



13 September 2021

James Davis
Lead – Workplace Relations
Ambulance Victoria
375 Manningham Road
Doncaster VIC 3108

By Email: James.Davis@ambulance.vic.gov.au

Dear James

Re: Bendigo and Kangaroo Flat Roster Change

We write in response to Ambulance Victoria's (**AV**) proposed change to the Bendigo and Kangaroo Flat rosters as provided to relevant staff on 7 September 2021.

The Ambulance Employees Australia Victoria (**AEAV**) received a significant number of emails and phone calls from members detailing their concerns regarding the process. These concerns included:

- An inadequate consultation period;
- The appearance that the decision had already been made;
- The implication in the email that if proposal was not accepted the additional hours may be lost;
- The process for contacting staff on leave about the proposal was open to bias on behalf of the Acting Senior Team Manager, who advocated for the change;
- That the inadequate consultation with staff was despite management having significant time to prepare their proposal, including the engagement of other AV departments; and
- That performance appeared to be the impetus for change to the detriment of staff welfare.

We understand that affected staff were invited to attend a meeting regarding this matter as part of the consultation process on 9 September 2021. Members took the opportunity in the meeting with Loddon Mallee RMT to express their concerns regarding the proposal and the issues they had with the consultation process. Our understanding is that the feedback was well received and that at this stage it is highly unlikely the proposed roster change will proceed.

@aeavicunion

Moving forward, to ensure that issues of inadequate consultation do not continue to arise, the AEAV requests that AV implement the following:

- The AV Workplace Relations department should oversee consultation on change to ensure industrial and occupational health & safety obligations are met;
- Language used in communications to staff should not increase pressure on staff to make a rushed decision;
- Sufficient time must be made available for constructive consultation; and
- The period of consultation must be sufficient to allow those on leave to be involved in the process.

The AEAV suggests that the above recommendations will assist AV in ensuring staff understand any proposed change and have the opportunity to be heard, thus increasing the chances of a smooth and effective change process.

We request AV provide a written response to AEAV's recommendations as listed above by **close of business 20 September 2021**.

Should you wish to discuss this request further please do not hesitate to email or contact me on 0431 443 118.

Yours faithfully



Brett Adie
Secretary
Ambulance Employees Australia Victoria (AEAV)