

Inquiry into Workplace Bullying due 29/6/2012

JE.

2004

After working for 1 year (3 days per week) with an Accountancy Practice I asked for a pay rise.

I was offered \$1 per hour and when I asked why only a dollar – I was fired (on a Monday). I was given until Thursday to finish my work, however I advised I will finish the work and leave on the Wednesday.

The employer refused to pay my holiday pay and I had to spend three stressful months trying to get redress. I was late lodging the complaint with Industrial Relations (IR) due to employer not responding to my request for payment of my pay. Then I had to lodge a request for acceptance of a late application to IR, which eventually was accepted. Then I had to lodge a complaint and eventually won the money from the employer. But it was a very trying time as I was very poor and had just started a new job.

Employed by the Department

2007

20070705 Bullying.doc– In March 2007 spoken to rudely by a supervisor with comment that “you will have to go”. The matter escalated and lodged a complaint of insubordination (I believe a formal complaint) about me. Meeting was held and was moved to HR and eventually left the department.

In 2012 I lodge a FOI 019-2012 (2007 AFOIG – No records found), asking for documentation but no records found. Refer to 2010 – 2011 bullying history. No hazard report lodged as I didn't know this type of application on Hazards existed.

A review of the Accounts Payable section was undertaken at this time in 2007. Only recommendation instigated was a new Senior Processing Officer – Expediting L2 was employed, but at the cost of not employing a Processing Officer L1 for a long time. See (2007 Review of Central Processing Unit.pdf) and Grievance see (Grievance lodged 130711.doc) which has a case history of Bullying

2008

I applied for the Administrative Job L3 I had been doing for 10 months and preparing for 4 years. I received one (1) days notice for the Interview as I was on leave over the long weekend and when I returned to work was advised even though my supervisor wa on panel. Feedback interview was copy of assessment with no actual examples of where I failed to address criteria. (2008 Feedback L3 .pdf), (Manager Finance) got angry with my Question "Where did I fail to meet criteria?" Response "Didn't do well at Interview". When I asked why only one day's notice wouldn't answer at first – then said "It's not black and white", then, "It's a grey area", and then "It's just a game." When I said this is my career you are talking about got angry and told me to have a week's sick leave and arranged a course on interviewing techniques for me to attend in the future. sent email saying "Leave is approved subject to ensuring there will not be any urgent matters left to bit us in the rear."

I lodged a complaint about the bullying email he sent to Director (), however she changed the complaint to poor communication and was to monitor the situation. I did not see any monitoring and took the complaint against him personally and made my life hell from Feb 2011 to 13/7/2011 until I lodged the grievance of the 13/7/2011

2009 (File Notes .doc) Draft details of how I was treated by Director Finance 2009 - 2011

2010

(Manager Finance) removed the option for staff to have flexidays (20102406 PBB Loss of Flexitime Notes.doc). I lodged a complaint that the change in flexitime was a breach of the General Agreement 2008 to (Director Finance) (Flexitime GA 2008.doc) but Director provided explanation and ignored my complaint. (20102406 FA Loss of Flexitime response 1.doc) I refer to response form my Grievance of the 13/7/2011 where (20110908 Reply to my grievance 130711.pdf) agrees that Flexitime should have been in writing, and that is all that has occurred. Still not provided in writing and still is in Breach of the General Agreement 2008. See email chain of the 23/8/2011. Where I am threatened with Misconduct regards not going to follow policy. I addition to alleging I am vexatious and possibly paranoid. Asks me about what I want in regards to Changes in flexitime. How about my employer abides by its agreements with its Unions!

June 2010 Abused by in workplace see grievance 13/7/2011. See OH&S.

On 16/12/2010 placed under a Performance improvement plan as a punitive action against me. All I received was an Agenda (20121612 Substandard Meeting Agenda.pdf) -, no evidence or complaint in writing provided to me as requested. See (20111002 Grievance040211). Grievance of the 100211 which I have never had a response for from . See Grievance 130711, reply and review. Policy not followed.

