

To: Committee, EEWorkplaceBullying (REPS)

Further to my email / enquiry to Amanda Rishworth MP.

In her capacity as Chair of the House of Representatives Standing Committee on Education and Employment I wish to submit my personal accounts as a Government Employee who has been Bullied in the work place. If there is further clarification that I can provide the committee please advise me.

The prevalence of workplace bullying in Australia and the experience of victims of workplace bullying.

- Within my 40 years of work experiences, 35 years of those within the SA Government my one and only experience of Bullying started early . The Bullying related back to a disagreement with my Director of the day over a potential OHS issue. The Director was employed from the private sector some 11 months prior. I was the Engineering and Building Supervisor. The Bullying started shortly after the disagreement and over a period of 9 months, it was relentless.
- Late I was signed off work with an approved work cover claim suffering depression / major depression. After a stay in Hospital, including ECT treatments and many years of medication, I have only started to gradually return to work at another site.
- I estimate the cost to the Government to date is approximately \$100,000 excluding my loss of time. The need for me to engage a lawyer was vital, this cost me a total of \$25,000
- I am very lucky I have continual professional support from health practitioners, my wife and family. My family unit is still intact.

The role of workplace cultures in preventing and responding to bullying and the capacity for workplace-based policies and procedures to influence the incidence and seriousness of workplace bullying

- I tried to resolve the Bullying issue through the in house Mediation, HR meetings with my Union delegate, correspondence directly to the site Manager. The had appropriate policies and procedures in place relating to Bullying in the work place.
- The Bullying continued. I found out much latter from a OHS Manager that the Director would not take notice of the Manager, HR department, OHS Consultants, Union even my personal pleads for it to stop.
- I believe the Management of the day did not know how to discipline a Colleague / Director I was dispensable.

The adequacy of existing education and support services to prevent and respond to workplace bullying and whether there are further opportunities to raise awareness of workplace bullying such as community forums

- You will find most Government Departments have all the warm and fuzzy policies and procedures to get them through accreditation times. Unfortunately for me that's as far as it went.
- My Bullying case was reported to Safe Work SA, Industrial Relations Commission and the Australian Human Rights Commission. At the hearing of the Industrial Relations Commission the new HR Department of the day come up with the excuse why my bullying

was not resolved / investigated. Apparently it was that I did not fill the Bullying form out. I'm still waiting for a copy of said form. Deputy President Bartell said to the HR delegates that the comment / reason was inappropriate.

- Work Safe SA need to investigate a reported Bullying case more quickly, transparently and professionally. Unfortunately in my case this did not happen.
- If it wasn't for my request for the Australian Human Rights Commission to get involved, the Management would not have taken notice. After the hearing I received an ex grata payment.

Thank you