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Date	Event	In Attendance / Witness	Transfers of Position
May,	<p>Manager advises me I am to be appointed HR Operations Manager - - you can't learn this stuff out of a book". " I have not made Supervisors into Managers before but will work with you - Some people say you are not serious enough". - "Why then put me in that role with that structure?" There is nothing else in this stucture" Not sure what to think. I know I had been doing good work and had received recognition of this from Manager and others. Thought I could achieve with experienced Manager's assistance.</p>	<p>Manager and in Manager's office</p>	<p>Promotion from HR Supervisor to HR Manager -</p>
July,	<p>Appointed to HR Manager's role. No real announcement made. I supplied my own job description and appraisal for to Manager but he did not ever respond, complete, etc.</p>	<p>No announcement</p>	
28.10	<p>Conducted Meeting with Union to discuss outstanding Enterprise Agreement issues. Was a productive, pleasant and effective day</p>	<p>Senior Managers</p>	
09.12	<p>Presented HR - Enterprise Agreement etc at Area Manager's meeting with co-manager - appeared to be received well.</p>	<p>Executive Management Team</p>	
17.12.	<p>Travel to to conduct Special Uion Meeting - managed a Disciplinary matter also whilst there that day. Manager aggressive and hostile toward myself that day and next and ongoing - commencing the harrassment that has continued over the last 18 months. Comments such as telling me what I should have been asking the Service supervisor about his department. Stating "What is this, amateur hour" in response to my advice that Managers were endeavouring to obtain a computer from an employee who was stood down before their flight left.</p>	<p>HR Team and Managers</p>	
31.12	<p>I arranged and moved HR Team to Demountable successfully - Manager on leave did not make himself available as he was on leave. He had given all other team members the time off so they were not available to assist.</p>	<p>2 HR Staff</p>	
26.01	<p>HR Team Leader - - diagnosed with . Began treatment and I commenced taking on her role plus HR Manager duties. Was charged with writing up strategy for 2011 EA negotiations. This was presented to our Solicitor, Manager and CEO and received well.</p>		

1/02/2011	<p>Manager noticeably absent from HR office. We were in a demountable closed off to employees via locked door on Manager's insistence. People could only enter by being allowed access by myself or team members. There was a great deal of push back from the employee base about this. Manager did not have regular meetings with myself, did not call me on a regular basis, just as he saw fit. He was about to have third child so I endeavoured to manage most items myself as I knew he was committed to role and family and took my new role very seriously. Our two other HR Team Leaders working very hard also due to loss of due to attendance problems and possible misconduct and HR Team Leader due to illness. Manager advised he was looking for a part time HR Coordinator to assist us. He arranged for a to meet with me but he did not proceed with employment of Ms xxx, so we were left to continue with reduced staff numbers.</p>		
1/03/	<p>HR Team left to manage matters ourselves. I would liaise with the two HR Team Leaders on a daily basis to check they were managing. They were tired and took to visiting Manager on a regular basis. At this time following a disciplinary matter I was managing I was advised Manager had a nasty altercation with Branch Manager - over the phone re: not terminating the employment of the person suspected of stealing fuel on site. Manager apparently screamed at Branch Manager in the presence of senior management, "that he had not finished with him". There have been other incidences of Manager showing poor behaviour to employees including senior managers, including female -</p>		
1/03/	<p>I could tell things were not right. Felt very excluded up in the demountable. Was dealing with HR Team Leader's illness, liaising with her and encouraging her and also managing her workload and supporting Area Recruiter. Manager advises he will not proceed with and has found another person Snr Advisor He advises me this person sits somewhere between myself and HR Team Leaders. Is talking to him. Not sure what to do. I am conducting regular Union Meetings with 20 members and and managing HR functions also during this time.</p>		

1/04	<p>Manager mentions he is having this person meet CEO. I am concerned at lack of inclusion, and why this person would be meeting with CEO and go and see Manager in his office. When I ask him he advises he is putting this person in as HR Operations Manager. I ask what is going to happen with myself and why he is making this appointment. Manager advises that our customers are not happy. They do not want a mother in charge of HR talking down to them. That I am too "mother ship" over the department; that he is not sure what he can offer me, thinking of Resourcing and Talent Manager but does not know. He is not going to be here too much longer and said he would only stay . This news comes as an absolute shock to myself as my dealings with our managers have been positive even when I have not agreed with them. I always endeavour to use influencing skills rather than hard line tactics.</p>		
1/05/	<p>Holding Union Meetings re EA and receive "phone dumps" by way of guidance from Manager. Just prior to one large meeting Manager advises new proposed HR Manager is on site and he wants me to meet him which I do briefly. Still no confirmation at this point if he is going to take over HR Manager's role.</p>		

