

Submission
No 67

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

Name: Name suppressed

Date received: 23/08/2013

Partially Confidential

Cover Letter

21st August 2013

Re: Allegations of bullying in WorkCover NSW

Dear Sir/Madam

Please accept this letter and attached appendices as my submission for the above inquiry.

I worked at WorkCover NSW for a period of years, from to in a number of different roles for . In the first years of my career at WorkCover, I had a positive and rewarding experience, however for the last two years my work environment deteriorated so much that in the last months I took extensive leave until I had no choice but to take voluntary redundancy.

There is no doubt that WorkCover has a systemic Bullying culture throughout the whole organisation. There have been many reviews, reports and investigations performed over the last five years that clearly indicate the bullying culture that exists however I believe the real issue exists with the senior leadership team, including exited under suspicious circumstances and does not have the required or expected qualifications to hold a position in a State Government Department.

Appendix A details the events that occurred in relation to the bullying and harassment that I was subjected to between the period and .

Appendix B contains a copy of the grievance I lodged against in .

Appendix C is an extract from the report that provided in relation to the investigation undertook into the grievance I lodged against .

In , I lodged a request under the GIPA Act with WorkCover to obtain various documents in relation to my situation. The reason I did this was to obtain documentary evidence that supported my claims of bullying, harassment and discrimination.

conducted a number of independent investigations into the grievances lodged and culture of . I was not successful in gaining access to all the information I asked for, however, I did obtain enough information to validate my claims. I believe it would be in the best interests of this inquiry to obtain access to all the reports that provided over the last two to three years.

In I was not successful in obtaining a position in the newly restructured . I wrote to the seeking answers as to how I could find myself in that position. Appendix D contains a copy of the letter I sent . I did not take this any further as I knew that it would not go any further

As a result of everything that had happened I had an emotional breakdown and could not attend the workplace. I sought counselling assistance and in consultation with my Doctor, I was told not to return until I was well enough to deal with the situation. On I received the letter from stating I was declared excess and I had two weeks to decide if I would take voluntary redundancy or ask for redeployment. This was sent by courier to my home where I was required to sign for the package. I was completely in shock that I could be treated this way and that no-one at WorkCover cared about my welfare. A friend of mine suggested I seek help from a friend of theirs that dealt with situations like this and assisted me in dealing with the situation.

Appendix E contains a letter from that she wrote and sent on my behalf to regarding what had taken place and a request for an extension. Appendix E also contains the response from WorkCover's lawyers, accepted the 14 day offer of extension on my behalf and I then informed WorkCover that I would take the voluntary redundancy. To say that I was completely shattered at the way I was treated is an understatement. Even now, 12 months down the track I still suffer from anxiety issues and have found it very difficult to interact with people in certain situations.

In I wrote to the then Minister, Mr Gregory Pearce in relation to my experience at WorkCover NSW and to date I have not received a reply. Appendix F contains a copy of the letter I sent.

In my own opinion I believe that has been the catalyst in what happened to me and to many others at WorkCover. started at WorkCover as and within two years had been promoted to

In one meeting I had with and said to that I was being bullied by . I cannot to this day understand how she could then turn around and allow to put me in an unsafe work environment. I truly believed that meeting with one-on-one and explaining to how I felt and that I could not return to work until the situation had changed, would intervene and assist me. However, this was not the case and I felt like I was being pushed out of the organisation.

The culture at WorkCover is deplorable and what has occurred to me and many others needs to stop. I hope through this parliamentary inquiry that the situation will change and no-one has to go through what I went through again.

Regards,