



8 December 2020

Kristen Hilton
Commissioner
Victorian Equal Opportunity and Human Rights Commission
Level 3, 204 Lygon Street
CARLTON VIC 3053

By Email: kristen.hilton@veohrc.vic.gov.au

Dear Commissioner

RE: Limited Waiver of Confidentiality Obligations

We write to you regarding the participation of current and former Ambulance Victoria (**AV**) employees and volunteers in the independent review into workplace equality in AV.

We encourage all current and former AV employees and volunteers to participate in the review and, to support them in doing so, we confirm the following:

Where the conditions set out below are met, AV will not seek to enforce any non-disclosure or confidentiality obligations that a current or former employee owes to AV to the extent that such an obligation would prevent that person from making a confidential communication to the independent review into workplace equality in AV in relation to the matters that are the subject of the review:

- The information may only be included in a confidential communication made to the Victorian Equal Opportunity and Human Rights Commission for the purposes of the independent review into workplace equality in AV;
- The information must be relevant to the independent review into workplace equality in AV;
- The submission must use non-identifying pseudonyms for any person involved in the matter or matters to which the non-disclosure and confidentiality obligations relate and must not include information that may or could lead to the identification of any individual;
- The submission must request that any material published by the Commission in relation to that submission not include information that may or could lead to the identification of any individual; and
- The submission must confirm that any third-party waiver has been obtained (see below).

AV's waiver extends only to the confidentiality and non-disclosure obligations owed to AV. To the extent that any confidentiality or non-disclosure obligations are owed to any other person, the individual must seek a waiver of their obligations to that third party if necessary to do so in order to participate in the review.

Any questions that a current or former employee may have in relation to the extent of the waiver or obtaining a third-party waiver may be directed to Rebecca Hodges, Executive Director People and Culture on 0475 975 959.

Yours sincerely

Mark Rogers ASM
A/Chief Executive Officer

