



13 July 2022

Elise Tuffy
Executive Director, Workplace Relations and Engagement
Department of Health
50 Lonsdale Street
Melbourne VIC 3000

By email: Elise.Tuffy@health.vic.gov.au

Dear Elise,

RE: UNRESOLVED UNDERPAYMENT – AMBULANCE VICTORIA

We write to you in relation to the ongoing systematic underpayments that we contend are occurring at Ambulance Victoria (**AV**), in breach of the *Ambulance Victoria Enterprise Agreement 2020*, and we refer to our previous correspondence on this matter.

In particular, we refer to our letter to the Health Minister dated 14 April 2022, and subsequent meeting with Peter Cordova on 12 May 2022. During this meeting, we were assured that the Department was taking this matter seriously and was committed to providing a detailed response with urgency once external legal advice had been received, which was anticipated to occur prior to the end of May.

It was acknowledged that this issue had been raised repeatedly with AV for a period of many months without satisfactory response, and that our affected members would be left with no choice but to commence legal proceedings against AV to recover the sums owing to them unless the matter was promptly rectified in full.

Unfortunately, some three months after our letter to the Minister, and two months after our meeting with Mr Cordova, we are yet to receive a substantive response from the Department to the issues we have raised. This is despite recent verbal assurances from the Health Minister's Office and your Department that a resolution was imminent. Our members have

been patient and reasonable in providing some additional time for the Department to seek and consider external legal advice, however, they cannot be left to languish indefinitely without a satisfactory resolution.

It remains our preference to reach an amicable resolution without the need for litigation. However, our disappointment with the unexplained delays and lack of response to date cannot be overstated.

It is for this reason that we put you on notice that, unless a full and substantive response to the issues we have raised is received before **5:00pm Wednesday 20 July 2022**, we will begin preparing legal proceedings against AV with a view to filing these in a court of appropriate jurisdiction shortly thereafter.

This letter is intended to be open correspondence and may be distributed to our membership or more broadly, and may be relied upon in any legal proceedings.

Please do not hesitate to contact me prior to the abovementioned deadline should you wish to discuss this matter further.

Kind regards



Brett Adie
Secretary
Ambulance Employees Australia Victoria (AEAV)

@aeavicunion