<p>May,</p>	<p>Holding meeting with Union. It was scheduled for 3 days and is at the stage where the Union's log of claims were required and they refuse to provide this. I advise Manager in writing of what has occurred. I advise him that we have come a long way and that I believe we should proceed, lay firm dates and involve if they continue to stall us. Manager is flying back from at this stage. He enters the meeting on the second day and commences an altercation with the Union Representative - AMWU. This degenerated into a slanging match between Manager and Union Rep and with a number of the Union Delegates joining in the barrage. Manager advises myself and co-manager will not be "playing any more - he has never seen meeting run like this" he is closing down the meeting. He advises all in attendance that flights have been booked for their immediate return to branches. He turns to me at the end of proceedings and says, "And that's how you run a meeting". I went back to the demountable and collected the Union members itineraries and took them to their hotel where I check to see if they are alright. They are clearly as shell shocked as I am and ask what is reasoning for Manager not being involved as part of these meetings when myself and co-manager not permitted to make any decisions., Manager appeared disgusted and stated he had just spent a morning learning how "not" to negotiate effectively with people. This one incident is credited with the first vote of the EA being lost as there was a great deal of anger about the treatment people to receive at the hands of GM of HR.</p>	<p>Senior Managers, 20 Union Delegates, Union Representatives</p>	
<p>April / May</p>	<p>No further discussions with Manager re my position until a letter arrives at HR signed by new proposed HR Operations Manager accepting role as HR Operations Manager. This letter was brought to me by staff who had no knowledge of what was going on so it was left to me to explain this to them.</p>		
<p>1/05/</p>	<p>Spoke briefly to GM Branch Operations about the situation re dismissal and the situation I found myself in with Manager. He said he had spoken to CEO about Manager's behaviour on a number of occasions but nothing seemed to ever occur but would speak to CEO again.</p>		

1/05	<p>Manager stopped up to the demountable and mentioned as part of the conversation he did not know what position he was going to offer me wherein I said I might as well just resign as this was ridiculous. Manager became angry and said I had been talking to people and I was disloyal. I said I did not have anything to be ashamed of and that I was anything but disloyal. I was told to gather up all EA work, not to work on it, which was a complete change to his previous instructions of "only work on the EA", which of course I could not do as I was managing a HR department.</p>		Transfer number 2 - HR Manager to Resourcing and Talent Manager
1/06/	<p>Pre-arranged Performance appraisal conducted by Manager wherein he advised that I was moved from my position as I certainly did my research but this was not enough. I did not have a degree qualification and this was the standard now required. I asked for detail as I was not aware of anything I had done incorrectly and he advised he had a list but did not have it with him. I found this quite incredible coming from a HR professional. He said that I had made an error in advising a line manager about the dismissal of Contractor who was the wife of a supervisor which led to an EEO claim.. I told him I had not been involved with the cessation of contractors employment - that he in fact had been dealing with the particular Manager in relation to that issue. I had advised the Line Manager it was best not to offer the wife a stores position, particularly as he had another to offer her. He stated I should be happy as he had thrown me a life line in giving me the Resourcing and Talent Manager's position but once again included negative comments that he doubted my ability in relation to leadership and to do this position also. I then asked him as my Manager how he was going to assist me to develop in this regard and if he would put me on the courses he was organising. He said he did not know. In relation to my appraisal he advised that he could not give me the 4 I had requested which is a - High level of achievement as I was only in the position for a year and said he would give me a "3 - Achieved Objectives Excelled in Some" and the applicable pay increase which I said I would accept. He stated he was not available to assist me in my role I would just need to make do. He was very busy, was not going to do anything to assist and I should run the department like it was my</p>	Manager and myself in office	

1/08/	<p>In F & A Meeting Room - CEO phoned Manager enquiring re his Personal Assistant Recruitment. Manager said that he had two candidates from an agency. Manager said to him he did not want to put them forward until he had looked at them. When he hung up I asked which agency he was working with as I had been handed this role to fill. He said, in the presence of two HR Managers including the one who had replaced me, "It was a lie". CEO had telephoned me previously about these candidates and I said to CEO I knew nothing about them, that perhaps Manager was doing something in relation to the recruitment. He said that Manager told him I was looking after the matter and noted this was not satisfactory. I told CEO I would let him know what was occurring. I sent an email to CEO prior to this incident. Manager's continual interference causes issues for employees and I believe this is deliberate. I was shocked at him lying so effortlessly to our CEO. I spoke about this to co-manager and she was disgusted also.</p>	<p>Manager, new HR Ops Manager, Rem and Benefits Manager and myself</p>	
1/02/	<p>I became aware via Recruitment Associates that Manager was looking in market for Resourcing and Talent Manager for . I asked him about this and he said it was for the new Business. I asked if he was happy with me in this role and he said that I had done some things well and some things not so well, just like the other Managers. He said that he was not assured that Rem and Benefits Manager and I had what it could take to fill our roles as the company entered to 5000-6000 employee mark. He said he felt comfortable that new HR Ops Manager would be fine as he had worked outside HD. I asked him what help we could receive to assist us. He changed the subject. I advised him that there was a disconnect with the HR Ops and other teams and that the Business Partners had closed themselves off and communications were no longer effective. He said to talk to new HR Ops Manager about it and he was busy with CEO and new COO and would not be assisting me, I would just have to manage and I was set to become the most hated or loved person at Hastings when it came to our recruitment requirements.</p>	<p>Meeting Room - Fairfield Road</p>	

