



From:
Sent: Friday, 29 June 2012 10:09 PM
To: Committee, EEWorkplaceBullying (REPS)
Subject: Sub 162 - workplace bullying

To Whom It May Concern,

I make this submission on behalf of a friend who a few years ago was the victim of a disgraceful incident of bullying and intimidation in the workplace. I have discussed this submission with him and he is willing to allow me to forward this information to the committee. Although he asks that his name be left out of any publication that may result, he is willing to provide further information and elaboration should it be sought, including evidence of the intimidation and false information provided by his employer to a government body (the latter may be suited as part of this investigation or referred on).

was subjected to a number of very unfair comments by a supervisor, when he attempted to address this he found the supervisor went into denial. Following this he went to the next level of management to seek some address to a number of issues including a subsequent move to a lesser position and without any training in that role, this can be proven by copies of training records. When this was later raised in relation to a stress claim his employer provided false duty statements, also holds these and when viewed with the training records from the employer they it can be seen that his employer did indeed provide false information, and as far as I know has never been brought to account over this. Unfortunately the manager also dismissed the claims and further insulted and humiliated stating that the resulting problems were his fault.

Seeking some sort of resolution or admission by his employer to at least acknowledge the false information and work redeployment at a lower level went to senior management who essentially covered the matter up and when sought to press this to enable him to return to work with some dignity the senior manager threatened him with a fight. (does have evidence of this.)

Faced with misinformation from his employer and continued victimisation was forced to leave his employment with a record of 16 years gone, and trying to start in a new career in his mid 40s. felt he was not able to even obtain a reference from the employer due to the extent of false information they had already supplied with seeming impunity. He has had to effectively start his work life over again and take a substantial reduction in pay, making loan repayments increasingly difficult. There was no support from the workplace in fact the head of HR, while did not supply false information, did fail to inform anyone when she became aware of false statements provided by management. The union, or at least the person dealt with, although stating that they believed had been hard done by refused to take any action or enter into any negotiation on behalf, and needless to say he could not afford the costs involved in pursuing this through the courts. I should also point out that did inform the government body that received the false statements from management and duty statements but they did not investigate this despite the evidence he was able to (and did) provide to them. Their attitude was it was not their role to investigate, by implication then the employer is taken at their word despite evidence to the contrary. (I had thought government was obliged to investigate false information provided to them.)

I have provided a copy of this submission and as mentioned above is prepared to provide further documents and evidence to support this submission.

He can be reached at and his mobile number is .