2011

See ([File notes AC.doc](#))

Lodged a grievance on the 10/2/2011 but I have never had a response. No general protection provision in effect. ([20110210 Grievance DG 040211.doc](#))

I was abused in workplace by _____ 22/2/2011 and this was witnessed by _____ (Finance Manager) and _____ (Director). _____ removed from Position but I was blamed for not being helpful in not accepting her (_____) apology by _____. I pointed out that _____ was abusive many times before and I shouldn't have been abused in the first place – and now she has been caught. ([20112202 OHS .pdf](#)) _____ removed from acting on the 25/2/2011.

After being harassed, threaten. Victimized for months I finally lodged a grievance on the 13/7/2011

([2011 Grievance lodged 130711.doc](#)), (20110908 Reply to my grievance 130711.pdf) Reply dismissed my concerns ([20111209 review of Grievance 130711.pdf](#)), Review dismissed my concerns (based on collection of records for unofficial file. ([2011 Grievance Breach review to PSC 130711.doc](#)), Grievance not accepted by Public Sector Commission.

Lodged a Workers Compensation application but after 10 months has been rejected based on a Psychiatrist's report saying I had a pre- existing condition not otherwise determined and the Lawyer advises my condition must be mental not physical – so I will loss.

As a result of my Grievance _____ ([Removed 141111.doc](#)) was removed from the workplace to a secondment. I lodged a request for to be investigated for misconduct, but this has been shelved by _____. See grievance 13/7/2011. I was asked if I would like the opportunity to leave the “toxic” environment. I agreed and went to _____ for 4 months.

_____ came to _____ to just talk. See (20112809 _____ notes.doc) and (20112809 _____ .doc) Didn't come in good faith.

Whilst monitoring me for having paperwork on floor that I was criticised at the PIP of the 16/12/2010 _____ ([OHS060511 .doc](#)) put paperwork on floor. Hypocrisy.

I lodged 135 OH&S hazard reports and have had untrue allegations made against me. See _____ FOI 081 – 12 and FOI 045-0212 alleging I declined to a meeting to discuss My OH&S concerns ([20112112 _____ Misconduct threat.doc](#)). None of the forms debriefed with me and I have been threatened with misconduct if I pursue these matters. I have lodged two complaints with Worksafe but Worksafe doesn't want to get involved – yet. See ([20112202 OHS GWk and MD.pdf](#)).

2012

(2012 Request to PSC review Grievance.doc), ([2012 PSC 2nd Meeting Minutes.doc](#)), ([2012 PSC 2nd meeting response to minutes.doc](#)) ([20122805 PSC response Grievance.pdf](#)) PSC declined my Grievance a 2nd time but made three recommendations. (I am forwarding a hard copy with disc of Bullying History)

Sent Complaint to State Archivist and Executive Director State Records (Black File Arcivist.doc), Public Sector Commission, Worksafe, Ombudsman, Crime and

Corruption Commission, CPSU / CSA. ([20120906 Black File Committee](#)) ([Information Management Policy.doc](#)), I have lodge several FOI applications as I have been judged on file notes and emails but have never been presented the allegations. The response from continually fails to provide evidence or say was verbal. ([FOI List.doc](#)).

All my complaints have been dismissed. No evidence has been submitted to me in writing and all remain hearsay. I have been put through 2 Performance Improvement Plans (PIP) 16/12/2010 (no plan or evidence provided) and 29/4/2011 (plan provided but no evidence provided). I have my Misconduct investigation declined. My grievance of the 13/7/2011 poorly investigated and my review a whitewash. Ombudsman won't investigate PIP's as it overlaps with PSC investigation. PSC declined to investigate grievance of the 13/7/2011. won't investigate. Union of minor assistance mainly through Support person. From 2007 to August 2011 accounts Payable was under heavy workload with little no support and all the while Senior Management repeatedly advising we will all be AOP and need to look for another job. No training and bullied to do more and more. Large numbers of L1 Contractors leave due to low pay, no training, rudely spoken to by who was abusive and bullying. When I stood up to her I was abused and blamed for being abrupt in workplace and not speaking to people nicely.

