

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

Organisation: Home Loan Experts

Date received: 19/08/2013

Re: Enquiry into allegations of bullying in WorkCover NSW

Home Loan Experts welcomes the enquiry into the allegations of bullying in the WorkCover Authority of NSW.

We are an employer who believes in the fair treatment of all employees. We feel that WorkCover NSW plays a very important role in helping workers get information to protect themselves and help create a fair and healthy working environment in Australia.

Regarding the matter, Greens NSW MP David Shoebridge said that, *"It is completely unacceptable to have ongoing bullying in the Government body that is tasked with protecting employees from harassment in the workplace."* Home Loan Experts completely agrees with this assessment, after all, if the government cannot help its own employees, how can it be expected to help others?

To address the issue at hand, we suggest the following:

- **Set up a department within WorkCover NSW to investigate and deal with such matters** – This body should investigate the current matter and all future matters related to the issue. Similarly, employees should be informed that any mistreatment or issues they are facing with other staff members should be brought to the notice of this body immediately.
- **Train employees in communication techniques** – This is to teach employees how to communicate effectively and avoid any conflicts with each other. These should include team building activities and other methods to bring employees together and foster the spirit of friendship and teamwork. A clearer communication channel also helps managers learn more about their employees, especially of any problems that they are facing.
- **Establish a no-bullying policy** – By making it an official policy, it is less likely that any kind of bullying or harassment will take place. Furthermore, appropriate disciplinary action should be taken against people who break this rule which should dissuade any future bullies.

We feel that these three suggestions may bring about an end to such undesirable activities and create a better working environment at WorkCover NSW, which in turn will function better to help the workers who go to them for information and advice.

We thank the committee for allowing us this opportunity to offer information and share our opinions on such a serious matter. We look forward to hearing the outcome of this enquiry.

Regards,
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