

## Ambulance Victoria's Questionable EOI/ Recruitment processes

Members have relayed several concerns to officials regarding the recruitment processes around Expression of Interest secondments, lateral transfers, and permanent appointments.

### **Issue 1: No individual feedback was provided to applicants.**

Several members, who applied for EOIs in senior roles and were unsuccessful in their applications were sent an email denying any relevant feedback regarding their application.

*'We will not be able to provide individual feedback due to the considerable number of applicants.'*

Whilst it is understandable that the high numbers of applications with limited positions available would equate to many staff members receiving unsuccessful notifications, your Union is greatly concerned by the lack of transparency regarding the outcomes of member applications.

### **Issue 2: Google ballots are used to make final decisions around appointments.**

Adding to these concerns, members have also brought to our attention AV's bizarre "solution" to making a final decision on appointments.

Members have been told, in AV published fact sheet that if multiple applicants have scored identical points in their application, their names will be put into a ballot and their appointments will be decided by Google ballot.

### **Our position:**

Given AV's history of 'jobs for mates' and the findings in the VEOHRC Report, where AV staff conveyed their distrust in AV's ability to promote those who were truly deserving of promotions and career progression, we find it incredibly frustrating that AV has seemingly done very little to allay these suspicions and ensured transparency around their recruitment processes.

Furthermore, it is a hard pill for our members to swallow when they are told by AV that they aren't just a number and that they matter when their career progression is ultimately decided by picking a name out of a hat.

AEAV/UWU representatives raised these concerns in the March monthly consultative committee with AV and reraised them again in a meeting with CEO Jane Miller.



We recommended that Ambulance Victoria follow employment processes that are consistent with the Victoria Public Sector Employment Principles, whereby a written procedure is available to employees detailing the review process and the rights and responsibilities of applicants. This is a standard set by the Victorian Public Sector Commission (VPSC) and should be incorporated into Ambulance Victoria's employment processes.

We also stressed that the use of ballots is totally unacceptable when making appointments.

The reality is that EOIs result in appointments and secondments that act as stepping stones to full-time and permanent roles. Consequently, such processes need to reflect a standard that honours fairness, transparency, and accessibility.

In the meantime, we are asking members and non-members to contact either Darren or Jules with any similar experiences regarding recruitment processes via [AEV.VIC@unitedworkers.org.au](mailto:AEV.VIC@unitedworkers.org.au).