

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

**Name:** Name suppressed

**Date received:** 23/08/2013

---

Partially Confidential

## **RECOMMENDATIONS:**

### **1. Managers be given training in relevant sections of the OHS act for dealing with HSRs.**

This is required to stop misunderstandings between management, their work, health and safety responsibilities and dealing respectfully with HSRs. This would reduce the suspicion between management and employees in the workplace and allow employees a feeling of safety in reporting incident without repercussion.

### **2. Management have a less adversarial stance in instances of industrial relations and health and safety issues.**

My experience has shown me that management does take a very adversarial stance with employees. There is always an out to get you mentality, particularly if you do not agree with management. A charter is needed to give the rights of employees and management and a process of co-operation for dealing with issues is needed as I have seen staff bully managers as much as the other way around.

### **3. WorkCover style investigations be undertaken by Inspectors from outside the jurisdiction.**

The OHS committee for WorkCover did not think that they could be helped from the inspectorate as the inspector would be put in a compromised position. As can be shown in the minutes from OHS meetings pressure will be placed on an inspector doing an internal investigation. This will lead to fairer investigations without allegations of bias.

### **4. Investigations into industrial relations incidents and health and safety issues be undertaken by investigators from those fields and not ex-police investigators.**

Many issues I have seen where staff state they have been treated unfairly have been due to investigators who are ex-police. Using specialist investigators will give a clearer indication of an issue from an expert rather than from another source.

### **5. Investigations into industrial relations incidents and health and safety issues be undertaken by investigators from those fields and not ex-police investigators.**

Many issues I have seen where staff state they have been treated unfairly have been due to investigators who are ex-police. Using specialist investigators will give a clearer indication of an issue from an expert rather than from another source.

## **6. Remove the egress gates form the Gosford building.**

These gates raise anxiety with the staff. A common threat to staff is that their flex sheets will be checked against the times shown by the gate. As this is being used an intimidation technique removing the gates will foster more harmony. It has been raised as an issue with me by about 20 staff as they do not want to approach their management.

## **7. Change conditions for executive appointments.**

My observation is that may senior staff are constantly looking for the extension of their contracts. This means that they do not give free advice and are likely to act counter to their wishes to appease those above them. Firstly bring back SO roles so that there is security in staff knowing they can say what is needed and not be afraid of being sacked.

Secondly compulsory psychometric testing. Certain personality types seem to be constantly employed at the senior level. These tests will at least make sure that the person is the right fit for their team.and brng some balance to the organisation.