



26 August 2021

Brett Adie
AEAV Secretary
United Workers Union
PO Box 327
North Melbourne VIC 3051

By Email: Brett.Adie@unitedworkers.org.au
Miranda.Jamieson@unitedworkers.org.au

Dear Brett

RE: AAV – Employee Consultation on Changes to Branch

I refer to your correspondence dated 20 August 2021 regarding recent works at the Air Ambulance Victoria (AAV) Essendon Airbase.

As discussed during our phone conversation last Friday, Ambulance Victoria (AV) is preparing to enter consultation with employees and Employee Representatives on the proposed relocation of Adult Retrieval Victoria (ARV) and Victorian Stroke Telemedicine (VST) teams to Essendon Fields as part of the Aeromedical Service Improvement Program (ASIP). The integration of work location, and proposed relocation incorporates some ARV staff to the AV Airbase and the remaining ARV and all VST staff to the Essendon Fields Operations Centre.

As confirmed last week, at this stage consultation on the above proposal is planned to commence on 6 September 2021, over two roster cycles, for a period of four-weeks. Renovation building concept plans and plans for the new building will be shared during consultation, providing staff an opportunity to consider how the Airbase will be reconfigured to accommodate the ARV team. Once consultation dates are confirmed, employees and Employee Representatives will be notified in accordance with AV's current organisation design process.

The recent renovations at the Airbase, as referenced in your correspondence, were minor works, including reconfiguration of two rooms, installation of furniture and some electrical work, which took place over two days. These works focussed on setting-up an office and functional improvements to the medical storeroom, for use by AAV staff and visiting staff including the ARV retrieval team; these works did not cater for the proposed relocation of ARV. Health & Safety Representatives (HSR) are represented across the ASIP Program, including on various Working Groups and the ASIP Steering Committee. The Infrastructure, Assets and Property ASIP Working Group, chaired by the team lead of HEMS2, with representation across AAV as well as HSRs, were engaged on these works.



Aside from re-instating a space for training to increase the clinical training capability, I can confirm no further works at the Airbase are planned for this year. As noted above, consultation on the proposed relocation and engagement with staff on future building plans will commence in the coming weeks; impacted employees will be well-informed of implementation activities including timing of any future building works. The tender process and awarding a contract to a successful building contractor will occur once the proposed changes are finalised and approved for implementation. This includes discussions with the Infrastructure, Assets & Property Working Group of ASIP. Many of the HSR roles in AAV have only recently been filled, and we look forward to working with them in this capacity as this work progresses.

The timing of any future building works will be carefully considered to not cause unnecessary disruption during airbase operations and during rest periods. These factors will be clearly articulated within the construction tender and communicated to the relevant stakeholders in advance to mitigate and minimise any disruption to the workforce onsite.

Lastly, in response to Tracey Tobias' comment of, '*industrial implications of communications*', this merely relates to the activities that need to occur for AV to commence consultation on the above proposal. This includes AV Executive approval of the proposed changes and preparation of consultation material to enter a period of genuine consultation in accordance with our consultation obligations of the various AV Enterprise Agreements.

If you have any further questions, please contact me via email or on 0411 130 528. I will be in touch shortly with further details on consultation.

Yours sincerely



Sarah Crema
Acting Workplace Relations Strategy Lead

