



16 September 2021

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

By Email: Sarah.Crema@ambulance.vic.gov.au

Dear Sarah

Re: FINANCIAL TRANSACTIONAL SERVICES – MERCER POINT ANALYSIS

We refer to your letter dated 30 August 2021 responding to our letter dated 18 August 2021 regarding concerns the AEAV has with the Mercer Analysis of the Financial Transactional Services (FTS) officer positions.

In the 30 August 2021 correspondence, Ambulance Victoria (AV) has stated that it is not supportive of an external independent assessment of the FTS positions. AV has however stated that the AEAV may request a re-evaluation to be undertaken by a different internal panel trained in the Mercer methodology.

While the AEAV maintains its view that an external independent assessment is the most appropriate action, in order to assist in resolving this dispute, in the first instance, the AEAV requests that AV conduct a reassessment of the FTS Mercer evaluations with a different internal panel.

Additionally, a significant concern held by the AEAV is that, to our knowledge, no FTS employees were consulted or interviewed as a part of the evaluation process. It is the AEAV's view that any re-assessment must include consultation and interviews with FTS employees, at least one per relevant department.

Finally, to ensure transparency in the re-evaluation process we ask that the following information be provided to the AEAV prior to the re-assessment:

- (a) The names and the AV departments of the persons conducting the re-assessment;
- (b) A record of what information and documents are being taken into consideration in the re-assessment; and
- (c) The names of the FTS employees AV will interview or consult with as a part of the revaluation process.

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We respectfully request that AV provide confirmation that it will conduct a reassessment on the terms proposed by the AEAU by **COB** on **27 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

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

Brett Adie

Secretary

Ambulance Employees Australia Victoria (AEAU)