

2 September 2024

Executive Board  
Ambulance Victoria  
375 Manningham Road Doncaster  
Melbourne, Victoria  
Australia

### **RE: Pausing the Ambulance Victoria Restructure**

United Workers Union (UWU) requests that the Ambulance Victoria (AV) Board take the following actions regarding the AV restructure:

- Pause the restructuring efforts.
- Meet with union representatives.
- Provide clear time frames for the restructuring process.

#### **Reasons for the Request:**

##### **Psychological Distress:**

The restructuring process is causing psychological harm to staff due to:

- Uncertainty about the restructuring timeline and who will be affected.
- The use of outdated Professional Descriptions (PDs) that do not accurately reflect current staff responsibilities and workloads.

##### **Concerns Raised by Union Members:**

- **Outdated Professional Descriptions:** Feedback from the consultation process reveals that many PDs are outdated and do not align with the actual scope of staff responsibilities and are being used in restructuring decision-making.
- **Undervaluation of Administrative Work:** The ongoing undervaluation of administrative work, especially in highly feminised cohorts at AV, could be contributing to unnecessary redeployments.
- **Impact on Women Over 50:** The restructure has raised significant concerns among women over 50, who face substantial challenges in reemployment. The uncertainty has left these members distressed.



### **Additional Concerns:**

- **Gender Equity Action Plan (GEAP):**
  - According to the GEAP 2022-2025, Ambulance Victoria was to investigate the gender pay gap and report findings to the People and Culture Committee by June 2023. This report and its findings have not been shared with the union.
  - Union members sought clarification from the previous CEO to no avail.
  - As of June 2024, the GEAP requires Ambulance Victoria to set a pay gap target based on industry research. The union seeks clarity on whether this target has been established and how the research has influenced this decision.

### **UWU urges the Board to:**

1. Pause the restructuring efforts.
2. Meet with union representatives to address these issues.
3. Provide clear time frames for the restructuring process.

Engaging with union members will help resolve these concerns and ensure fair treatment and transparency.

Sincerely,  
United Workers Union