

Submission
No 92

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

Name: Suppressed

Date received: 25/06/2008

Partially Confidential

Subject: Parliamentary Inquiry submission

Hello

My name is [redacted] I have been an Ambulance Officer employed by Ambulance Service of New South Wales for over ten years. In 2006 I applied for a promotion to Station Officer Grade 1 at [redacted] Station [redacted], and was told by the Convenor of the panel, I after application and interview had the greatest merit for the position. I was also told by the Convenor in the same conversation I would not be allocated the position due to three reasons

- 1) Inclusion of photos on my application
- 2) Missing two key words at interview

(mnemonics)

- 3) My Font size was to small (11 not 12)

Immediately after my call from the convenor he also gave the same reasons to the then current Station Manager ([redacted]) of [redacted] Station. I have requested from Equal Employment Opportunity at Rozelle (ANSNW) more information as to why I was not allocated the job and their reply was

"In relation to your point that you should have been offered the position the first time as you had "the most merit", the reference to this in the policy is for the panel to consider taking a flexible approach in their decision making. However, it is by no means a requirement"

I have requested via email now on multiple occasions with very little reply that the Ambulance Service of New South Wales Equal Employment Opportunity department supply me with some form of "documentation" or "policy" from which this comment was quoted from, as I have only been able to refer to the "Staff selection criteria" document available to staff which states.

The committee report should be a comparative assessment of each applicant based on the need to recommend the applicant with the greatest merit. Please note that it contains information which is strictly confidential.

The Applicant with the greatest merit I should have been offered the position at that point, and feel in my opinion have been clearly and unfairly overlooked for the Job. On a previous application [redacted] for Station Officer at [redacted], only one applicant was interviewed and was successful in obtaining the position, on this occasion there appeared to be no benchmark to appoint.

I re-applied for the re-advertised position Station Officer Position (Closing [redacted]) On the [redacted] I was requested to attend a meeting on the same day were I had accusations made against me regarding gossip allegedly created by me to discredit another staff member in reference to her application for the same position, chaired by the then Acting Station Officer, This meeting clearly exonerated me from any accusations, and I replied with a request to investigate what I believed to be an attempt to discredit my attempt to obtain the position. At no point to this date has the ANSNW investigated the reply despite many multiple requests. Amongst the immediately informed staff were two acting Managers who were also informed of the meeting and my concerns, thou no reply, and were also the same two managers that sat on selection for [redacted] The successful applicant for [redacted] was in fact the Acting Station manager who chaired the original meeting.

I appealed this application [redacted] at GREATS and the conclusion in writing from GREATs claimed I although was capable of running a station could only prove myself "as good as" not better than the appointed Officer and would side

with the Ambulance Service of New South Wales decision. This takes me back to that in my opinion should be clearly investigated and should have been allocated to the Officer with the most merit.

My desired outcome for these issues would be that The ASNSW add consistency to their staff selection, and also be made accountable for their past wrong staff selection decisions, That compassionate transfers be dealt with by an independent body outside the sector they effect, to add transparency, and equality and not be effected by internal Sector influences.

I am happy to meet with any of your representatives and supply my documentation and give evidence to your enquiry if you feel this may facilitate change; thou am concerned of receiving retribution from the ASNSW. Thou given my situation and what I believe to be a "blocked career path", some one has to stand up when they believe thing are not right.

Paramedic