



Submission from

The primary objective of this submission is to assist in preventing and stopping workplace bullying.

I speak from first-hand experience as an employee who has suffered as a result of workplace bullying and I have also been instructed to implement bullying tactics on other staff members but refused.

I am a whistleblower under the *Public Interest Disclosure Act* (NT). I no longer work within the government department I am employed by due to anxiety. Currently I am on a work placement with another government department.

I commenced my working life in 1987 and have been employed in three jurisdictions. It was not until 2009 that I encountered workplace bullying.

The behaviours I have been subjected to include:

- Being shouted at
- Ignored using time delays
- Attempting to recruit staff to spy on me
- No communication
- Being requested to misuse performance procedures to bully other staff
- Meetings conducted at times when I could not attend
- Accused of poor performance when I would not misuse performance procedures
- Being asked to support a manager who made death threats to staff

It is not my aim to mention the names of individuals or organisations in this document other than in publically available documents.

I can only call those who conduct bullying as workplace psychopaths and I see bullying as an entrenched culture within the government sector.

My experience is a nightmare. I do not sleep fully and at one time was prescribed vallium. In order to go into a workplace I had to carry a nail and ram it into my palm to stay there. I looked at windows, security cameras and any exits, thinking only of escape. I physically was shaking in fear. I would spontaneously start crying

and consider jumping through plate glass windows. I was taken to the brink. Yet I work for an organisation that has anti-bullying policies but those policies are for our 'clients'.

Today I do not trust people and often carry a digital recorder just in case I need to record a person. Too often it is asked 'what proof do you have'. By recording you have proof.

I was put on workers' compensation and placed on a back to work program only to put in an office by myself with essentially nothing to do. My pay dropped to 75% so I got off the compensation and took leave for 15 months to 'escape'. After the 15 months I returned to work but could not cope and was eventually put on a work placement in another department.

I did lodge a grievance but it took two years to resolve. Whilst I accepted the decision simply to end having contact with the officers involved the process was undertaken by those involved in the bullying. There was no outside independent supervision or investigation. I submit a letter that I received to show how these processes work. Names and places can be redacted. See attachments g1001.jpg and g2001.jpg.

I also refer you to a newspaper article outlining part of the issue that occurred at my original workplace.

I decided to support the person who was threatened who I supervised because I knew he had done no wrong. I paid the price. It is my belief that the Commonwealth paid for a building and had it named after the person who made the threat. I complained about this but nothing was done and I might add the Commonwealth simply ignored me yet another bullying technique. Please see the attached email g3001 and g4001. There is also the link to show the Commonwealth was paying for it, all \$1, 970,000. Reward the bullies by naming buildings after them. Well done Commonwealth Government.

My employer conducted an investigation however the investigator is questionable and constantly used by the employer to achieve biased

Workplace Bullying Submission

results suitable to the employer. My personal experience of the investigator was backed up in a report about some of his other investigations. Please refer to the link:

In conclusion I would like to see a piece of legislation that allows for independent investigation and prosecution. I do not want to see some weak organisation created that operates under an Act designed to do nothing, an Act that is a compromise that pays lip service to the bullies. There should be no exemption under such an Act for the State and Territory Governments.