1/03/	<p>Strategy on a Page planning day - Manager stated we had come a long way since he arrived. That Rem and Benefits Manager was not even in the Dept when he arrived and I was he did not know???? when I said "I was the Supervisor" he stated "You were an admin assistant". This was demeaning not only to myself but to previous GM - HR Manager and to others in the team who worked to a high standard of continuous improvement and customer service prior to his arrival. He admitted in this meeting that "he liked playing with people's minds". I raised issue regarding Business Partners lack of communication with their manager - new HR Operations Manager as instructed. Relationships did improve after the two day meeting where discussions were had regarding team work. Other incidents include Manager advising me not to respond to the HR Meeting Invitation in I had received. I had to use all my influencing skills to have him allow Recruiter to fly to NT and Isa to run the assessment centres for the Indigenous Recruitment for Trainees for Pre-Voc Program. Told me he wasn't interested in this as it was not his KPI. I explained it was a KPI delivered by CEO, so therefore it was important that we all worked to fulfill this. I had booked also but was told I was not to go even though I had booked my flights. Not included in the Business Integration except to write up 25 job ads in short time frame and then having to manage those recruitments via Recruitment Advisor. I was concerned about Rem and Benefits Manager and the workload so I offered and subsequently spent a weekend in working with this manager on getting letters of offer ready for this. Not invited to Area Manager's Meeting for first time since 2000 when it was held in</p>	- GM HR, HR Ops Manager, Rem and Benefits Manager and myself	
7/04/	<p>Broke leg, rang Manager he said to proceed with E Recruit roll out. We could not hold it up past . Worked long hours prior to surgery from my home. Successfully launched E Recruit I I and Manager had IT turn my email access off. Managers are usually allowed to make their own judgement calls in relation to work they can do. No autonomy. Micro-managed or no assistance at all. Feel this was once again deliberate isolation.</p>	Phone communication	

24/04/	<p>responded to each call and left message. Contacted me finally at 4.30 pm advised I would need clearance to return to work in addition to my surgeons clearance. Asked how my leg was and advised that as a result of the GM Meeting at there were some changes he needed to talk to me about. As always he waits for a query before he commences. I asked, "Do any of these changes affect us?" "Yes I have to tell you I have to put you on ERP full-time." I stated I was not pleased with this and that I felt that this was due to the disgusting state of our relationship over the last 18 months. He said it was either himself or me to be put on the team and management had made the decision. I stated that there would be a number of unhappy people in the Recruitment team and he said he was not in his position to make people happy. I said I would consider my position and advise him. He said he needed to make an announcement so needed to know by 9.00 am Monday - . I sent a text the next day requesting a job description and letter of offer. A letter was supplied at 11.30 pm on the Sunday night before the Monday deadline. The letter had a number of basic sections including leave provisions and superannuation missing. I advised the letter needed to be altered and I would not be able to give an answer until following Thursday. I contacted COO as I was so concerned about still being under the influence of this Manager, as he advised me via email that we I should not delay decision as we would be working closely together in my new position. COO said not to decline offer because I did not want to work with a certain person. Wanted me to continue. He asked me to come see him on return to work. I said I had a synopsis of events which I would send him via email and</p>	Family - phone call to my house	Request to Transfer into Position Number 3 - 24.4.

24/04/	<p>Overall the last 2 years has left me feeling like my influence within the Dept and Company has been deliberately eroded by Manager's efforts despite meeting requirements of role with little or no support and constant references that are a put down. I am not involved in meetings with other HR Managers on a regular basis and am unaware of key business decisions or requirements. I feel like I am constantly being set up to fail and do not know what the company's expectation is of me or my role. Constantly worried about being replaced. Manager's comments make me feel intimidated, humiliated and harrassed within the department and workplace. Manager not meeting his expectations as my Manager or as a GM of HR. I have supplied Job Descriptions and Performance Appraisals for and but have not had any response to them. They are not in the HR System or on file.</p>	Approx 20 people from organisation including Senior Managers	
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