

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

Name: Name suppressed

Date received: 24/08/2013

Partially Confidential

The Director
General Purpose Standing Committee No. 1
Parliament House
Macquarie St
Sydney NSW 2000

To whom it may Concern,

I would like to state first off that I enjoy my role and the team I work with. I am lodging this as I believe the culture at Workcover / Safety Return to Work and Support Division needs to change and Management needs to be accountable for their actions and decisions. At times when I question to myself on certain behaviours or events, I believe that some of it is not intentional but unfortunately it is accepted and decisions made affect staff mentally and physically. Actions by Management has also led to a culture of mistrust.

While working for Workcover / Safety Return to Work and Support Division / CASD I have experienced exclusion and have felt bullied. I have been excluded from career opportunities, and have had a Manager constantly criticize me to others behind my back. When I went to lodge a grievance regarding these issues I was told by my then Manager "by putting in a grievance I need to be aware that it was career suicide, so I should rethink it". For this reason I have never lodged a bullying claim or grievance about these incidents.

I did lodge a grievance after a recruitment action was unethically performed . I knew the person that got the position wrote the job description and they did not get the position on merit. However this grievance was never actioned. From this I lost faith in the ability to question or appeal misconduct.

We have just recently all had to complete mandatory code of conduct training in which one training slide presented states the terms '...we must agree and support management decisions'.

Unfortunately my claim has been mismanaged from the start and as I have not made much fuss as my whole goal is to get back to work, at times have been forgotten. There have been several times where I have had to manage my own claim and fight with the insurer for my work and medical needs to be met. For 12 months I didn't have a workplace case manager. Equipment to help return to work has taken more than 3 months to organise and some never eventuated. I

Below are 3 separate events recently which has caused me anguish, and I have evidence to support them. Unfortunately over time I have deleted emails or not made notes of dates of things happening so feel it is not applicable to include those events of bullying or misconduct by Management.

Subject	Details	Supporting Document	Ref
Exclusion	<p>Branch or team meetings are organised and staff are excluded. After meeting invites are sent I have requested on several occasions about options for . Most times we are not accommodated for.</p> <p>We are left off invites and communication.</p> <p>This has meant that we miss corporate or business information</p>		
	<p>At times internal Job opportunities or acting opportunities are provided by email as well as advertised on Jobs NSW. Currently there is no consistency some get emailed and others don't.</p> <p>At times I have missed applying for jobs because of this. Just recently a position was advertised that I am currently doing . When I heard about it third</p>		

<p>hand it was too late to apply.</p> <p>I was then told that my application wasn't strong enough. I had however the previous month been given the work from the person that had left this position and asked to pick up another staff members work (that was the same role) while they went on leave.</p> <p>I admit if I had more time I believe that my application could have been better polished, but it is no doubt I can do the job as I am currently full filling the duties now. When I was told I didn't get an interview it was also noted that I should have been included on the announcement of this position. However, this doesn't change the fact I didn't get a fair opportunity to apply for the role.</p>		
<p>Breach of Return to Work Plan</p>		

<p>It appears that there was an outcome they wanted to achieve and the process was just a formality for them to do it.</p> <p>It is conflicting to know that I work for Workcover who is meant to help injured people return to work and protect NSW workers however I am not being helped and being hindered to return to work.</p>		