



From:
Sent: Thursday, 28 June 2012 4:31 PM
To: Committee, EEWorkplaceBullying (REPS)
Subject: Sub 92 - Submission to Parliamentary Committee's Inquiry into Workplace Bullying
Attachments: Attachment -Cope of Affidavit.pdf

Respected Parliamentary Committee,

I would like to lodge this submission to the Committee's inquiry into workplace bullying although this inquiry is a bit too late to prevent the heavy bullying and victimizing imposed on me by the managers of my former employer

I worked for _____ (hereinafter referred to as " ") from June 2004 to March 2008. During my last few months with _____, I was heavily bullied by the sea freight manager _____ of NSW Branch Office, the General Manager of _____ NSW Branch Office _____ and the Human Resource Manager _____ in _____ head office in Melbourne.

The bullying imposed on me by the sea freight manager _____ was appalling, and was carried out purely for his own personal interests to terminate my employment. The then _____ NSW branch general manager _____ and _____ human resource manager _____ kept a blind eye towards bullying behaviour and they even helped _____ systematically carry out the bullying on me and the termination of my employment. The _____ human resource manager _____ and _____ director _____ turned a deaf ear towards my repeated written appeals for help. The entire company management adopted a complete bullying culture and made me a grave victim eventually.

With the connivance of _____ senior management, the sea freight manager _____ achieved his personal goal to unfairly and unlawfully terminate my employment through continuously bullying and victimizing me. To fight against the bullying and victimizing, I had to sue _____ at the Federal Magistrates Court of Australia (Sydney). At a mediation meeting chaired by the court, _____ agreed to pay me \$40,000.00 for my legal cost and \$15,000.00 as compensation. Although this payment is not enough to heal the mental injuries and health and economic damage caused to me by the bullying and victimizing behaviours of _____ managers, I can only accept the result of the mediation because the financial burden and pressure was too great for me and my family to carry on the lengthy legal fight to get the final judgement of the court.

Addressing the Terms of Reference of the Parliamentary Committee's Inquiry into Workplace Bullying, I would like to summarize the main points of my submission as below:

- _____ and its management are responsible for the appalling bullying and victimizing imposed on me at _____ workplace, and are responsible for the profound effect on my health, work and family life;
- A bad workplace culture such as that of _____ is the direct cause of workplace bullying;
- The existing education and support services are not adequate to prevent and respond to workplace bullying; otherwise, I would not have been made a victim of the bullying at _____ workplace;
- The existing regulatory frameworks do not provide sufficient deterrent against workplace bullying; workplace bullying should be made a crime so that the police can investigate the workplace bullying and protect the victims of workplace bullying.

Attached is a copy of my affidavit (file number: _____) that I lodged with the Federal Magistrates Court of Australia (Sydney), which, I believe, shall give a detailed description of the prevalence of the bullying and victimizing that I experienced and suffered as a victim at _____ workplace.

Yours sincerely,

Email:

Mobile: