

Submission
No 53

**THE MANAGEMENT AND OPERATIONS OF THE NSW
AMBULANCE SERVICE**

Name: Suppressed
Date received: 24/06/2008

Partially Confidential

Dear Committee,

As part of your investigation I respectfully request that you look into the ASNSW's policy on staffing levels for the purpose of leave allocation.

It seems to be the service's policy to allow for Annual Leave only. Award entitlements such as Long Service Leave are not catered for at all and are virtually unobtainable. Staff absences due to short and long term Sick Leave, Carer's Leave, FACS Leave, Military Leave, Maternity Leave, annual Training Schools etc. are just not allowed for. The service seems to be happy to cover these absences with staff on overtime then wonder why the incidence of sick leave rises. This ongoing policy is clearly inhibiting the service from "functioning at its very best".

In my personal experience in _____, I have applied for extended Long Service Leave on a number of occasions. All these applications have been refused. It is obvious that terms as used at the higher levels of management such as "Career Break" and "Staff Retention" are not being heard at the middle management level.

I understand that such leave may not be available due to staffing levels, but that then begs the question "Why do these staffing issues continue to exist if they patently inhibit access to award entitlements?"

Many of us would be interested to hear the answer to that question.