

Submission
No 21

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

Name: Suppressed
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Partially Confidential

I am a Paramedic with the NSW Ambulance Service, I have been employed by the Service for _____ years now, and I am currently posted to _____ in Rural NSW.

In the past 2 years I have only worked for about 6 months, in May 2006 I was on annual leave when my supervisor _____ from the Greater Murray Area (as it was then known as) came to _____ to tell me that I was to be suspended at the direction of the CEO because "I had spoken to the media without authorization" Thus began a 6 month suspension period, during which I received a call about 2 weeks later requesting that I make myself available for an interview regarding my alleged offences, about a week after that I was interviewed at my _____, I was never informed of what the allegations were against me, and when I asked the investigating officer what the allegations were..... he said he didn't know! But that he had been directed to bring my initial application that I had made to the ASNSW 8 years ago with him, and question me about it, in case there was something in it that had not been correct.

I was stunned to say the least, they questioned me about my schooling, my previous employers, what I did when I was overseas etc. etc.

I remained suspended for over 6 months at the whim of the CEO before I was finally allowed to return to full duties, and then it was about 3 months after that that I received a letter saying that I had been cleared of all allegations against me.

I am now again suspended, although the Ambulance Service insists that I am not suspended, and that I am merely "working from home on other duties" this is an absolute lie by the Ambulance Service, and it is the same lie that they told the Health department, the fact is, I have not done any work whatsoever since May 2007,

_____ and ordered me to work from home, stating that I would be provided with "meaningful" work. That is well over a year ago now and I continue to do absolutely nothing, I am provided with no work and get paid every fortnight at a waste of taxpayer's expense. The reason for this? Was because my working might cause an embarrassment to the service and undermine its credibility. The ASNSW even told the NSW health minister that not only was I working from home on meaningful tasks but that I had also agreed to this in a meeting! What rubbish, I was never even given an opportunity to speak to management about this; I continue to lose an estimated \$15,000 to \$20,000 income per year because of this.

To think that a public service employee is treated this way is ludicrous, how can the ASNSW be criticized or have its integrity undermined by treating a person as innocent until proven guilty of any offence? I have not even been charged with an offence, and I have not even been interviewed in relation to any offence.

Personally, this treatment by management of the ASNSW has had a severely detrimental effect on my health and well being, I am not in the least bit surprised when I see staff who are so disillusioned by management and their lack of management skills, 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, I note already the email sent to all ASNSW staff by a disillusioned officer who inferred that the ASNSW had contributed to the suicide of a female staff member already, through the incompetence of management and the lack of any action by the PSCU.

They intimidate and threaten staff with suspension and disciplinary action, we are always told, don't talk to the media, don't express your own opinions, and whenever anyone sends out an email to other staff members on the ASNSW intranet we get an email saying how we shouldn't use the intranet in an appropriate manner, the fact is, doesn't want the staff to criticize the management of the ASNSW, and how much disarray and dissatisfaction there is amongst the staff.

Their mind games are never ceasing, last year I was ordered to accept a desk and a chair etc. into my own home, when I explained that I have no reason for such I was intimidated by management into agreeing to allow it to be put in or I would have some action taken against me, when I agreed they said it would be delivered the next day..... that was over 3 months ago and I haven't heard from them since, I was told last year I could attend a re-certification course, then some weeks later, they changed their mind, this year, I was again told I could attend a re-certification course, I even rang my District officer to see if this was true, and was told it was, I then received joining instructions for the course, and about the same time I noticed that my Divisional officer had stopped the pay branch from paying my on-call allowance, so I submitted a grievance against him, 2 days later, I was removed from the re-certification course without explanation.

Last year I was ordered not to wear uniform, then I was told by management that I could wear uniform if I wanted to, then I was told again that I was not to wear uniform.

I was told that I was not to go onto the Station, then I was told that I was to go into Station to sign on and off in the attendance register each day, and then again I was told not to go onto Station.

I was told that I would be paid my projected roster while I am working from home, and of course my projected roster included working on-call, I was paid this for some months and then suddenly, and without any notification to me, my Divisional manager ordered the pay branch to stop paying me my on-call allowance, and as I stated earlier, my punishment for submitting a grievance about this was to be removed from attending a course I had been told I could attend.

I was told that I should work from home, then after an OH&S inspection of my house concluded that I lacked the proper facilities for doing so, management told me they were going to convert a storeroom at the station into an office, they even asked the station manager to make enquiries about costing, then the district manager visited me one day and showed me the store room, and how he was going to have it carpeted, and have an aircon purchased and have a window put in the door.etc. etc. (all at a great expense to the tax payer mind you) and then the very same day, he said that would no longer happen and that I would work from another room in the station that used to have accommodation facilities, later the same day he ordered me to accept a desk at my home.

Many times in the small township of injured people are not treated expediently because I am not allowed to be used for jobs, a man died at the golf course because 2 staff on duty who were attending to him asked for help and instead of me being available to assist, a Victorian ambulance was called and took nearly 30 minutes to attend.

There are many instances when my station manager has told me that they have been out on jobs when other patients needed help, and I have never been called.

At great expense to the tax payer other staff have been posted to _____ to cover my unavailability for work, each time the ASNSW pays all of their re-location expenses incurring costs of thousands of dollars. If you ask the ASNSW how many officers have come and gone from _____ in the last couple of years, and the total costs involved to pay for their relocation etc..... you will find another prime example of the sort of incompetence and unaccountability of the ASNSW.

The Station manager at my Station tells me that thinks he is expected to knock on my home door at the start and finish of every day that I am rostered as working to make sure I am there, he tells me that he feels as it he is expected to contact management if I am away from home, and yet I have been doing nothing for over a year now. I could well be here in another year, doing exactly the same as I am doing now....
Nothing.