



## PARLIAMENTARY BUDGET OFFICE

NSW Parliament • Parliament House, Macquarie Street Sydney 2000

### Election Costing Request Form

Details of request	
Party:	Australian Labor Party (NSW Branch)
Name of Policy:	Workplace bullying
Date of request:	13 February 2015

Description of policy	
Summary of policy (please attach copies of relevant policy documents):	See <a href="#">Attachment 1</a> .
What is the purpose or intention of the policy?	Deliver protections on workplace bullying
Has the policy been publicly released yet?	

Your estimated costing of the policy <sup>1</sup>						
	2014/15 \$'000	2015/16 \$'000	2016/17 \$'000	2017/18 \$'000	4 Yr Total \$'000	Other years <sup>2</sup> \$'000
Impact on General Government Sector (GGS) net operating result <sup>3</sup>	-	-	-	-	-	-
Impact on GGS capital expenditure <sup>4</sup>	-	-	-	-	-	-
If different from above, impact on total State Sector net financial liabilities <sup>5</sup>	-	-	-	-	-	-

<sup>1</sup> Amounts should be expressed in nominal dollars. GGS - General Government Sector.

<sup>2</sup> Please provide information on other years if spending occurs outside the forward estimate years and will be required to cost the policy.

<sup>3</sup> Negative for a saving that reduces expenditure

<sup>4</sup> Negative for a reduction in capital expenditure.

<sup>5</sup> Only required if proposal is outside GGS. Negative for a reduction in net financial liabilities.

<b>Key assumptions made in the policy</b>	
Does the policy relate to a previous announcement? If yes, which announcement?	No
What assumptions have been made in deriving the financial impacts in your estimated costing? <i>(See checklist)</i>	This policy can be delivered within existing resources.
Is there a range for the costing or any sensitivity analysis that you have undertaken?	No
Are there associated savings, offsets or expenses? If yes, please provide details.	..

<b>Administration of policy</b>	
Intended date of implementation:	Upon formation of government
Intended duration of policy:	Ongoing
Who will administer the policy (e.g. Government entity, non-government organisation, etc.)?	Office of Industrial Relations and Workcover
Are there any specific administrative arrangements for the policy that need to be taken into account?	Legislative change will be required.
Are there transitional arrangements associated with policy implementation?	..

<b>If the policy is mainly an expenditure<sup>6</sup> commitment</b>	
Demand driven or a capped amount:	N/a
Eligibility criteria or thresholds:	..

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<sup>6</sup> Expenditure is operating expenses, e.g. salaries, interest cost and grants. Expenditures are fully included in the impact on operating balance.

## **Attachment 1: Workplace bullying**

A Labor Government will ensure that:

- Parliament enacts laws to protect all workers in the State, including injured workers, from workplace bullying. These new laws will be based on the National Occupational Health and Safety Commission's Draft National Code of Practice and will make the codes of conduct for WorkCover and Scheme Agent staff enforceable by workers, including those injured and not at work;
- all investigations of bullying complaints within WorkCover are investigated independently. If concerns about Department of Trade and Investment Mining Inspectors undertaking this work cannot be satisfactorily addressed within a year, Labor will work with stakeholders to develop and implement a proper, independent mechanism, to be located within the WorkCover Independent Review Office;
- a charter of rights for injured workers is developed and implemented, building on the existing Code of conduct for WorkCover and scheme agents staff;
- complaints by injured workers against WorkCover staff and employee of Scheme employer under the Charter are independently investigated;
- the Charter is enforceable by individual workers and their representatives. Financial penalties will be among the range of remedies that will be available if breaches of the code are established;
- the IRC is the forum for deciding any matters not resolved at the workplace or by an independent investigation; and
- WorkCover is properly resourced to undertake its functions.