I have found an unofficial file on me (with 179 documents about 400 pages) in January 2012 with vexatious, untruthful judgments but can't get this investigated and hence have lodged a complaint to the Archivist for WA.

2011 See ([Transition to Shared Services - Human Resource Plan.doc](#)) went through the motions of discussing the policy but never gave us any opportunities and was never enacted) I pointed out that didn't have any commitments to staff in the policy until July 2011 – too late for us to move on) Since AP has ceased to exist from October 2011, 4 contractors have been made permanent and all have been promoted over the 4 permanent staff – who are supposed to have priority in training and career advancement. SD L3, MW L4, JS L3, AS L3.

I can add more as I have a large amount of evidence and concerns and would welcome your interest. By attempting to get Management to abide by their agreements, policies and commitments has resulted in my career being destroyed.

I have enclosed a disc with many documents for you to print.

References

([2008 SPO Intake JDF.doc](#))

([20110611 Reaching Forward.doc](#))

([Bullying - Is it just a personality clash](#))

([Bullying A new light](#))

([Bullies At Work](#))

([Elimination of Harassment in the Workplace Policy.doc](#)) Not practiced by ([Information Management Policy.doc](#)) of – Breached in my case see PSC recommendations but no investigation of misconduct

([Reference Why need Policies.doc](#))

([Reference What is bullying Defined.doc](#))

([Reference What is bullying Defined.doc](#))

([Workplace Anti-Bullying Policy](#)) of Not worth the paper it's written on.

([GW and MD OHS Feb 2011.pdf](#)) See the "pdf" files with GW (mess on floor after PIP of the 16/12/10. I lodged 135 OH&S incidents – not one of

which have been debriefed with me and I have been threatened with misconduct if I pursue this line of enquiry (examples attached) See (AC threatening me with misconduct OHS 211211.doc) (AP Monthly Stats sheet 2005 to 2011.xls) proves statistics of the increase in work with no additional staff, very little training and poor career opportunities. Plus a large number of FOI requests with story

I enclose an example of untrue allegations in regards to Document 168 on an unofficial file 134-11 (I have enclosed the first page of the explanation of the unofficial from of the 27/2/2012 and the State Records Commission response of the 13/6/2012 after I lodged a complaint about the unofficial file (Documentation enclosed in letter).

FOI 081-12

I found an email on an unofficial file, (Document 168) stating I was offered several opportunities to discuss my OH&S issues. I lodged FOI requests for the proof of these allegations as no such offer was ever made to me. The determination by is that the offer was not made in writing for FOI 081-12, but the only type of communication I had with was by email. The more accurate conclusion is that as the offer wasn't made in writing, and wasn't made verbally, then the offer was never made to me at all. Indeed the allegation is untrue.

was the OH&S manager and had full access to all documentation, yet no documentation was discovered by the department. The department then references the official document (168) as support for the allegation, even though the Department has stated the document is not an official record (see letter 27/2/2012). So what evidence did have to make these allegations as no records were found under FOI. There are no records. I have been threatened with misconduct for requesting debriefing of my OH&S issues and strongly suggest this email has been used to decline the debriefings and justify the misconduct threat. (see OHS threat of Misconduct 211211.doc in new folder)

FOI 045-12

This is the other example but slightly different as I did call on the telephone to see why I have not received a response to my OH&S issues. told me she was too busy to action the reports. never offered me the opportunity to discuss my OH&S issues. In fact she sent me an email 18/4/2011 1:08PM (Copy enclosed) advising the process on resolving the OH&S issues. The email does not mention any offer to discuss the issues but in fact advises the matters need to be resolved in the workplace – directly contradicting her statement that she and offered me opportunities to discuss my concerns.

The way bullying pervades the workplace is displayed with these two examples and allegations like these have had a severe detrimental effect on my career and the way my employer treats me.

12/6/2012