

28 May 2026

Laura Stanley
Acting Manager People & Culture
Baw Baw Shire Council
33 Young Street
DROUIN VIC 3820

Via email: Laura.Stanley@bawbawshire.vic.gov.au



By your side

Dear Laura,

Re: GPS Tracking Devices

I am writing following discussions held at the depot this morning regarding GPS devices that have allegedly been fitted to some of the vehicles within the Depot.

The concerns were raised with me the last time I visited also, but there had been no confirmation of the scale of the rollout or the actual capabilities of these devices.

From what I can gather, these devices have only been fitted to some of the vehicles and members were not consulted about their installation, their purpose, or their capabilities.

Clause 7.3.1.1 of Baw Baw Shire Council agreement states:

"Where an employer proposes to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer must notify the employees who may be affected by the proposed changes and their representatives."

This clause has not been adhered to in this instance as the vehicles fitted with these devices occurred while affected employees were on RDOs or other forms of leave. This all took place without consultation. As stated previously. As there is only a select number of vehicles fitted with these devices and there has been no induction in the use of these devices there has been a number of questions raised:

- Do these devices have a recording capability attached to them?
- Is there a current policy surrounding GPS tracking and the use of information received?
- Why has Council installed these devices without any form of notification or consultation?
- Is Council aware that under Victorias Surveillance devices act 1999, employers must obtain consent from employees before installing tracking devices. Penalties for noncompliance can lead to fines up to \$180,000 for companies and up to \$37,000, two years imprisonment or both for individuals.

As members were not notified of these devices being installed and there has been no consultation as per Clause 7.3.1 of the EBA about their installation at all, I respectfully request that the devices that have already been installed be disabled immediately and any future installation of these devices ceases until appropriate consultation has occurred.

Please respond to this email by the **close of business on Friday, 5 June 2026**.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Colin Houghton'.

Colin Houghton
ASU Organiser