

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

Name: Suppressed
Date received: 11/06/2008

Partially Confidential

following on from my previous submission, I noted that a reference was made to "the boys club", There is not a better term that could be used as this is rife within the service. I have been a paramedic for nearly 30 years and I see this day in and day out.

I make reference to 2 positions that were advertised for my station. I find the following to be a bit disturbing.

1, That the 2 successful officers brought residences in town before the position closed.

2, Both officers were assisted with their resumes and applications by the D/O and Station Officer grade 2. This is common knowledge.

The station Officer was consequently on the selection panel and both Officers were successful beating more senior qualified Officers.

On another subject I have had a grievance filed against me by an Officer for bullying and harassment after this JUNIOR officer was caught utilising skills outside his skill level. I was acting in a higher position at the time and passed on what I noticed to higher authorities and I put in an IIMS notification. He then proceeded to blame another Officer for "Bugging him in". When I advised him he had blamed the wrong person he then put the grievance in on me. It has gone to Divisional level with fact finding interviews being held. To date the Ambulance Service has put nothing into place to prevent any further animosity between myself, my co-accused and the other Officer.

Myself and co-accused have put mechanisms into place to avoid putting ourselves into a situation where we have to work with the accusing Officer as the station officer grade 2 has determined that as we are the ones to ask not to work with this officer we are the ones who should be disadvantaged. I believe the Ambulance Service is negligent in not putting proper process in place to prevent any further chances of animosity between Officers concerned. Both accused Officers have put themselves out financially to achieve this. This situation has been handled poorly from the outset.

There also appears to be so called "Witch Hunts" being practiced, this is where an officer of rank gets a set against another Officer and finds the most trivial items and then disciplines them to the extent some Officers have resigned or been forced to move. Once again this is common practice if you are in the "boys club".