



13 August 2025

Mr Joe McCracken MP
Chair
Legislative Council Legal and Social Issues Committee
Parliament House, Spring Street
EAST MELBOURNE VIC 3002

By email: ambulancevicingquiry@parliament.vic.gov.au

Dear Mr McCracken

I am writing on behalf of Ambulance Victoria. Following a review by Ambulance Victoria of the information provided to the Committee, Ambulance Victoria wishes to correct and clarify certain matters it has identified in the answers that were provided by Ms Danielle North Executive Director, Regional Operations, and Mr Anthony Carlyon, in his capacity as then Executive Director of Specialist Operations and Coordination, to the Committee when they appeared before the Committee on Friday, 20 June 2025.

Danielle North

During the hearing on 20 June 2025, Member for Southern Metropolitan Region Georgie Crozier MP put a question regarding *'the paramedic funeral that occurred during COVID'* to which Mr Andrew Crisp, then CEO, responded.

Ms Crozier then asked Ms North: *"Ms North, what did you know about the event?"*.

Ms North answered: *"I did not know anything about that event until it became public this year in the media reporting in April"*.

Whilst Ambulance Victoria has been advised that the response reflected Ms North's genuine belief and understanding at the time that she answered the question, it has since identified that Ms North should have had some awareness of the Ambulance Victoria guards of honour which occurred following the funerals, including from:

1. being copied into or receiving emails in September 2021 which made reference to a guard of honour being held for one of the deceased members of Ambulance Victoria. The email correspondence in September 2021 related to a message received from the mother of the deceased member, thanking Ambulance Victoria for its support, and the internal responses to that email, noting the deceased family's gratitude for Ambulance Victoria's support. In her capacity as Director of Wellbeing and Support Services, Ms North responded to note the feedback received by way of acknowledging the Ambulance Victoria staff for their care and support provided for the family.
2. during a brief period as Acting CEO from 9 September 2024 to 29 September 2024, Ms North attended a legal briefing and was copied into and exchanged related correspondence in relation to an employment matter by an Ambulance Victoria staff member. Ambulance Victoria is aware that the background to the matter did include reference to the guards of honour. The content of the briefing and advice is confidential and subject to legal professional privilege, and in accordance with previous correspondence, Ambulance Victoria does not waive privilege in the legal advice it has received.

Ambulance Victoria has raised the matter of the September 2021 email correspondence, the confidential legal briefing and associated legal advice with Ms North, who is currently overseas on pre-arranged annual leave and Ambulance Victoria will be discussing the issues further with Ms North upon her return in early September. In the interim, Ms North has informed Ambulance Victoria that:

- (a) she does not recall the emails approximately four years ago, though acknowledges that she would have received them at the time;
- (b) she was not involved in any investigation into the guards of honour at the time it was undertaken, and she was not aware of details of the scope of the investigation, including the guards of honour;
- (c) whilst she recalls aspects of the legal briefings in her capacity as acting CEO, she does not recall all of the matters discussed.

Ms North has advised Ambulance Victoria that she did not give any answer which she knew to be false or misleading to the Committee at the time she answered the question put by Ms Crozier. Ms North has indicated that the information provided was not deliberately incorrect, but an oversight due to Ms North not recalling those matters when she provided her response.

Nevertheless, Ambulance Victoria and Ms North wish to correct the response in the interest of transparency to the Committee's inquiry.

Anthony Carlyon

During the hearing on 20 June 2025, Member for Southern Metropolitan Region Georgie Crozier MP put a question to Mr Carlyon as to when he was first made aware of "*the funeral that occurred with the breaches through COVID – that paramedic funeral?*"

Mr Carlyon responded: *I had no awareness at the time at all. I had no awareness of the investigation. My clear awareness of that actually happened when it hit the paper. I knew that there was an investigation –*

Ms Crozier: *What, just recently?*

Mr Carlyon: *Recently. At the time, I had some awareness that there was an investigation in relation to COVID, but I did not have any detail about that. The guard of honour issue – yes, I only became aware at that point of time. My only part in that process today is as the acting CEO. A couple of months ago, when it was very prominent in the media, I spoke to our workforce at length.*

Ambulance Victoria has identified that during a brief period as Acting CEO from 30 September 2024 to 24 October 2024, Mr Carlyon received information which should have provided him with some awareness of the guards of honour which occurred following the paramedic funerals:

1. receiving internal briefings at that time on an employment matter being pursued by an Ambulance Victoria staff member; and
2. being forwarded or copied into correspondence (including from Ambulance Victoria's external legal advisors) in relation to the employment matter. Ambulance Victoria is aware that the background to the matter did include the guards of honour. The content of the legal advice is confidential and subject to legal professional privilege, and in accordance with previous correspondence, Ambulance Victoria does not waive privilege in the legal advice it has received.

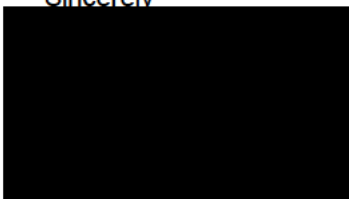
Ambulance Victoria has raised the matter with Mr Carlyon who has confirmed that:

- (a) he had no awareness of the paramedic funerals or guards of honour at the time they occurred in 2021;
- (b) he had a general awareness that there was an investigation in relation to a matter concerning Covid, when the investigation was being conducted, but was not involved in and was not aware of details of the subject matter of the investigation, including the guards of honour;
- (c) in relation to the briefing on the employment matter in October 2024, during a short period that he was acting CEO, Mr Carlyon's awareness was limited to an ongoing employment matter, and Mr Carlyon had limited knowledge of the background. Whilst Mr Carlyon did not recall the emails or details of any briefings, he acknowledges that he would have received them at the time. The focus of the briefings was on the negotiations for the potential resolution of the employment claim and the parameters for any proposed settlement discussions;
- (d) Mr Carlyon did not make any decisions in relation to the resolution of the employment matter as the matter continued to progress following him ceasing to hold the Acting CEO role on 24 October 2024, and he did not have any further involvement in the employment matter; and
- (e) Mr Carlyon became aware of the full details of guards of honour through the media reporting in March/April 2025 which detailed the breaches of the COVID restriction. The media reporting contained far greater detail of the guards of honour issue than Mr Carlyon had previously understood.

Mr Carlyon has confirmed that he did not give any answer which he knew to be false or misleading to the Committee, and when providing his response, he did not recall the general background briefings or correspondence he received as Acting CEO. Mr Carlyon acknowledges that there is some potential ambiguity in his response, which he therefore wishes to clarify and correct in the interests of transparency to the Committee's inquiry by providing the above information.

We thank the Committee for its continued consideration of the matters the subject of the Inquiry and the opportunity for Ambulance Victoria to participate and improve its operations.

Sincerely



Jordan Emery
Chief Executive Officer