

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

Name: Name suppressed
Date received: 23/08/2013

Partially Confidential

SUBMISSION – Allegations of bullying in WorkCover NSW (Inquiry)

Greetings, my name is _____, and I have been an employee of WorkCover NSW since

_____. I have been _____ in _____ for

Over the years I have witnessed numerous instances of bullying at WorkCover. In this submission I wish to bring two bullying instances to the Committee’s attention, and explain the relationship between the two instances. In fact I will only mention the first instance very briefly to serve as context for the second instance.

Bullying Instance 1

_____ experienced bullying at the hands of primarily _____, and _____, over a period of _____ years. I won’t go into the detail, but the bullying was sufficient to cause _____ a great deal of stress. After several years of bullying, _____ “reacted” by _____

For _____ was suspended from work _____. Upon return to work he was still very stressed and upset.

Bullying Instance 2

I remained on suspension . During this time I had no idea if I would still be employed... I had no idea of anything. I received almost no contact from WorkCover's HR department except to say that my suspension has been extended

I was interview by an investigator . Reading the findings from Wayne Butler's case reminded me of what a terrible job the investigator did in my case. Deputy President Harrison's words to describe Mr Butler's investigation also perfectly matched mine. Any evidence tendered that mitigated my "crime" was ignored or dismissed by the investigator, and any evidence that pointed to my possible guilt was amplified.

I believe that in both Wayne Butler's case and my own the investigator was either given instructions by HR to find us guilty, or the investigator decided that the best way to guarantee further work from WorkCover was to supply them with a verdict or opinion that seemed to support their actions in suspending us.

My return to work was on . Incidentally, by this date no longer worked at WorkCover. I was informed by another member of management that

would not retain or gain one of the new management positions.

I actually also don't wish to spend too much time writing about my case either – it upsets me too much to think of the horrible way I was treated by HR, specifically and to a lesser extent

I believe that was angling himself for a promotion . My understanding is that while I was on suspension there were approximately 28 other cases being investigated by HR for various wrongdoing by staff.

Further note

I have attached a research paper with my submission that I feel is highly relevant and descriptive of one of the underlying issues that has plagued , specifically the management ranks. The paper has a slightly humorous title, but the research it contains shouldn't be taken lightly:

Unskilled and Unaware of It: How Difficulties in Recognizing One's Own Incompetence Lead to Inflated Self-Assessments, by Kruger and Dunning

tended to only hire and promote personnel that wouldn't be able to "show him up" or wouldn't be able to challenge him. Today we have a management layer that was largely hired under this principle, and to this day they exhibit traits that are sometimes referred to as the Dunning-Kruger Effect.

This particular manager has been quite vocal in his view that degree-qualified people should be treated with suspicion, and that university degrees in general are a waste of time.

As you can probably imagine, communicating technical matters with this manager is difficult and regularly leads to friction and frustration.

In closing

I don't mind being contacted for further information or being called for an interview. My contact details are:

Thank you for your time.

Kind Regards,