



27 March 2026

Jordan Emery

Chief Executive Officer
Ambulance Victoria
375 Manningham Road
Doncaster, Vic. 3108

By Email: jordan.emery@ambulance.vic.gov.au

Dear Jordan,

RE: Suspension of Work from Home Office Attendance Requirements

Thank you for your response and for outlining Ambulance Victoria's current position regarding hybrid working arrangements.

The United Workers Union is disappointed that AV has chosen not to take meaningful action in response to the significant and immediate cost-of-living pressures facing staff, particularly those on lower incomes. Rising fuel prices, increasing interest rates, and ongoing inflation are placing real strain on workers, and the decision to maintain current office attendance expectations does not reflect the seriousness of these pressures.

While we acknowledge the broader government framework and AV's desire to ensure consistency across the workforce, the reality is that the financial burden is not being felt evenly. Lower-paid members, many of whom have no option to work from home, are disproportionately affected by escalating transport and living costs. The absence of any temporary relief measure—such as a suspension of mandated office attendance—fails to recognise the hardship these workers are experiencing right now.

We also note AV's suggestion that individual employees raise hardship concerns with their managers. While this may assist in isolated cases, it places the onus on workers to repeatedly justify their financial stress and does not address the systemic nature of the issue. A collective problem requires a collective response.

The UWU urges AV to reconsider its position and to engage with us on practical, equitable solutions that acknowledge the real and growing financial pressures on staff. We expect AV to take a proactive approach rather than relying solely on individual hardship applications, which are neither efficient nor fair.

We welcome continued dialogue and remain committed to advocating for outcomes that genuinely support the well-being of all AV employees.

In Unity,



Fiona Scalon

United Workers Union

National Ambulance Coordinator

M: 0419 663 173

E: Fiona.Scalon@unitedworkers.org.au

Cc jesse.maddison@ambulance.vic.gov.au

mercedes.walklate@ambulance.vic.gov.au