

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

**Name:** Suppressed  
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Partially Confidential

I would like to know how an officer who applies for a position of rank with an expression of interest, has no experience and does not meet the essential criteria for the position actually get to the interview stage. They actually got the job over an officer with thirty years experience who exceeded the essential criteria and also the desirable criteria. When I contested the position through the GRATE process I was told that the past twenty seven years (at that time) meant nothing. It appears experience in a supervisory role is not an advantage of the job however you must interview well to get any where. I was disadvantaged from the outset as I was doing on-road duties for approx 2 hours after I was to attend my interview and when I did make it I was not given the opportunity to change or read questions the panel were to ask. I ask where the fairness and motivation to advance your career is within the service.

The D/O got who he wanted in several positions around the area and none of them are performing their duties to a satisfactory level.