

VAU REACHES IN-PRINCIPLE AGREEMENT WITH RFDS

25.08.2021

The Victorian Ambulance Union Incorporated (**VAU**) is pleased to inform members that we have reached an in-principle agreement with Royal Flying Doctor Service (**RFDS**). The in-principle enterprise agreement is subject to final drafting. Members will then be provided with the opportunity to vote for this new Enterprise Agreement (EA).

As members are aware, bargaining has been ongoing for 4 years. RFDS have previously put out three non-union proposed EAs. They have all been rejected by the majority of employees. The last two of these proposals included a two-tier wage system which was inequitable, unfair and divisive.

In the most recent bargaining meeting held with RFDS, the VAU put forward a wage structure proposal that offers greater years of service recognition, and an opportunity for all to reach comparative wages with their colleagues. RFDS have accepted this proposal.

Industrial Action

In an act of good faith, the VAU requests members temporarily cease all Industrial Action (IA) until further notice. The VAU reserves the right to re-instate IA if necessary and will keep members informed of any changes to this request.

What other conditions have been agreed to?

A more detailed bulletin will soon be provided to members by the VAU once drafting is complete. In summary as per our most recent EBA update bulletin (22.07.21) the following agreed items have been maintained:

- Inclusion of the Award into the agreement
- 1.5% wage increase or CPI, whichever is the greater
- Shift worker definition to meet BOOT and additional 1% reconciliation applied
- Access to 5th week of annual leave improvements
- Salary packaging for casuals
- NEW - career structure for ATAs which rewards years of service well beyond the current structure.

Acceptance of Jobs clause

Members expressed concern over a new clause recently tabled titled, 'Acceptance of Jobs'. The VAU proposed additional wording be added into the clause that made it clear employees rights to refuse unreasonable over-time (as per the NES) are not negated. RFDS have accepted this proposal.

All RFDS members who took part in industrial action deserve to be commended for holding their ground over 4 long years. Improvements to wages and conditions only happen when members fight hard for their claims and resist employers attempts to take conditions away. This campaign is one of

the longest running in the ambulance industry and would not have been possible without your resilience and dogged determination to improve the working lives of your workmates. Hopefully the improved wages, conditions and stopping this two-tier wage system from being introduced, go some way to rewarding you for your incredibly hard work during a very tough and long pandemic. If you have any additional questions, please contact your NEPT Organisers:

- **Kerry McLean** **0480 194 783**
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In solidarity



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