



31 August 2021

Dean Pattison
Director – Health and Safety
Ambulance Victoria
375 Manningham Road
Doncaster VIC 3108

By Email: Dean.Pattison@ambulance.vic.gov.au

Dear Dean

Re: FOR CAUSE AOD TESTING

We write in response to the correspondence received from Ambulance Victoria (**AV**) on 24 August 2021 concerning the justifications for “For Cause” Alcohol and Other Drug (**AOD**) testing.

Ambulance Employees Australia Victoria (**AEAV**) supports the statement regarding AV’s commitment to health and safety but feels the impact of “For Cause” testing, without providing objective criteria, causes significant psychological harm to employees.

The response received indicated that a single case audit had been completed and that issues highlighted in that audit were considered along with the member being flagged as at or above the 99th percentile. If AV was of the belief that there were concerns regarding the administration of Fentanyl in that one particular case, then this should be followed up by a discussion with the employee and education if necessary. It is our understanding that neither of these have occurred on this occasion.

Furthermore, the AEAU suggests that the disingenuous response regarding the inability of AV to provide the relevant data because of confidentiality, exacerbates the harm caused to employees. The AEAU suggests that the data relevant to the member could be extracted from the overall report and provided to the employee. This could allay some of the fears of being targeted by AV. The AEAU does not believe this is an acceptable reason for denying transparency.

The AEAU believes that the concerns regarding inconsistencies with AV’s approach to “For Cause” testing could be mitigated by transparency and providing clear guidelines which could be objectively assessed. The current “cloak and dagger” approach leaves the process open to claims of inconsistent treatment and targeting of individuals.

@aeavicunion

Finally, the AEAU asks that AV provide the evidence used in determining that the 99th percentile is an indicator of potential personal use of medications. We ask that AV provide the

basis for initially implementing the criteria in addition to the data collected since inception, to establish the effectiveness of this 99th percentile criteria.

We respectfully request a response by **COB** on **7 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 (AEAV)