

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

Name: Suppressed
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Partially Confidential

I would like to focus on the main issue of what happened on Thursday 12 June. That being the murder/suicide of Trent Speering, and his mother, and asking why did this happen?

I am a Paramedic with over 18 years of service mainly working in Western Sydney sector, the same as Trent. I was based at Blacktown station and remember when Trent first started in the job.

Important issues that relate to this incident are as follows;

1. The Ambulance Service of NSW (ASNSW) has always had a high attrition rate, unable to maintain ideal staffing levels since 1985. Why are so many officers leaving? How many have left due to stress?
2. In 1997/98? Within a 6 month period 4 officers in the Sydney region attempted suicide. 2 were successful. Why did this happen?
3. The ASNSW does not support officers dealing with stress issues, do not follow policies in place, only to put more pressure on them or bully and intimidating them into leaving.

People who are diagnosed with Post Traumatic Stress Disorder (PTSD) are unaware of their signs and symptoms with the onset of the disorder. So unless it is pointed out to them that they have a problem they do not know. Why isn't the ASNSW trained or even aware when their employees are displaying these signs or symptoms? Or informing the families or spouses on what to look out for?

The ASNSW hand you formal letters when you sick leave increases. Have they ever asked "is there anything wrong? Do you need any help? No; just a letter demanding that attendance improves and the consequences if it doesn't.

I had my problem finally brought to my attention by a friend. To confirm that I had a problem I went to my Dr who referred me to a specialist to make the diagnosis. I did this before I approached management and finally getting treatment.

However, the Service is still dragging this matter out, which is causing additional stress. I am only one of many officers facing these types of issues caused by poor management.

You don't need any extra stress when you have PTSD. I submitted a Grievance dispute towards the three managers involved. The ASNSW did not follow the guidelines or policies in dealing with grievances. At many times my case was ignored forcing me to resubmit it. The dispute still has not been resolved. I have not been approached by management or agreed on any type of closure to my dispute. They prefer to ignore the problem so it might go away.

I know Trent had stress issues and I know he also had problems with the management of the ASNSW. I hope something good can come out of this terrible incident, that changes can now be made to prevent it happening again.

I am happy to talk to you further on these issues.

Kind Regards,