



What is Protected Industrial Action (PIA)

Protected Industrial Action, approved by the Fair Work Commission and endorsed by AEAU/UWU members, allows AEAU/UWU members to engage in legal collective bargaining strategies, including work bans and stoppages, to influence enterprise bargaining negotiations for better outcomes.

Why are members taking action?

Union members are taking protected action to seek fair and just working conditions for ALL STAFF at Ambulance Victoria. Their efforts come in response to Ambulance Victoria's failure to address critical issues such as professional recognition for Fleet Maintenance Officers, Administration and Paramedics finishing work on time.

Who can take protected action?

AEAV/UWU members covered by the Operational Agreement can take protected action. This includes Admin staff, Paramedics, and Fleet Maintenance Officers. If you're unsure whether you're covered under the Operational Agreement, contact the union.

Duration and commencement of action

Actions may persist until a satisfactory agreement is achieved. The more workers take action, the better the outcomes.

Legal protections and service impact

Participation in protected action is lawful and does not subject members to disciplinary actions. These carefully planned actions aim to pressure Ambulance Victoria and the government without affecting patient care.

Will I be sacked if I take action?

Laws protect workers from victimisation for taking protected industrial action and it is illegal to sack someone for participating in protected industrial action.

Will I be forced to work for free with the back log of work?

Workload management arrangements continue after periods of protected industrial action. If there is a backlog of work it is only reasonable for you to complete this in the same fashion you would have prior to protected industrial action. If AV wishes to apply more resources to ensure this is caught up they will determine this. You cannot be asked to work any extra time than you normally would without pay. You cannot be expected to complete a greater workload than you normally would in your paid time.

Do I have to take action?

No, every member has the right to decide which particular protected actions they will participate in. What we do know is the more members who do participate, the bigger effect any of the actions will have. If the action is a visual one the more members who participate also show the employer just how many of their staff want to see change to the areas currently being negotiated.

What are my rights if I take action?

I need to understand better what we mean by this one?

If I take action will I have my wages docked for the full shift?

In the case of protected action, which is what AEAU/UWU members are embarking upon, the following applies:

Strike/stoppage – Not paid in respect of the period of action

Partial Workbans – The employer must decide in advance and notify employees – it will give full pay, no pay, part pay? Historically, public sector employers have not docked pay of this participating in forms of protected industrial action – however there is a legal ability for them to do so.



Will participation mean that I am blacklisted with AV?

Laws protect workers from victimisation for taking protected industrial action.

What happens if I want to take action and not in the union?

You are only protected to take this action if you are a member of the Union. You can join today and participate in the action your coworkers are participating in and be protected.

Will I get into trouble if I use social media or talk to the media.

Some of the protected actions members voted to participate in include utilisation of social media and mainstream media. If you are participating in those activities you will be protected. Your union will ensure you are provided advice and instructions about any of these types of activities.

Can I show solidarity with VAU members and do their actions as well?

Only if the VAU’s action is the same as AEAV/UWU’s and it is relevant to your role. NOTE: VAU will not have actions listed that apply to administration or fleet. AEAV/UWU leaders and VAU have agreed to participate in the same actions for those who a paramedics and patient transport. The wording of the action may differ a little (this is based on the legal advice each union has received) but should be interpreted as the same action. If you are unsure, please refer to the latest Protected Industrial Action (PIA) update on our website.

Who can I contact if I’m need help participating in actions?

Officials and leaders want to ensure that you feel supported during this time. For some, taking action is exciting and enjoyable, for others, it can feel confrontational and uncomfortable. Officials and leaders have put their hand up to be your go-to for any PIA questions.

ROLE	CONTACT NAME	CONTACT NO.
Paramedics:		
	Darren Law (official/rural)	0434 628 877
	Natalia (leader/metro)	0403 076 002
Fleet		
	Lyle Sinclair (leader)	0400 500 793
	Darren Law (official/rural)	0434 628 877
Administration		
	Lauren Stanley (official)	0425 755 903
	Jules Gibson (official)	0422 682 622