



8 September 2021

Emily Milanos
Acting Senior Advisor – Workplace Relations
Ambulance Victoria
375 Manningham Road
Doncaster VIC 3108

By Email: Emily.Milanos@ambulance.vic.gov.au

Dear Emily

Re: Psychometric Testing & Overall Outcome Scores

We write in response to Ambulance Victoria's (**AV**) correspondence on 12 August 2021 which clarified concerns raised by Ambulance Employees Australia Victoria (**AEAV**) regarding the changes to the MICA Selection & Internship Program. Specifically, we are seeking further clarification on the use of psychometric testing in the process, the use of the overall outcome score (**OOS**) and the wider implications for internal recruitment.

Overall Outcome Score

The correspondence received on 12 August 2021 indicates that the Saville Wave psychometric test outcomes will be combined with the following assessments:

- Objective Structured Clinical Examination (OSCE)
- E-portfolio
- Online clinical exam
- Behavioural interview
- References
- Probity checks

To further understand the role of psychometric testing and to provide clarity and transparency to members, the AEAU requests that AV provide a detailed breakdown of how each of these assessments will be scored and the respective proportions of the OOS.

Candidates deemed suitable

The AEAU is also seeking clarification on how the OOS will be used to identify suitable candidates. The main concern being whether there will be an OOS cut-off suitability score and if so will the score be related to the percentage of applicants, or limited by the number of positions available.

Further, if a situation arises where candidates are deemed suitable but there are no positions available, will their application and their OOS be added to an "Order of Merit"? If so, how long will their OOS remain valid?

Other Internal Recruitment

The AEAU is aware of discussions around AV regarding additional recruitment occurring in the near future for vacant Team Manager, Senior Team Manager and possibly Area Manager positions. The AEAU requests clarification as to whether a similar process will occur for these positions and asks that the details, as requested above, be provided in sufficient time for the AEAU to provide AV's response to potential applicants.

Next Steps

To ensure transparency, fairness and consistency in the MICA Selection & Internship Program the AEAU requests the following information be provided to the AEAU, by **close of business 15 September 2021**:

- (a) A detailed breakdown of the OOS;
- (b) Confirmation of whether there will be an OOS suitability cut off score;
- (c) Details of any OOS suitability cut off score; and
- (d) Details of any Order of Merit

In relation to other internal recruitment, we ask that AV provide the clarification requested prior to the positions being advertised.

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 (AEAU)