

Submission
No 147

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 23 July 2017

Partially
Confidential

ANSW – Bullying, Harassment and Intimidation

Secondments and internal vacancies/promotions – these are rife with manipulation by certain managers.

If they don't want you to have the position they will see that you don't.

- I applied for a Secondment . At the interview I was advised by the Convener that I was the only applicant and that the interview was merely a formality. At the end of the interview I was informed, in front of the interview panel, by the convener that I was successful "congratulations you've got the job, I'll notify your Manager and organise a release date". Approximately 3-5weeks later I receive a phone call from this convener advising that I was now unsuccessful for the position with little explanation.

Convener involved,

Manager involved,

The follow-on effects of this bullying, harassment and intimidation; after you have spread the happy and good news to your friends, fellow staff, colleagues and family you now have to try and explain that they changed their decision and you didn't get the position; your Mental Health deteriorates through being belittled, demeaned etc. in front of your colleagues, friends and family and your faith in the system and your managers is lost through this sort of bullying, harassment and intimidation.

- I applied for an internal promotion and performed well throughout the selection process, I made it to interview and performed well there too, with the feedback from the panel on the day. Some days later I received notification from one of my referees that he had been contacted by the panel to provide a reference, the other referee stated that he had not been contacted. Later I was advised by the convener that I was unsuccessful in gaining the position but because my application was of such high standard I was placed on an Eligibility list for further positions. Upon investigation for feedback, by myself, I was informed that one of my referees provided a poor recommendation for the position,

(it doesn't take a genius to work out that this manager had been lying to me and used his position to manipulate the outcome and intimidate).

Manager involved,

The follow-on effects of this bullying, harassment and intimidation; your Mental Health deteriorates through being belittled, demeaned etc. in front of your colleagues, friends and family and your faith in the system and your managers is lost through this sort of bullying, harassment and intimidation.

By the Book Bullying - ANSW

Rule changing, lies, made up policies or policy manipulation is how many managers within Ambulance NSW bully, harass and intimidate to achieve their agenda. E.G –

- Promotion or acting in Higher duties – the chain of rank/command for an Ambulance station is Station Officer (front line road paramedic) then Duty operations manager/Inspector. The practice is that the Station Officer and Inspector work closely to manage staff and station and that when the Inspector is away, i.e. on leave or secondment, then the Station Officer is to perform higher duties on their station for that duration. This is where the bullying, intimidation and manipulation then starts from the upper management (zone manager), if they didn't want you in the role or they wanted to give it to someone else they would ask for Expression of Interest (EOI) submissions to perform the role, (even though it is your substantive station, role of expectation, staff, and have performed the role multiple times for long extended periods with commendations from other managers and front line staff all without an EOI). This is where you strangely find yourself unsuccessful for higher duties and an outsider is brought in for the role. This Intimidation, bullying, harassment and belittling is seen by all front line staff who can only voice concern by asking "why is that person here doing the job you should be doing", "why aren't you doing this job". Further, this Zone manager is not even the manager of this station (micro managing) and the person selected for higher duties turns out to be their friend, a husband of an officer on that station, an officer not even from the zone/area, an officer who has not worked 'on the road' (front line) for many years or someone who does not even hold a substantive rank. The inconsistency is obvious to the front line staff that the EOI process is only used when they have an agenda – Bullying by the book!

Manager involved,

The follow-on effects of this Bullying, Harassment and intimidation; your Mental Health deteriorates through being belittled, demeaned etc. in front of your colleagues, friends and family and your faith in the system and your managers is lost through this sort of bullying, harassment and intimidation.