

Jane Miller
Chief Executive Officer
Ambulance Victoria
375 Manningham Road Doncaster
Melbourne, Victoria
Australia

Urgent Appeal: Addressing Salary Transparency & Gender Equity at Ambulance Victoria

Dear Ms Miller,

As representatives of the administrative staff at Ambulance Victoria, members of the United Workers Union (UWU) urgently seek your support in rectifying issues surrounding wage increases, wage transparency, and gender equity at Ambulance Victoria.

Administrative employees on the Operational Agreement have not seen salary increases, apart from yearly wages policy, in over seven years. This troubling pattern has unfolded against the backdrop of a cost-of-living crisis, intensifying financial pressure for employees dependent solely on these yearly adjustments. Compounding this issue is the utilisation of the Mercer CED Job Analysis System, a method fraught with criticism across the Victorian Public Sector and other parts of Australia due to its opacity and inherent bias in favour of employers.

Regrettably, the application of the Mercer system within Ambulance Victoria has led to gender-based disparities, disproportionately impacting women employees who constitute a significant portion of the administrative workforce.

The review conducted by the Victorian Equal Opportunity and Human Rights Commission into Ambulance Victoria, and the services Wage Gap Audit result of 10.8%, underscores the imperative for Ambulance Victoria to address the systemic inequalities faced by administrative staff within the organisation.

Throughout negotiations, union members have advocated for the removal of the Mercer System, comprehensive role reviews, and the implementation of a robust Gender Equity Clause in the Operational Agreement.

Ambulance Victoria has proposed that administrative staff translate to the Management and Administration Agreement (AVMA), where the Mercer System is not utilised. Ambulance Victoria has also proposed, on average, a \$900 base salary uplift for translating administrative staff, and a one-off lump sum payment of \$7,200.

Administrators are not averse to the prospect of translation however; Ambulance Victoria's current proposal fails to address administrators long-term wage stagnation. The proposal also fails to ensure that penalties provided to shift working employees such as Communications Administration Support Officers (CASOs) will be grandfathered to the AVMA.

A cumulative loss of yearly penalties for a CASO working 28 hours per fortnight roughly amounts to between \$4000 - \$7000 dependant on rostering arrangements.

We implore you to meet with administrative union members to gain insight into the detrimental effects that salary stagnation and the Mercer System has had on our livelihoods. Additionally, we urge you to advocate on our behalf to ensure Ambulance Victoria upholds its values statement of fostering a fair, safe, and inclusive workplace.

Your intervention and advocacy are critical in ensuring that Ambulance Victoria demonstrates genuine appreciation for the contributions of its administrative staff and women in the service.

Thank you for your prompt attention to this urgent matter. Union members eagerly anticipate the opportunity to engage in constructive dialogue with you to discuss the invaluable support your involvement would provide us during enterprise bargaining.

Sincerely,
Administration Members
United Workers Union