

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2015 - 2016

Agency - Fair Work Building and Construction

Department of Employment Question No. EMSQ16-000195

Senator Cameron provided in writing.

Question

FWBC - Bullying complaints

1. Are there any FWBC officers presently appointed as Harassment Contact Officers (HCOs)? If so, how many and in which FWBC offices are they located?
2. If there are not presently any HCOs in FWBC, when was the last time there were?
3. Please confirm that on 11:46AM on Wednesday 22 January 2014, FWBC's Human Resources Manager sent an email to all FWBC HCOs seeking advice on the number of incidents of bullying and/or harassment that had been reported to them in the past 12 months?
4. Was the information being sought by the Human Resources Manager in relation to the review of bullying conducted by DBM Independent Consultants?
5. Please confirm that at least one HCO replied to the Human Resources Manager at 12:21PM on 22 January 2014 indicating he had received four complaints of bullying and/or harassment and raised concerns that bullying and harassment complaints were not being properly addressed by the State Director in New South Wales? Please provide details of the number of complaints of bullying and/or harassment provided by all the HCOs in response to the Human Resources Manager's email of 22 January 2014.
6. In relation to the evidence of the Director given at the hearing on Friday, 12 February 2016 (Proof Hansard, p.27) that the tabled emails were investigated by an SES officer and the complaints made in the documents were found to be unsubstantiated; please provide all documents relating to that SES officer's investigation.

Answer

1. There are no Harassment Contact Officers (HCOs)
2. The HCO network was discontinued in April 2014.
3. It is confirmed.
4. No.
5. It is confirmed that one HCO reported that they had received information about four complaints in that period. A total of nine contacts with the HCOs about bullying and harassment for the 12 months prior to 22 January 2014 were reported.
6. Attachment A – Findings following investigation of complaint made by officer
Attachment B – Letter to complainant outlining findings
Attachment C – Letter to accused outlining findings.