

Questions on Notice

Alleged bullying complaints

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Question: How many of the 18 cases you were involved in was action taken against the person whom the complaint was made against?

Response:

In response to an earlier question (see page 16 of transcript) Mr Cox stated “we have had roughly 18 over the last two years”.

Records have confirmed that since 2015 the RFSA has been approached by 17 members to advocate on their behalf in resolving grievances. Of these 17, six would be classified as bullying and harassment. Support has been provided to all cases in accordance with the Association’s Advocacy Support Policy 12/2014. This can include attendance at hearings if requested.

In respect of those grievances involving an allegation of bullying, the Association is not in a position to provide the Committee with details of the “final action taken against the person whom the complaint was made against” as determination in this regard rests with the NSW Rural Fire Service (The Agency).

As stated by Mr Cox during his evidence in response to a question by the Hon Lynda Voltz MLC (see page 16 of the transcript) Mr Cox: We have not attended the actual DPP hearings but I guess our involvement in that process is to make sure the RFS is following the process. We are not there to determine the outcome or provide a view on who is right and who is wrong. In most cases when we have been involved, the process has been resolved without us needing to attend.



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Funding Agreement

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Question: Could we ask that you table a copy of that in due course?

Response: A copy of the Funding Agreement NSW Rural Fire Service Association Incorporated & NSW RFSANZ is attached. Please note that this is not in fact a public document and we ask that the document be kept confidential and not published.