



Jordan Emery
Chief Executive Officer
Ambulance Victoria
375 Manningham Road
Doncaster, Victoria
Australia 3108

RE: Welcome Ambulance Victoria Chief Executive Officer, Jordan Emery

Dear Mr. Emery,
Members of the United Workers Union (UWU) warmly welcome you as the new Chief Executive Officer of Ambulance Victoria.

We are a collective of Ambulance Victoria's on-road and corporate staff who are proud to serve the Victorian community by delivering the highest standard of emergency care. As union members, we're equally committed to making Ambulance Victoria not only a world-class service, but a safe and rewarding place to work.

We appreciate your early efforts to meet with staff and your clear commitment to listening to and learning from the people who keep the service running every day. As you know, Ambulance Victoria is undergoing significant cultural reform following the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) review. Learning that you were awarded the Ambulance Service Medal for your leadership and culture change work gives us hope that you will lead Ambulance Victoria into a more inclusive, respectful, and forward-looking future. One that recognises the contributions of all employees and attracts new talent for the challenges ahead.

UWU members are already working on a range of important initiatives. In the current enterprise bargaining negotiations for the Ambulance Victoria Management and Administrative Agreement (AVMA), we're advocating for recognition of corporate employees' service through salary progression.

We're also seeking fairer acknowledgment of the critical role administrative staff play, parity for Fleet Management Centre Officers compared to external agencies, expanded opportunities for training and development, and improved leave provisions for parents and employees managing reproductive health issues.

UWU paramedic members have been leading work on end-of-shift management by trialing solutions to reduce overtime and ensure we get home on time. These efforts are about more than just rostering; they're about making sure we have time to rest and recover, and to be with our families. We are a union that seeks to drive practical change to improve both staff wellbeing and the quality of care we provide for Victorians.

We are committed to working in partnership with you to make sure Ambulance Victoria is a leading employer and a service that is well prepared for the future. As climate change and population shifts reshape the health landscape, we believe that it is vital that the service continues to adapt, invest in its people, and be resourced to meet growing community demands.

UWU members are ready to work collaboratively with you, and to campaign for resources so that we can continue to provide for our growing community's needs.



We would welcome the opportunity for you to meet with us to introduce yourself, hear directly from union members, and begin building a relationship grounded in respect and solidarity. We hope that a culture of ongoing, open communication will allow us to continue these conversations into the future.

We look forward to working with you and welcome you again as Chief Executive Officer.

Warm regards,

UWU Members