

To: Senate Committee Secretary

Senate Standing Committee on Environment, Communication and Arts

Fax : 6277 5818

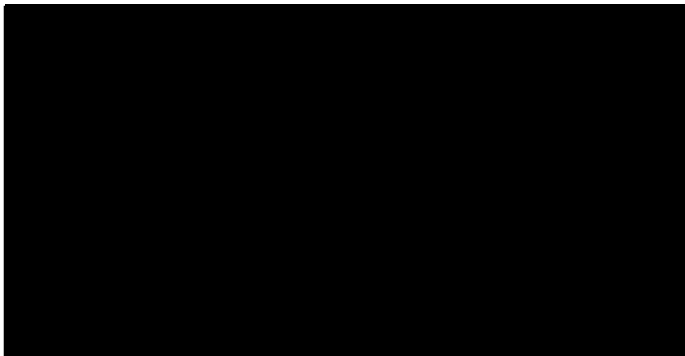
RE: Senate inquiry into Australia Post

Dear Senate Committee,

Enclosed please find the e-mails from Australia Post, showing Australia Post bully their employee.

I previously provided a submission to Committee, is it possible these documents can be supplementary submission, or may too late now.

Many thanks.



To: [REDACTED]

AA

The question re sort rates has been asked from [REDACTED]

Regards,

—Original Message—

[REDACTED]

I have feedback from the workshop/legal opinion but it isn't good news I afraid. Amendments only apply to former employees therefore we will unfortunately not be assisted by these in dealing with [REDACTED] unless she initiates termination of her employment through resignation, VRR or abandonment. If we end her employment contract, we will still be caught by s40 and the Lyons v Telstra decision.

At this stage it appears our only real option is to come up with sufficient evidence that she has recovered from whatever injury she may have sustained (virtually impossible given that the AAT accepted she had an injury when our medical evidence indicated they couldn't even come up with a diagnosis).

Is there any other disciplinary action that can be taken that doesn't result in dismissal eg loss of increments?

Do we need to consider whether her lack of genuine application to the MMF training or lack of attainment of sort rates constitutes non-compliance? If we haven't put a question to [REDACTED] re whether there is any reason why she could not achieve required sort rates (or if there is any medical reason why her sort rates are so low) it may be worthwhile doing so.

I'm happy to meet again to discuss strategy if required.

Regards

[REDACTED]

[REDACTED]

She is not refusing to perform her MMF training therefore is not refusing suitable duties, when we took action on the day she refused to do MMF duties the next day she came back and said she will do the training and since then has not refused to do her training. The issue now is that she is not working to the required standard in that sorting 20 letters in half an hour where her target is 500 is not acceptable.

I suggest we offer her training until [REDACTED] report and if he confirms there is no reason why she can't sort to the required standard then from a performance management perspective we can take action against her for not working to the required standard but as previously discussed we don't want to commence the discipline process if we can't follow it through.

[REDACTED] have you had a response back from the legal opinion you were seeking regarding getting around the Telstra decision.

Regards
[REDACTED]

[REDACTED]

[REDACTED]

Attachments: [REDACTED]

[REDACTED]

The advice to [REDACTED] regarding no present liability was sent to her on Friday and she should be receiving this advice today. The plan as to how we will deal with her is as follows;

[REDACTED] from Rehab will advise her tomorrow morning that as no present liability exists she will no longer be involved in her duties and it is up to SWLF operations to offer her duties in line with Comp's determination of no liability, she will advise her that she will leave her Rehab file open for 30 days pending any Recon hearings.

I will then meet with her and advise her we expect her to work full duties and we wont be managing her under non-stat. She needs to be trained on the BCS and MLOCR and I am organising this training with WCU. I will also have the discussion with her tomorrow about taking a VRP again.

It is expected that she will refuse training as this involves practical work on the machines and if she refuses training we will direct her and commence the discipline process. We will commence the action at the Warning Counselling level for failing to follow a direction and keep escalating that process. If she does complete the training we will direct her to perform full duties at the required standard and commence the discipline process if she refuses.

I will keep you updated on the progress and any queries please advise.

Regards

[REDACTED]

[REDACTED]

Good morning all

CFYI

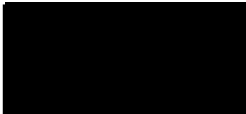
[REDACTED]

Regards

[REDACTED]



SYDNEY WEST LETTERS FACILITY
LEVEL 3, 2 WEEROONA ROAD
STRATHFIELD NSW 2135
TELEPHONE: (02) 8736 5340
FACSIMILE (02) 8736 5353



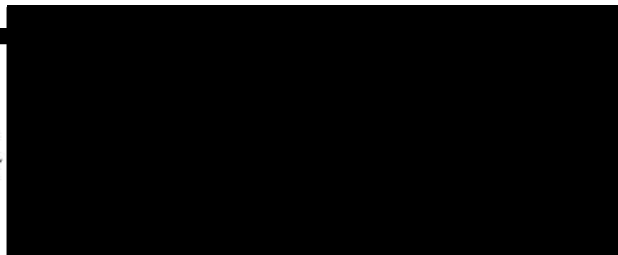
Dear [REDACTED]

I refer to our meeting today and confirm the follow in regard to our discussion;

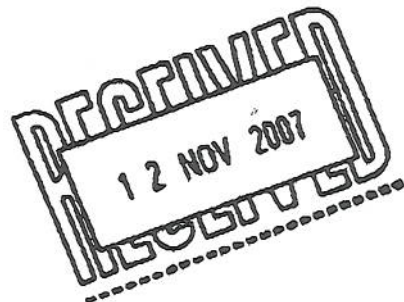
As the Delegate has determined that Australia Post is not presently liable to pay compensation to you in respect of "any bilateral upper limb or shoulder condition", you are required to resume full duties immediately. You will not be managed under the "Guidelines for the Management of Employees with Non-work Related Medical Restrictions".

Training on the BCS and MLOCR machines has been scheduled for you on 13 November 2007 and you are required to attend this training.

Yours Sincerely



12 November 2007



[REDACTED]

[REDACTED]

fyi

-----Original Message-----

[REDACTED]

Subject: [REDACTED]

All

The following is an update on [REDACTED] she rang in sick yesterday (work related) and will be off until 5 December 2007.

She submitted the attached certificate from her Doctor which outlines the extent of duties that she is unable to perform and it is clear that she is well short of being able to perform full duties as required. She also submitted medical certificates from [REDACTED] her GP indicating she is unfit for work from 14/11/07-21/11/07 with "Exarcebation of repetative strain disorder" and she also provided another medical certificate from her psychiatrist [REDACTED] indicating she is unfit for work from 21/11/07-5/12/07 with "Chronic Pain Syndrome. Repetative Strain Injury. Panic Disorder".

On her resumption from sick leave I will discuss further with her and we will continue our strategy of terminating her.

Any queries please advise.

Regards
[REDACTED]

[REDACTED]

Dear Senate committee Secretary
Senate Standing Committee on Environment, Communication and the Arts

Re: Senate Inquiry into Australia Post's treatment of injured and ill workers

Enclosed please find the attached e-mails and letter from Australia Post, from these documents, Human Resource Department, Rehabilitation and Compensation department showing:

- A. Setting up a plan to harass and intimate me when I was on return to work program.
- B. Giving me the jobs they knew I could not medically do - directing me back to full duty.
- C. Strategy terminating my employment.

Australia Post terminated my employment in 2008 (sacked) after I lodged a new psychological claim. They did not medical retire me.

I am suffering chronic pain and mental illness due to the work related injuries, also non-stop bully, harassment and intimidation by Australia Post management. Because of these work related medical condition, I am currently on disability support pension

Australia Post insist that I was absolutely "nothing wrong", and I fit to a full duty. They directed me back to full duty.

Please kindly contact me if Committee need further evidence.

Yours sincere,

