

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 2 June 2017

Partially
Confidential

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