

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

Name: Name suppressed

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Partially Confidential

Mr John Young
Director
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Review of the inquiry into allegations of bullying in WorkCover NSW

Dear Sir

I am an employee of WorkCover and have personal experience of being bullied by management in my workplace.

I have also recently read the uncorrected transcript of proceedings before General Purpose Standing Committee No. 1 on Tuesday 28 October 2014. To assist the Inquiry, I would like to provide you with my account of what occurred on 25 June 2014 when John Hubby from the Office of Finance and Services addressed my colleagues and myself at the WorkCover Gosford office.

I was sitting towards the front of the room when Mr Hubby from the Office of Finance and Services spoke to those present, introducing himself and then outlining that he was here to discuss the Parliamentary Inquiry's report on bullying that had been released on 19 June. Mr Hubby provided advice about his role, the IRC's decision on the Wayne Butler matter being the catalyst for the Inquiry, and information about the report and the issues challenging WorkCover.

Following that introduction Mr Hubby opened the meeting up to questions and a Team Coordinator from the WorkCover Inspectorate sitting in front of me stood up asking if the Inquiry's report could be refuted. This Team Coordinator said that the report only represented "a small minority of opinion" and that it was "a union agenda to undermine management at every opportunity".

Mr Hubby responded to this question that he could not say from his own direct experience that WorkCover has a bullying problem but that he accepted that Parliament thinks there is one.

I was also greatly disappointed to see both the then CEO Julie Newman and our People and Culture Director Greg Barnier sitting in the front row and neither of them standing up to reiterate John Hubby's comments and to tell the staff that they accept the findings of the Butler decision and the report from the Inquiry.

It was timely that a staff member at the back at the room then asked Mr Hubby where the CEO was and Julie Newman suddenly found her feet to state that she was present, but that was all she offered and she resumed her seat.

When Mr Hubby was asked about the Butler case Mr Hubby said that he had not read the IRC decision because he's only been in the job for two months, but that he accepted the findings. Why couldn't the then CEO or Greg Barnier do the same when they had the opportunity to do so? Without that sort of leadership our organisation cannot change.

Mr Hubby outlined that he was the officer responsible for developing the government's response to the Recommendations. Mr Hubby said that there was a call for new legislation to prevent bullying, however he acknowledged that there were already laws in place to address this risk.

It is noteworthy that these current laws have not protected the many employees at WorkCover who have been bullied, nor numerous other workers in various industries

I believe the words of the Team Coordinator on 25 June are representative of so many middle managers who continue to deny that bullying has and does occur in WorkCover. Since 25 June I have sat in team meetings to hear other managers continue to say they don't believe that bullying occurs within the organisation.

When I have challenged some of these individuals there is an immediate change in their behaviour, which I know to be superficial

I am encouraged by the recent work and actions of our new Acting CEO Vivek Bhatia

I do have a sense of hope.

I do also though believe that there is still a significant amount of work that is required to be done if this organisation is to truly change its culture.

This type of aggressive behaviour continues to reflect that the message and need for change is just not getting through to many in management.

I hope that this information will assist the Inquiry as you continue your work.

I thank you all for your hard work on this matter and please know that it is greatly appreciated by many of the employees of my organisation.

Regards