

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

**Name:** Name suppressed

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Partially Confidential

22 August 2013

The Honourable Fred Nile, MLC, Chair,  
General Purpose Standing Committee No 1  
Inquiry into allegations of bullying in WorkCover NSW  
Parliament House  
Macquarie Street  
Sydney NSW 2000

Dear Mr Nile

I was employed as \_\_\_\_\_ with WorkCover NSW between \_\_\_\_\_ and \_\_\_\_\_

. I took great pride in doing my job well to serve the NSW community and always acted with integrity. Some of my achievements were:

In \_\_\_\_\_, I was informed

that my position was made redundant.

told me that there is no position for me in \_\_\_\_\_. \_\_\_\_\_ have assessed my

knowledge and skills based on the work that I did within \_\_\_\_\_ and they were of the opinion that

my good work record and knowledge and

skills are of no value to \_\_\_\_\_ or the public service.

In , the bullying was so bad that I ended up in Hospital with blood pressure so high that they had to give me sublingual table to prevent an anticipated heart attack. I was not allowed to go home and had to stay overnight for observation.

Another frequent strategy was to use performance management as a bullying approach. In view of the high standard of my work, while they did try to use the performance management approach, the result of my work did not give them the excuse to maximise the harm to my dignity. So and would give me work that were way below my skills, capability and grade

. The other strategy that is to allocate a bigger and more complex work load to me compared to . When the work is done to a stage that someone could take over, I am usually directed to stop and credit to my work would not be given.

Additionally, another approach used to bully me was to tell me that I am not working well as a team.

The systemic bullying behaviour not only blocked my career development but also had a less than favourable outcome for Workcover

As to the effect of workplace bullying, I still suffer from sleep disruptions and I still feel the pain of the deliberate meanness to treat a person in an inhumane manner. In physical injury, the lost of an arm or leg is tragic and the damage is when a person has been subjected to inhumane treatment and the pain and suffering is very much private and non visible, visible. unfortunately, there is no prosthesis for the human dignity. It is therefore not surprising that some target of workplace bullying end up taking their own lives.

I hope that my submission has provided the Committee with information that showed the bullying culture that I have experienced in WorkCover. This is a very sanitised version without the tears, pain, belittling, meanness and other bullying behaviours removed. I hope the Committee will act honourably and with courage to purge the culture of bullying within WorkCover and hold their failure to uphold their fiduciary responsibilities to give workers the protection from the inhumane phenomenon of workplace bullying.

Sincerely