



17 May 2022

James Davis
Lead – Workplace Relations
Ambulance Victoria
375 Manningham Road
Doncaster VIC 3108

By Email: James.Davis@ambulance.vic.gov.au

Dear James

Re: COMMENCING PRACTICE – REQUEST FOR MERCER REVIEW

We write on behalf of our members employed in Ambulance Victoria's **(AV)** Commencing Practice **(CP)** team.

Operational Capability restructure

Ambulance Employees Australia Victoria **(AEAV)** has been in discussion with members within this team who have provided evidence of discussions with their managers and Human Resources **(HR)** representatives in 2020. During these discussions the CP team were advised that an internal review had been conducted of their new positions. These changed positions were a consequence of the restructure of Operational Capability and came into effect on 1 March 2020. In April 2020 Peggy Barrow indicated that there was no change in remuneration for the Commencing Practice Program Officer **(CPPO)** role because of the review.

Commencing Practice requests not acted on

The CP team subsequently requested a copy of the Position Description **(PD)** for the CPPO role, and that the initial assessment of their new PD be reviewed. In the following discussions the team were advised that a second review would need to be authorised by Simon Thompson. The team attempted to have the matter progressed but were unable to get the review authorised.

Some two years later the CP team have still not been provided with the PD and no progress has been made on reviewing their banding for remuneration purposes.

The AEAV believes the approach taken by AV, to review the PD without providing it to the team or providing justification for the decision, is not consistent with transparency and is disrespectful to members.

Next Steps

1. The AEAV requests copies of the current CPPO PD be provided to the CP team and the AEAV by COB Tuesday 24 May 2022.
2. The AEAV requests that, in consideration of the period the team have waited for this review and the inference that an internal review has already been conducted, AV engages Mercer Australia to conduct an independent review of the CPPO classification as soon as practicable.

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

Yours faithfully



Brett Adie
Secretary
Ambulance Employees Australia Victoria (AEAV)