

**Submission
No 1**

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

Name: Mr Colin Fraser

Date received: 14/10/2014

Personal Submission from Principal Inspector Colin Fraser

Subject: This submission relates to apparent inaction in response to reports of bullying.

Summary Viewpoint: WorkCover NSW People and Culture unit have previously declined to investigate matters of significance despite receiving from me reports that many people have told me about the conduct of one individual. Now it seems that the Department of Finance and Services requires all bullying matters to be referred to them, instead of being handled by WorkCover People and Culture unit. Now that I have done this, it is apparent that even at this stage the response to a bullying report is reluctant and ad hoc. It is unclear what process a potential complainant can expect.

Example: In paragraph 3 of page 14 of submission 15 of 24/7/2014, I referred to a series of allegations that I reported to WorkCover People and Culture during 2013. I provided the names and contact details of many complainants and persons with first hand knowledge. WorkCover People and Culture did not contact the original complainants either in 2013 or after I raised the matter with them once more on 14 August 2014. On 28 August 2014 WorkCover People and Culture unit referred me to the Department of Finance and Service. Attached is the documentation I provided to the Department of Finance and Service. They had a telephone meeting with me on 17 September 2014. They agreed to send me notes of our conversation. I have not received these. They also asked me to pass on their contact details to complainants. Despite my misgivings about being asked to be involved with their response process, I provided the contact details to five persons. I do not know what the Department of Finance and Service is doing about the reports that I relayed to them.