



7 December 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: NOTIFICATION OF GRIEVANCE – “SPARES” BREAK ENTITLEMENT

We write in response to correspondence received from Ambulance Victoria (**AV**) on 3 December 2021 entitled “*AV’s response – Rural Spares – Entitlement to break*” (**AV’s response**).

Ambulance Employees Australia Victoria (**AEAV**) submits this letter as notification of a grievance on behalf of affected members, in accordance with Clause 11 of the Ambulance Victoria Enterprise Agreement (Operational) 2020 (**the Agreement**).

The grounds for the grievance are as follows:

- Clause 51.2(a) states that “*Employees are entitled to a ten hour rest break between periods of duty*”;
- WIN/OPS/009 states that “*Operational crews are entitled to a ten hour break between periods of duty*”;
- The existing custom and practice is that rural “spare” employees can recommence their ten hour break if that break is interrupted by AV;
- The definitions for “*rest breaks*” and “*fatigue breaks*” from WIN/OPS/009, as referenced in AV’s response, do not apply as a “spare” staff member is not on call.

@aeavicunion

It is AEAU’s understanding that AV’s response points to a change in custom and practice as to how the Agreement has operated for all rural members who work spare.

It is the AEAU's opinion that this matter should be triaged to a Stage Two grievance meeting in accordance with Clause 10 of PRO/PAC/001 as it cannot be resolved by local management.

Should you wish to discuss this grievance further please do not hesitate to email or contact me on 0419 317 289.

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)