

This is a short note on [redacted] with reference to LES experience of bullying by a-based staff who would not tolerate being treated that way back in Canberra.

the prevalence of workplace bullying in Australia and the experience of victims of workplace bullying;

It is a failing of this enquiry that it is not advertised more widely to include employees of [redacted] who are locally engaged staff(LES) at the posts that outside of Australia. At the post any complaints made by a LES staff member against a posted [redacted] staffer(A-Based) is dealt with by another A Based officer. Any reports of the actions taken are worded in such a way that Canberra are probably unaware of the actions of senior staff at the post.

There is too much trust placed in these officers(HOM's, deputy HOM's and SAO's) and very little accountability. When a matter is reported directly to someone in Canberra the response is usually are you sure that is what happened...it is mates investigating mates.

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;

The [redacted] policies are well meaning, well written but badly implemented. The fact is that the investigators and the bully are interdependent on each other for decent appraisals both upwards and downwards. There is a culture in [redacted] to protect other a-based staff from any investigation whether it is justified or not.

[redacted] have excellent documentation on dealing with bullying however it is let down by the implementation.

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;

The fact that information regarding this enquiry was not made public at overseas posts is adequate evidence of the lack of raising awareness for LES staff.

whether the scope to improve coordination between governments, regulators, health service providers and other stakeholders to address and prevent workplace bullying;

whether there are regulatory, administrative or cross-jurisdictional and international legal and policy gaps that should be addressed in the interests of enhancing protection against and providing an early response to workplace bullying, including through appropriate complaint mechanisms;

The complaint procedure is inadequate especially if it is made by LES. The culture of us and them aligned with a superior racist attitude that many a based officers adopt on getting an posting. This highlights the difficulty that

whether the existing regulatory frameworks provide a sufficient deterrent against workplace bullying;

As long that there are mates investigating mates there will be no change in the type or frequency of bullying within [redacted] both on and off shore.

the most appropriate ways of ensuring bullying culture or behaviours are not transferred from one workplace to another; and

possible improvements to the national evidence base on workplace bullying.

A centralised database may be an answer. Education is another. Investigation and punishment of the perpetrators, not a sideways promotion until the dust dies down.

this may not be the PROPER FORMAT but it is the best I can do