

Supplementary
Submission
No 175a

INQUIRY INTO EMERGENCY SERVICES AGENCIES

Name: Name suppressed

Date received: 1 October 2017

Partially
Confidential

In my time working for the ambulance service, which is coming up to almost 10 years next year, I have been a victim to and witnessed more bullying than my entire working career combined.

One instance of bullying that went unreported was when I was attacked by a colleague over social media in comments that related solely to my sick leave and attendance at work. I brought it to the attention of my direct manager, as was the policy. I explained how damaging I had found the attack and that it was unwarranted and unprofessional. I was informed there was little that could be done, but if I wanted to pursue the issue it had to be initiated by a straight talk. This colleague is one of the most intimidating and aggressive people I have ever encountered, and is known to openly abuse employees who challenge his behaviour. Rather than face the colleague, and any retribution for doing so, I did not pursue the straight talk and the matter was never reviewed nor was it discussed with the colleague who had done the bullying.

The claims made by the Ambulance Service regarding welfare and wellbeing are false. I have used each of their support services and have found them to be lacking on such a level that it is negligent in the extreme. I personally have contacted their EAP service. Once after a major trauma I was advised I required urgent face to face counselling, and would receive a phone call to organise that

the next business day. That phone call never came. I have also contacted them twice this year during times of crisis where I was experiencing suicidal ideations about going to work, specifically to avoid going to work. It wasn't until the second phone call that I had a face to face appointment made with a psychologist, who at our appointment informed me that I had used all four of my encounters with them and was entitled to no more. When told of my suicidal ideations she told me to just make sure I contacted someone else. The duty of care amounted to nothing.

It is also extremely difficult to access their peer support system when your local officer is one of the bullies. uses the information divulged to against you at later dates, there is no confidentiality and no empathy. That officer has been named by not just myself, but other colleagues as a person who uses position to further self and hinder others. has also stalked and harassed others under the guise of welfare checks. They have no reporting system to keep them in check, and what may start out as an innocent desire to help their colleagues, most become unapproachable as they inevitably move up the ranks and become white shirts.

The chaplains within the service are of a similar breed. Unmonitored and unsupervised, they are a meek attempt to fill the "wellbeing and welfare" checklist without doing so properly. They have no training, no recognizable skills and while the one I encountered was a lovely and sympathetic man, he had no real power to help me and the entire encounter was of no use.

To say that their feeble attempts to help their workforce is a joke, is putting it lightly. Please understand they have no interest in maintaining wellbeing, only covering the behinds of the executive with low cost, easily managed programs where statistics can be doctored to reflect well on those who brought them in.

If you understand one thing from this enquiry, please, please, please understand they will lie, manipulate and withhold to prevent blame shifting onto them. Everything will be done to protect themselves, even if this means destroying those they have damaged.

I truly believe they have no remorse for the damage to my life, the toll it has taken on myself and those I love. Their only concern is to prevent fallout.