

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 22 July 2017

Partially
Confidential

Firstly, I will state that I am not an employee of NSW Ambulance, never have been or ever likely to be. I have, however, been engaged in advocacy work for a number of years, mainly for people engaged in dealings with Government departments.

In 2016, I attended a Meeting, as the support person, with a friend, which was requested by a Deputy Director, Operations, of a Sector. The purpose of the meeting was not clear, however, it soon became apparent that it was, in my opinion, an exercise in bullying, intimidation and nothing more than an attempt to belittle the person I was supporting. My friend had applied to return to full time work and also requested a transfer to another Sector. I diarised the said meeting.

The issues raised at the meeting were all personal and there were no performance related matters. He is a decorated officer of many years service. My friend does not deny that he has personal issues with this particular Deputy Director. My friend was asked why he had left a particular station to which he answered the toxic culture of the station, the deputy director acknowledged that there were issues with that station, begging the question if that was the case then why had the deputy director not taken steps to rectify matters.

My friend was also aware that the deputy director had supplied an adverse Reference to the Sector he wished to be transferred to, but had been unable, despite numerous requests of HR, to obtain a copy of the Reference. The deputy director at the meeting made specific mention that there was no point pursuing obtaining a copy of the Reference.

The Deputy Director, at the meeting stated that he would approve the transfer with a recommendation to the Deputy Director, Operations, of the new district, that my friend be subject to a 12 month performance review, which was not an onerous condition. The deputy director also stated that he would put the conditions of the transfer in writing.

My friend received a letter from the Deputy Director dated the same day as the meeting, it made no mention of the transfer, no mention of the performance review and made mention of the "Code of Conduct" the "Eight Signature Behaviours" and the "Our Values", copies which were supposed to be attached. They were not. The letter was also cc'd to the Deputy Director of the new district, Manager Recruitment and Personal file, for what purpose I'm not entirely sure.

My friend had visited the new District where he wished to be transferred to, and was promised work, but subsequent to the letter, and I am led to believe certain phone calls, the work offer was withdrawn.

It took five months for my friend to be offered a full time position, 100 klms from where he was, at that time, domiciled, when there were to my knowledge two jobs available 15 minutes from where he was living. His initial start date was delayed, without explanation, for a week, and filled as an overtime shift, and he only received a firm start date after a phone call to a senior person in HR in Sydney. He has still not been transferred to the district he requested, but remains in the original district, however, he has settled where he is currently employed.

It is my opinion that someone has interfered in this transfer process, for nothing more than purely vindictive reasons. My friend has, in my opinion been subject to a whisper campaign and an attempt to trash his character.

On the 16th of March, 2017, I wrote to Mr. Dominic Morgan, detailing my concerns as above, and the reply I received was unsatisfactory. Mr Morgan didn't bother to answer my letter, and delegated the task to _____, Director Sector Operations. Mr _____ letter of the 18th April 2017, was a "fob off", he declined to answer my concerns stating that the matters that I had raised were "employment-related" and therefore confidential, and further that "The matters ...outlinedwill be reviewed and actioned if required." I have received no further advice as to any outcomes.

My friend has received demands from NSW Ambulance to supply certain information under threat of suspension from duty. I was under the impression that, while the Inquiry is in train, no such demands could be made. I made my fears of potential repercussions for my friend, known in my letter to Mr Morgan.

Having read the 2008 Report into the NSW Ambulance service it would appear that none of the findings were acted upon.

I make this submission as an example of, what in my opinion is, bullying and intimidation and, in some cases, possibly corrupt conduct or simply a grossly incompetent bureaucracy. Also there appears to be total lack of any transparency in NSW Ambulance as evidenced by Mr Morgan declining to reply to my letter.

Yours sincerely,