

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 24 July 2017

Partially
Confidential

Legislative Council Inquiry into Emergency Service Agencies

Bullying within the NSW State Emergency Service

I was a long-time employee and volunteer with the NSW State Emergency Service. I was employed as a [redacted] from March 199 [redacted] until August 201 [redacted] when I was forced into Medical Retirement through bullying, harassment and discrimination.

I was a volunteer from 198 [redacted] until August 201 [redacted] when I decided I did not want to have anything more to do with a corrupt organisation. Volunteering from 198 [redacted] until 201 [redacted].

The NSW SES was a fantastic organisation to belong to, until Murray Kear became the new Commissioner, from then on, the organisation went downhill, it continued downhill with Acting Commissioner Jim Smith (NSWFB) until the current Commissioner.

NSW SES does not take the issues of bullying, harassment and discrimination as well as the mental health of the members seriously, in fact it ignores these issues and uses them to remove people from the NSW SES. In fact, Murray Kear made his maiden speech to the organisation not long after he started, which included these two comments:

1. This organisation will not walk past bad behavior
2. We will not leave no stone unturned

These statements turned out to be the catalyst of removing staff at the lower level of the organisation and not at senior management where the corruption began and the cause of the downturn of the NSW SES.

LEADERSHIP

The leadership or rather the NSW SES Senior Executive Group (SEG), known to staff and volunteers as the (PISSING GROUP) were incapable of making any rational decisions, higher duties within the organisation went to the friends of the SEG, these positions were mysteriously filled with no process as to call for nominations or advertising positions.

The NSW SES from 2005 until when I left in 201 [redacted] never had an HR Policy, it also had out of date Operations Policies, so much consistency within an organisation.

The council also needs to consider the waste of Tax Payers dollars for multiple payments into an Organisation Review into NSW SES Region Amalgamations, over the period of Commissioner Murray Kear's leadership until now.

- Education, training and awareness of past mistakes for new staff.
- Royal Commission into NSW SES corruption, concealment and fraud.

EMERGENCY ORDERS

Millions of dollars were spent refurbishing the organisation as well as senior staff members offices, Emergency Orders were used to purchase items such as Flat Screen Televisions, Fridges, Coffee Making Machines and new equipment not used in the incident of the day as

prescribed within the uses of Emergency Orders. When the SES was challenged on these practices, members and volunteers were bullied and intimidated.

- Royal Commission into NSW SES use of Emergency Orders and corruption, concealment and fraud.

PERFORMANCE MANAGEMENT

The NSW State Emergency Service had a slap happy policy into Performance Management, this was a joke as it was never initiated after the first meeting with your manager, even to the stage of signing the document off as completed. To improve your performance within the NSW SES you were given a max of \$2,000.00 for further education and training, then, within a year it was reduced to \$500.00 and then to nothing, again only those in the good books could do additional training.

- Education, training and awareness of past mistakes for new staff.

BULLYING

A quote from Deputy Commissioner Greg Newton, *“NSW SES takes the issues of bullying, harassment and discrimination as well as the mental health of our members seriously. As a service, we consistently look for ways in which our practice can be improved”*.

There is a culture of bullying, harassment and discrimination, within the NSW SES but unfortunately and yet again this is ever present at the senior level of the organisation. The protocols and procedures were never in place as there was no written Policy or Guidelines in HR. The NSW SES does not take bullying and harassment seriously.

- Royal Commission into NSW SES for use of bullying, harassment and discrimination on employees.
- Education, training and awareness of past mistakes for new staff.

Regards