

**NSW Ambulance – Summary of substantiated Misconduct Cases relating to NSW Ambulance
Paramedics
23 September 2014 to 25 November 2015**

No.	Sustained Allegation(s)	Result	Video footage / CCTV
Finalised 2014			
1	1 x Improper comments made on Facebook contrary to NSW Ambulance Social Media Policy, NSW Health Code of Conduct and NSW Ambulance 'Our Values'.	<p><i>Matter investigated internally</i></p> <p><u>Disciplinary Action:</u></p> <ul style="list-style-type: none"> • Warning • Demotion <p><u>Remedial Action:</u></p> <ul style="list-style-type: none"> • Transfer • Performance Improvement Plan 6 months 	Nil
2	<p>1 x Verbal abuse of a colleague</p> <p>1 x Physical assault of (same) colleague</p> <p>1 x Intimidation of (same) colleague</p>	<p><i>Matter investigated internally</i></p> <p><u>Disciplinary Action:</u></p> <ul style="list-style-type: none"> • Warning <p><u>Remedial Action:</u></p> <ul style="list-style-type: none"> • Apology to colleague • Enhanced Supervision <p><u>Other</u></p> <ul style="list-style-type: none"> • Lawful direction not to drink alcohol at work functions 	Nil

No.	Sustained Allegation(s)	Result	Video footage / CCTV
3	<p>1 x Inappropriate communication with nursing staff</p> <p>1 x Throwing a NSW Ambulance laptop</p> <p>1 x Failing to promote a positive work environment by becoming angry and aggressive (conduct sustained but found not to reach threshold of misconduct)</p> <p>1 x Swearing while on duty.</p>	<p><i>Matter investigated externally</i></p> <p><u>Disciplinary Action:</u></p> <ul style="list-style-type: none"> • Formal Warning <p><u>Remedial Action:</u></p> <ul style="list-style-type: none"> • Anger management training, Code of Conduct training, workplace communication training • Monitoring of conduct and performance under a Performance Improvement Plan for 18 months • Transfer to another position in NSW Ambulance 	<p>Hospital CCTV footage (this was provided to the Applicant on 21 December 2015 as a result of an Internal Review of decision made under 14/1389 - see item no.40).</p>
Finalised 2015			
4	<p>1 x (a) Acted beyond the scope of paramedic training and/ or practice; (b) Acted in an improper manner when attending a patient; (c) Failed to adhere to NSW Ambulance policies, including <i>Principles of Pre-hospital Care (Protocol A1)</i>.</p> <p>1 x Did swear at a colleague</p>	<p><i>Matter investigated internally</i></p> <p><u>Remedial Action:</u></p> <ul style="list-style-type: none"> • Formal Counselling by the Chief Executive • Training needs analysis undertaken by NSW Ambulance Clinical Services 	<p>Nil</p>

No.	Sustained Allegation(s)	Result	Video footage / CCTV
5	<p>1 x Spoke inappropriately in front of a work colleague</p> <p>1 x During a telephone conversation spoke inappropriately towards a Duty Operations Manager</p>	<p><i>Matter investigated internally</i></p> <p><u>Remedial Action:</u></p> <ul style="list-style-type: none"> • Performance Improvement Plan for 6 months • Counselling with Duty Operations Manager 	Nil
6	<p>1 x Spoke to a patient in an unprofessional manner including making inappropriate comments of a sexual nature and inappropriately touched the patient</p>	<p><i>Matter investigated internally</i></p> <p><u>Disciplinary Action:</u></p> <ul style="list-style-type: none"> • Allowed to resign 	Nil
7	<p>1 x Assaulted their son in 2006</p> <p>1 x Between 2005-2008 engaged in conduct towards their son that constituted ill-treatment and/or neglect</p> <p>1 x Between 2005-2008 physically assaulted their son</p>	<p><i>Matter investigated internally</i></p> <p><u>Other:</u></p> <ul style="list-style-type: none"> • Statutory notifications to the NSW Ombudsman and the Office of the Children’s Guardian • Offers of welfare supports to employee and family 	Nil

No.	Sustained Allegation(s)	Result	Video footage / CCTV
8	<p>1 x refused a case involving a patient transport</p> <p>1 x refused an alternate case involving a patient transport</p> <p>1 x refused to comply with a lawful direction</p> <p>1 x refused to commence their on-road duties</p> <p>1 x spoke inappropriately and hung up on a manager</p> <p>1 x sent a disrespectful and unprofessional email to a manager</p> <p>1 x refused a case to transport two patients which did not comply with a previous instructions</p> <p>1 x spoke in a childish, slow and/ or sarcastic tone with booking staff during a radio transmission</p> <p>1 x spoke in an inappropriate, offensive way using abusive language towards a manager</p> <p>1 x used threatening and offensive language and/ or engaged in threatening and offensive behaviour towards a manager</p>	<p><i>Matter investigated internally</i></p> <p><u>Disciplinary Action:</u></p> <ul style="list-style-type: none"> • Dismissal 	<p>Nil</p>

No.	Sustained Allegation(s)	Result	Video footage / CCTV
9	<p>1 x Failed to promote teamwork whilst working with a colleague</p> <p>1 x Failed to show care and respect to a colleague by almost causing injury to them whilst loading a patient into the rear of the ambulance.</p> <p>1 x Confronted a work colleague in an aggressive manner</p>	<p><i>Matter investigated externally</i></p> <p><u>Disciplinary Action:</u></p> <ul style="list-style-type: none"> • Allowed to resign 	<p>Nil</p>