

Supplementary
Submission
No 21a

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

Name: Suppressed
Date received: 23/06/2008

Partially Confidential

Further to my earlier submission:

I hate to say I told you so..... but I told you so in my submission only a couple of weeks ago that ***“I only find it a surprise that more staff have not been bullied and harassed by management have decided to take their own lives as a result”*** and now, as another shining example of the incompetence of the CEO and other Senior Management of the ASNSW we find this:

AMBULANCE paramedic Trent Speering is believed to have sent threatening letters to several colleagues and senior officers before driving to Baulkham Hills and killing his mother and himself.

Another Paramedic suspended by the CEO is driven to suicide.

The PSCU is a corrupt, mismanaged department within the ASNSW that is both ill equipped and lacking in professional staff.

The “Investigators” themselves and management of the department have little or no formal qualifications or experience in the conduct of complex investigations and are appointed in the usual way that the CEO appoints other staff at Rozelle, and that is by either “creating” new positions for persons that he deems worthy of promotion or through the usual “jobs for the boys” attitude”

Any complaint against a member of the ASNSW is usually treated with an immediate knee jerk reaction of the CEO or one of his henchmen in HQ, and that reaction is usually to suspend the Officer immediately.

Now, normally a suspension with pay from any employment would, whilst being a stressful situation in itself, carry some relief that an Officer is at least being paid while the situation is sorted out. But in the ASNSW suspended with pay means that you are paid your base pay, minus any allowances, and for any Paramedic, especially one who in some country positions relies on overtime/on-call allowances/meal penalties/call out’s and relief work to make his paltry base pay sufficient to pay the bills, this means a loss of over \$1000 a fortnight in take home pay.

This appears to have no impact upon the CEO who summarily issues his suspension notice to an officer and informs him that “Suspension is not a punishment, merely an administrative action” what absolute rubbish, the attitude of the CEO and his puppets in the PSCU have always been to immediately suspend an officer wherever possible and leave them suspended as long as possible with and have as little communication with him as possible in an attempt to get him to resign in frustration.

These are the same people who routinely issue their emails throughout the Service telling us how the ASNSW will not stand bullying or harassment, and that all employees will be treated fairly in any investigation.

Everyone in the ASNSW knows about the culture that exists at Rozelle HQ, every sick and lame and psychologically unsound person that goes there for a “break” from operational duties rarely ever leaves there again with some new position being created for them along with the usual promotion and pay rise.

There was a time only 2 years ago when a basic Paramedic in N.S.W. could transfer to Victoria or S.A. they wont even take us anymore because we are not up to their minimum standard of training! They will only take a minimum of a Level 4 Officer or "ALS" as it is known, the only thing is of course, the ASNSW no longer trains Paramedics to ALS level as the CEO stopped that course some years ago, so now a country Paramedic, who is often required to work alone is the most poorly trained of all Paramedics, and no good enough for some other States.

I submitted a grievance on the 26th of May to my Divisional Office over unpaid allowances, 2 days later the same officer who made the decision not to pay me those allowances sent me a letter canceling a course I had been selected to attend, and gave no reason why. It is now the 23rd of June and I have not even received an acknowledgement from him that he has looked at my grievance, I am forced instead to lodge a formal complaint to the Workplace Ombudsman's office just to get my divisional office to look at my grievance.

I complained to the PSCU regarding a matter that occurred in the first week of March this year, I submitted my complaint on 12th March, the next day I received this:

You have raised a number of issues here. However, I cannot give you any immediate advice by return as I will have to firstly review the file and establish what our records show.

I'll come back to you soon.

Regards

GRAEME T WILLIS

Superintendent

Senior Investigation Officer (Operations) - Professional Standards & Conduct Unit

On the 26th March I had still received no reply, so this was sent:

Sent: Wednesday, 26 March 2008 4:57 PM

To: 'WILLIS, Graeme'

Subject: RE: ***** [C05/108]

Graeme,

Has PSCU had an opportunity to review Officer ***** situation since the 13th?

Only to receive this:

From: ASHELFORD, Louise [mailto:LAsheford@ambulance.nsw.gov.au]

Sent: Wednesday, 26 March 2008 5:01 PM

Graeme Willis forwarded me your email. I returned from leave yesterday and will review the issues you have raised asap.

Regards

Louise

Louise Ashelford

Senior Investigation Officer

Professional Standards and Conduct Unit

That was on the 26th of March, It is now the 23rd of June, and guess what? No reply whatsoever.

3 months exactly and counting!

And can someone tell me what experience Willis has that justifies him one minute being a Paramedic and the next minute being a "Senior Investigations Officer" in the PSCU, has he ever even completed an investigators course? Was he ever a Detective? No.... he wasn't even an "Investigation Officer" the CEO just decided to anoint him "Senior Investigation Officer" with a 6 figure salary.

Jobs for the boys in the inner sanctum.....

The list is endless, I have another email from the "investigator" Ashelford who again in a reply to a question that took weeks to obtain in 2006 stated the delay was because she had been on-leave again.