



The Honourable Natalie Hutchins
Minister for Women
121 Exhibition Street
Melbourne, Victoria
Australia 3000

RE: Salary Transparency & Gender Equity at Ambulance Victoria

Dear Minister Hutchins,

The United Workers Union (UWU) seeks your advocacy to address the critical issue of salary transparency and gender equity at Ambulance Victoria, which is affecting women in administrative roles within the organisation.

It is deeply concerning that many administrative women at Ambulance Victoria have not received a pay raise in over seven years, particularly amidst the current cost-of-living crisis. This stagnation in wages is exacerbated by the Mercer CED Job Analysis System, a flawed methodology that has faced widespread criticism across the Victorian Public Sector (VPS) and other regions of Australia, for its lack of transparency and bias towards employers.

The use of the Mercer system has resulted in gender-based disparities, disproportionately impacting women employees at Ambulance Victoria. The recent review conducted by the Victorian Equal Opportunity and Human Rights Commission underscores the urgent need to address these systemic challenges and recommends the development of an equal pay policy, including an equal pay clause in enterprise agreements.

Despite these recommendations, Ambulance Victoria has refused to incorporate the gender equity clause proposed by the United Workers Union during bargaining, citing concerns about being the first government agency to adopt such measures. However, it is imperative that Ambulance Victoria takes proactive steps to address potential gender-based pay gaps within the organisation.

Therefore, we urge you to meet with administrative union members to discuss their employment at Ambulance Victoria and advocate on their behalf. Specifically, we request the following commitments from Ambulance Victoria:

1. Commitment to the removal of the Mercer System.
2. Adoption of an external review of administrative employees' wages and roles.
3. Implementation of Recommendation 29 of the VEOHRC review by adopting the UWU wage equity clause in the operational enterprise agreement.



We believe that your intervention and advocacy will help ensure that Ambulance Victoria demonstrates meaningful value for the work of its administrative staff by implementing these necessary changes.

Thank you for your attention to this urgent matter. Union members look forward to the opportunity to meet with you to discuss how your support in this matter will be valuable to them during enterprise bargaining.

Sincerely,

Fiona Scalon
Ambulance Co-Ordinator, United Workers Union