" This is not an acceptable reason for failing to consult with staff. This statement, along with recent episodes of inadequate consultation periods, as highlighted in our letter to Emily Milanos on 11 August 2021, are of particular concern and appear to represent a change in practice by Ambulance Victoria and may constitute a contravention of the *Ambulance Victoria Enterprise Agreement 2020* (**AVEA 2020**).

### Next Steps

In order to comply with the consultation obligations of the AVEA 2020 and with the OHS Act we require that AV commence a consultation process with AAV staff and the relevant HSR's immediately.

@aeavicunion

In addition, the AEAU asks for a written explanation of the comments made by Ms Tobias in her email, in reference to consultation not starting because of the “*industrial implications of communications*”.

We request AV provide confirmation that it will commence the relevant consultation processes immediately and provide the written explanation requested above by **close of business 27 August 2021**.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Brett Adie', written in a cursive style.

**Brett Adie**  
**Secretary**  
**Ambulance Employees Australia Victoria (AEAU)**