

**Supplementary
Submission
No 73a**

**INQUIRY INTO ALLEGATIONS OF BULLYING IN
WORKCOVER NSW**

Name: Mr Phillip Cantrell

Date received: 11/09/2013

Addendum to Phill Cantrell's submission to the "Inquiry into allegations of bullying in
WorkCover NSW"

With respect to the 'Terms of Reference' for this Inquiry it is respectfully suggested that the Committee consider "bullying" in its broadest definition. I note that WorkCover has placed on its website a new definition of bullying incorporating a "does not include" list, as follows:

"There are five broad categories of behaviour that may not be considered workplace bullying:

1. reasonable management action
2. discrimination and harassment
3. workplace conflict
4. workplace violence
5. discriminatory, coercive or misleading conduct due to raising or acting on work health and safety issues."

WorkCover could possibly argue that what was experienced by the Departmental Professional Officers (DPOs) and Occupational Medical Specialists at WorkCover is regarded as 'discrimination' and therefore not the subject of this Inquiry by their own definition. However, WorkCover does include in its definition of bullying the following criteria

- excluding, isolating or marginalising a person from normal work activities.

This criterion is applicable and covers what befell the DPOs and Medical Specialists at WorkCover.

Phillip Cantrell