

Submission
No 66

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

Name: Mr John Murphy

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Good morning

I would like to make my submission about staff morale in country areas.

When I joined the service 4 years ago I read in the job advert, read on the web site , was told at the interview , and was written into my contract that there was a strong chance of being appointed to a country station after the initial 12 months training. Even before getting to my first appointment it was conveyed to me that as soon as I got there I could apply for advertised jobs immediately.

Throughout my short time in the service I have and have seen a number of people be appointed to areas of need only to apply and be able to move to other stations making the turn over at small branch level constant. I believe there should be a set term for all officer at level 2 going into the country with perhaps some sort of incentives. These stations are generally in the quieter areas and incentives should include structured learning programmes where an officer can learn and be examined on new skills and pharmacologies so when they get back to the next training school they have a good background and understanding of what is required to take the next step.

I also know that the country transfer scheme is not consistent, there have been a number of level 2 (12 months service) classes that have been appointed direct to Sydney metro stations. Morale wise I have worked with many officers who have the "why me" and "why my class" attitude , leaving them frustrated and just looking at ANY opportunity to get a transfer. If all level 2 officer were sent to fill the many vacancies that occur in the country with a set term of stay then many officer who have already been in the country for a period of time would be able to apply and get back to Sydney.

The transfer policy at the moment requires an application, surely I would think that we are all equally trained and moving within the service should not be harder than actually getting in initially.

The shortage of officers within the country areas places a great strain on officers who work on relief (this is now a requirement in all jobs advertised) we are consistently away from home in accommodation that is not up to standard. We are working in towns not knowing the area or the local landmarks or local street names and we also on occasion are the only officer on call in that town and need to wait on scene for back up which can be many kilometres away. Working on relief can be stressful , because of the last factors and then the fact that we are away from family if any problems occur.

John Murphy