Supplementary Submission No 10a

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 2 June 2017



I resigned from the New South Wales Police having lost faith in the management of the service. I was subjected to targeted, vexatious and calculated bullying tactics that left me with no other option than to resign my office. I was treated unjustly and inhumanely by senior officers who had clearly consorted to protect their own interests, interests of friends and to cover up New South Wales Police negligence.

The Internal Affairs complaint was in part a case of mistaken identity and related to

The vexatious investigation (payback complaint) used illegal and immoral tactics which was a form of severe bullying and should have never been allowed to occur.

Senior Officers failed to exercise a duty of care to me throughout my service, allowed direct and indirect bullying to occur on multiple occasions in and out of the workplace. I suffered physical and psychological trauma that no person should ever be subjected to throughout the course of their employment.

The impact of this behaviour is far reaching having caused trauma to my wife, my young family and honest officers involved in these incidents who continue to suffer to this day.

If it were not for this abhorrent bullying, I would still be a member of the New South Wales Police Force. I received multiple awards for my actions as police officer and many more throughout my career since leaving the New South Wales Police.

The culture within the New South Wales Police during the period of my service from was toxic, bullying tactics seemed to be common place and accepted.

I was an honest, hardworking and exceptional police officer. The consequences of this bullying and abhorrent behaviour has impacted my entire life and prematurely ended my promising career in the New South Wales Police Force. It directly impacted on my ability to join the Queensland Police Force as I had an internal affairs complaint against me which is a total miscarriage of justice. Even though it was an unsubstantiated complaint it remains on my personnel file with no right of re-dress.

I resigned from the New South Wales Police with a sense of helplessness, unsupported, traumatised and inability to exercise my rights as an employee. I did not wish to leave the New South Wales Police I was bullied out.

Recommendation

- The use of New South Wales Police disciplinary process to target officers without substance or right of reply should not be condoned or permitted.
- Senior Officers should not be permitted to make comments on individual personnel files without oversight or right of reply as this is a form of bullying and is open to misstatement, impacting on future employment prospects.
- Vexatious pay back complaints should be investigated and not dismissed on the basis that an individual commander personally feels it is not warranted.
- Officers should not be forced to arrest colleagues known to them as this is a conflict of interest and can cause psychological injury or bullying in the workplace.
- Officers who suffer traumatic experiences or encounter workplace bullying should be
 offered a full range of options including counselling before a resignation is accepted to
 ensure they are not making the decision to resign under duress or whilst suffering the
 traumatic effects of the situation.
- Senior officers are held accountable for failing to address incidents of bullying under their command
- New South Wales Police re-instate officers who have left the force if it is demonstrated that they left due to bullying, systemic failures or mismanagement.
- Internal Affairs complaints and subsequent findings be oversighted independently to ensure that the allegation/complaint is not vexatious.
- Officers attached to Local Area Commands, task forces or units declare any previous service with colleagues or relationships that may adversely impact on the service environment.

I make this submission without prejudice in the in the interest of good faith.

Sincerely