## Transcript of video message

## Ro Allen

**Commissioner, Victorian Equal Opportunity and Human Rights Commission**

Hi, my name’s Ro Allen and I’m the Victorian Equal Opportunity and Human Rights Commissioner. So, this Progress Evaluation Audit report marks the third and final phase of our Independent Review into Workplace Equality in Ambulance Victoria.

The report outlines the progress made in implementing the 25 priority recommendations from the Review. I'd like to acknowledge the efforts of everyone in Ambulance Victoria who’ve leant in and worked on all these reforms from the very beginning. Your dedication is building a better working environment and progress has been made, particularly in establishing the Professional Standards and Behaviours Department.

It is also encouraging to see conversations about workplace rights and responsibilities just becoming normal across staff at Ambulance Victoria – and this is a critical step in improving workplace equality. However, there’s still areas where progress has been limited, particularly in improving safety, and we’re continuing to hear from staff that there are experiences of bullying, discrimination, incivility, sexual harassment, vilification and victimisation.

As late as five days ago, I had the need to call Ambulance Victoria. And the crew came out and the professionalism, the care, the concern that they showed the family member that I called them for, and myself, was extraordinary. And I have been reflecting about that. If only the same care and concern and professionalism that you show Victorians, you could show yourselves.

There's more to do to prevent and respond to workplace harm and embed equality at Ambulance Victoria. But right now, I’m really confident to say that I believe the Board and the Executive are completely committed to these reforms. And with your help, they’ll be able to strengthen the culture, the systems, the policies and the practices at Ambulance Victoria. I have faith that you will find the solutions that help you keep more amazing people staying in the workforce for longer.

So just to say thank you to all those who participated in the initial Review and the Progress Evaluation Audit. Your involvement in the survey, the interviews, the focus groups, they’ve been absolutely invaluable. While the Commission's direct involvement concludes with this report, our commitment to fostering workplace equality in Ambulance Victoria continues. I hope this report supports the continuing work to ensure a safe and respectful workplace for you all.

Thanks again.