

ATTACHMENT H

NSW RURAL FIRE SERVICE

Bullying, Harassment and Discrimination

	2014/2015	2015/2016	2016/2017
Total matters			
Sustained *	10	9	2
Partially sustained*	1	4	1
Not Sustained	14	13	1
Not yet finalised	0	4	10
Did not proceed #	7	5	2
	32	35	16
* Outcomes (matters sustained / partially sustained)			
Remedial (e.g. counselling, training, mediation)	3	10	2
Caution or reprimand	1	1	1
Assign employee to a different role	0	2	0
Reduce classification or grade of employee	2	0	0
Reduce remuneration payable to employee	0	3	0
Termination (staff) or removal from membership (volunteer)	2	2	2
Suspended (volunteer)	2	0	0
Brigade disbanded	1	0	0
Disqualified from holding rank (volunteer)	1	0	0
# Did not proceed			
Complainant did not proceed	1	0	1
Unable to obtain further information	1	1	0
Respondent resigned or removed prior to finalisation	1	3	0
Complainant resigned	1	0	0
Parties agreed to mediation	2	1	0
Referred to NSW Police	1	0	1

- 2016/2017 figures are up to 30 May 2017
- Figures include staff and volunteer matters reported to Professional Standards Unit, Membership Services and/or Regional Services in relation to bullying, harassment (including sexual harassment) and discrimination
- Note: some matters have multiple outcomes