

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 27 June 2017

Partially
Confidential

This submission has to be read in conjunction with the above attachment, which documents in part via email exchanges the NSW SES handling of a harassment / bullying complaint which from my viewpoint as one of the persons being the subject of the bullying was never satisfactorily resolved. I am not seeking the Committee's intervention but provide it by way of example.

This arose out of NSW SES and in particular the establishment, management and ongoing training of the Dog Unit at the time, which was unstructured and uncoordinated at the top levels of management. Those in charge at the top (ie highly salaried staff) had no proper training regime and had not secured the appropriate MOU with NSW Fire and Rescue for the Dog Unit's establishment. The failure of top management to have the proper training and management structure and protocols in place led to the eventual demise of the Dog Unit and it was during this time the complaint arose.

The above attachment encapsulates the lack of compliance with the NSW SES own Harassment and Bullying Policy (ie not worth the paper and time and effort to prepare such a policy) and the 'buck passing' and lack of 'wanting to take responsibility' and carriage of a formal complaint. Those people with the exception of _____ are / were all highly salaried NSW SES staff.

While my complaint may be very low on the totum pole scale it is representative of the cultural attitude of senior salaried members of the NSW SES

Having inquiries, policies etc are worthless unless there is an associated cultural change in the organisation (viz Uber cultural change - just google Uber sexual harassment - one complaint has triggered an avalanche of firings following allegations of sexual harassment from Susan Fowler).

I hope this inquiry can bring about the necessary cultural change for the benefit of organisations investigated