

Our ref: 2024-0075

20 March 2024

Alex Tasominos
Ambulance Victoria
PO Box 2000 Doncaster VIC 3108

Sent by email: Alex.Tasominos@ambulance.vic.gov.au

Dear Mr Tasominos,

Notice of intention to take Protected Industrial Action

We refer to the results of the Protected Action Ballot for matter number B2024/142, declared by Democratic Outcomes Pty Ltd on 6 March 2024.

In accordance with s 414 of the *Fair Work Act 2009 (Cth)*, the United Workers' Union ('UWU') gives notice that its members employed by Ambulance Victoria will engage in industrial action of the following nature:

Action no.	Action	Further Details
7.	An indefinite ban of indefinite duration on appearing in Ambulance Victoria social media posts unless wearing campaign clothing	This action will be taken by non-operational employees or staff only.
49.	An indefinite ban of indefinite duration on overtime for non-operational employees or staff.	
50.	An indefinite stoppage of work of indefinite duration unless non-operational employees or staff are able to attend union meetings during paid work time.	This action will be taken by employees from the following areas only: <ul style="list-style-type: none">• Fleet Admin;• Accounts Payable;• Financial Transaction Services;• Regional Admin Officers;• Communications Admin Support Officers; and• Commencing Practice admin employees Union meetings will occur two times per week between the hours of 10.00am and 2.00pm.

		The union meetings will range from ten minutes to sixty minutes in length.
52.	An indefinite ban of indefinite duration on non-operational employees or staff sending emails without including at the end of the email a union message about why employees are taking industrial action	
53.	An indefinite stoppage of work of indefinite duration unless non-operational employees can take photos at work and post those photos on social media.	Photos will not contain sensitive patient information.
55.	An indefinite ban of indefinite duration on non-operational employees or staff attending team meetings without wearing a campaign or union t-shirt.	
56.	An indefinite ban of indefinite duration on Fleet Admin employees writing up Discoverer reports	Fleet Admin employees will cease completing the writing of reports within the Discoverer reporting system. Some examples of reports that will not be completed are, but not limited to, current vehicle listing by area, marked response vehicle reports, and workshop listing reports. Writing of reports also refers to the creation of the report within Discoverer.
57.	An indefinite ban of indefinite duration on Fleet Admin employees ordering fuel cards	Fleet Admin employees will cease ordering new and lost vehicle fuel cards.
59.	An indefinite ban of indefinite duration on Fleet Admin employees processing the payment of infringement notices	
60.	An indefinite ban of indefinite duration on Fleet Admin employees attending workshop group meetings	We understand that workshop group meetings are held fortnightly.
62.	An indefinite ban of indefinite duration on Financial Transaction Services employees working more than the prescribed 105 PCR per hour limit within the employee position description	105 Patient Care Records (PCR) per hour is the limit for the entire team. How this action will work in practice is that individual members will not work more than the prescribed individual PCR limit of 14 PCR per hour.
64.	An indefinite ban of indefinite duration on Regional Administration Employees managing management's diary.	Regional Administration employees will cease managing management diaries including rescheduling, accepting and creating meeting invites, and managing availability, unless correspondence affects staff health and safety.
71.	An indefinite ban of indefinite duration on Accounts Payable employees attending AP and FTS team meetings.	Accounts Payable employees will not attend Accounts Payable or Financial Transaction Services team meetings. Instead, Accounts Payable employees will continue other tasks such as processing

		invoices, responding to emails, and following up accounts
72.	An indefinite ban of indefinite duration on Accounts Payable employees entering more than 60 invoice entries per day per AP officer	

The industrial actions will commence from **7:00am** on **Tuesday 26 March 2024**.

The UWU issues this written notice in its capacity as the bargaining representative for employees of Ambulance Victoria who are members of UWU and who will be covered by the agreement. The industrial action is taken in support of claims made by UWU's members in bargaining for the agreement.

If you wish to discuss this matter further, please contact me on 0400 577 168 or via email at liana.tomassini@unitedworkers.org.au.

Kind regards,



Liana Tomassini (she/her)

Industrial Officer (VIC/TAS) – Strategic Power
United Workers Union

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Cc: James.Davis@ambulance.vic.gov.au