

Submission
No 58

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

Name: Name suppressed

Date received: 23/08/2013

Partially Confidential

Submission to General Purpose Standing Committee No. 1

Inquiry into allegations of bullying in WorkCover NSW

I joined _____, WorkCover

Over the years I have been personally subjected to situations which have finally made me depressed and anxious that I had to seek formal counselling.

I have witnessed a lot in _____ years _____. During this time the culture of _____ has markedly deteriorated.

I am now a worker who suffers from anxiety and depression. I have loss of self-esteem and lack the confidence to apply for other jobs.

Managers are employed based on their technical expertise rather than their ability to lead and create cohesiveness in the workplace.

A. The culture of WorkCover

I have been excluded from conversations and decisions in relation to the staff I supervise. I was not advised of when my own staff were finishing their employment by management who were responsible for their working contracts. I would obtain this information second hand from the staff personally. All consultations in relation to my staff ceased with me. I was not allowed to make decisions in relation to work allocations.

From this conversation I believe that there is ignorance in the workplace in relation to mental illness. People leaders/managers should perhaps receive some material or attend some information sessions on mental illness in order for them to be more understanding and accepting of persons suffering depression.

There is a culture of authoritative behaviour instead of team work between management and support staff in

I was told that my position was abolished. I still do not know if the organisation will laterally transfer me to another job

There are other occasions where the behaviour of management has been unprofessional in the workplace. I will not write about these as I do not want to make my submission too lengthy.

B. Suggested recommendations to address the issues

- A more straight forward approach is needed by management when dealing with performance issues. Management should deal with the issues directly with staff in the first instance. The current approach is for managers to instead 'gossip' about the issues *together* without approaching the staff member to solve the problem. If staff aren't aware of what they are doing 'wrong' the problem continues. As a result management blacklist you without an opportunity for you to address or explain the issue in turn damaging the staff's reputation and career prospects.
- Education on mental illness from depression to other forms of mental illness.
- Perhaps invite some institutes to present seminars/talks about various forms of mental illness.
- A bullying unit to manage not only WorkCover incidents but incidents across other workplaces in New South Wales.