

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed
Date received: 15 May 2017

Partially
Confidential

Submission of;

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I was a NSW Police Officer for 18 years. I have been medically retired since 2016 and suffer PTSD and Major Depression.

I have attached reports outlining my story and supplementary documents.

a Work Injury Damages Claim against the NSW Police.

My motivation for making this submission is that I want the 'public' to know what is happening within the NSW Police and that there needs to be radical changes in Police management and culture.

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Recommendations;

1) Disbanding Regional Traffic and HWP and bring them back under Local Area Commands. The chain of command and direct supervision does not work due to the remoteness of HWP locations. This could give police a direct and accessible support and reporting structure.

2) The Commissioner or change of name to a CEO should come from outside the Police. They need to come from another industry. Having a Police Commissioner come up through the ranks is just reinforcing a failing culture and way of thinking. The majority of police would have some form of PTSD or developed some personality/behavioural issues during their careers, so why would you have mentally ill persons making decisions about culture and standards for the NSW Police.

3) A full time Psychologist attached to each LAC, who has the authority to make operational and HR decisions. They need to be a working part of an LAC running debriefs and monitoring mental health of officers.

4) Having an independent 'Work Cover' type of investigation of complaints of bullying, harassment and discriminations. Police can't investigate Police!!

5) Retirement plans for Police so police can exit with some dignity and not be forced into the legal system to seek compensation. If a police officer has PTSD or injured from work, he should be given a pension based on number of years employed and age. Or offers of redundancy.

The cost benefit analysis of this recommendation, I believe would be more favourable to all parties as the legal costs on both sides and time lost during multiple investigations by the police is huge.

6) Officers who have gained senior promotions e.g. SGT and up should only be given promotion outside their current LAC and/or home town. This would help to stop the ongoing and accepting attitudes of a sick police culture. e.g. SGT [redacted] in my case. Each Police station I have worked in has a certain culture and 'norms' or behaviour. [redacted] in particular has too many officers that have been working at [redacted] for way to long and set the culture and 'norms'. This would also help to fight corruptions issues too.

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Please contact me for any further information or documents. I really hope this can help to change in some way a very sick and failing culture within the NSW Police.

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