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Please find my submission to your enquiry. Could you please acknowledge receipt.

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In late 2009 I have suffered an injury at my then workplace, [REDACTED]. This injury, later diagnosed as a major depressive illness with anxious mood, was precipitated by a number of workplace incidents which I perceived as bullying and harassment by a number of senior managers within my Division.

I was informed by my OHSE Manager that making a Comcare claim would be 'confrontational' and instead I was offered psychotherapy sessions funded by the Division.

While under psychologist's care I was accused of serious misconduct and told that dismissal is a possibility. The management were not interested in my explanations which, among others, included a realisation that someone forged my signature on the [REDACTED] document, critical to the allegations against me.

I became suicidal.

I was directed by Acting Chief to attend an appointment with a specialist nominated by [REDACTED] and then, via a separate email, charged with misconduct.

After I did see the specialist [REDACTED] initially refused to provide me with the doctor's report while seeking legal advice whether they were obliged to share it with me.

Soon I have been directed by [REDACTED] to see another specialist who provided the diagnosis who concurred with the first specialist that I am not fit to participate in misconduct investigation.

Both doctors advised me to make a Comcare claim and I followed this advice. Attached is a document titled 'Workplace Incidents'.

I have also contacted [REDACTED] whistleblower committee asking to investigate the forgery of my signature.

I became aware that my staff were told the details of my condition and consider it a breach of my privacy. I made a formal complaint to [REDACTED] who confirmed that breach of privacy occurred at the direction of the Divisional Chief.

I was directed by Divisional Chief not to attend the workplace. My access card was disabled.

In mid March 2010 I raised grievances against two Senior Managers who I felt engaged in inappropriate conduct. This has not been acted on by Divisional Chief, nor by their line manager, Group Executive, when escalated by me.

Unknown to me at that time Divisional Chief with assistance of one of the Senior Managers against whom I lodged a formal grievance started preparing a case for making me redundant. This fact has been ascertained on the basis of [REDACTED] documents provided to me under the FoI Act (attached).

Response to my Comcare claim was provided by Divisional Chief who disputed my claim. Comcare found that I was injured in the course of employment but the injury is non-compensable. I have asked Comcare for a reconsideration pointing out what I believed were incorrect statements from [REDACTED].

Divisional Chief cancelled my rehabilitation program and made unspecified allegations about my behaviour.

In mid May 2010 I have put a formal grievance against Divisional Chief directly to CEO of [REDACTED]. I did not get a response so few days later I repeated my grievance. CEO informed me that the matter will be handled by the Executive Director line managing the Divisional Chief and who on all previous occasions affirmed actions taken by the Divisional Chief.

[REDACTED] whistleblower committee considered my complaint and decided that an investigation should be conducted. Against my objections the task was delegated again to the Group Executive. Subsequently HBA

Consulting (and not AFP as stated in [REDACTED] policy) were hired to investigate the forgery and substantiated my claim. No apology was offered by [REDACTED], instead I was informed that forgery was 'a minor administrative omission'.

On July 1 2010 My solicitors received a letter from the same Executive Director asking whether my email to CEO with a subject line 'formal grievance' is a formal grievance. We confirmed this fact. (Subsequently [REDACTED] Staff Association confirmed to me that there were informed by [REDACTED] that there were no grievances raised in FY 2009/10 despite two grievances raised by me alone).

Comcare affirmed their original decision upon reconsideration and in early July 2010 I lodged an appeal with the AAT (Administrative Appeals Tribunal).

In early August 2010 I was requested to attend a meeting with the Divisional Chief about 'my current employment'. Around the same time I was to see yet another, now the third [REDACTED] nominated specialist so I suggested we wait for the report. Instead I was directed by the Divisional Chief to attend the meeting and threatened by him with misconduct if I do not attend.

I wrote to [REDACTED]'s CEO again and asked for 'another reasonable manager to take over'. I also asked about the progress of my grievance against the Divisional Chief. The response to this email came not from CEO but from the Divisional Chief himself who again reiterated that I need to attend a meeting with him (correspondence attached).

At the meeting the Divisional Chief told me that my position is surplus to requirements and I am potentially excess. I asked what would happen to my grievance against him and neither he nor the HR manager in attendance provided a response.

Few weeks later I was informed by another HR manager that grievances cease upon termination of employment.

It was not until late September that the former Group Executive informed me about an investigation into my grievances.

In a report dated 18 November 2010 the independent investigator substantiated many of my claims and found breaches of [REDACTED] Code of

Conduct.

The report was provided by my solicitor to Comcare and the AAT.

██████ sent to me letters containing threats of legal action as a result of provision of the grievance reports to AAT and Comcare.

My employment at ██████ ended on January 4, 2011.

A month later I received a letter from ██████ rejecting the findings of the grievance investigation.

It was not until June 2011 that Comcare having subpoenaed the above ██████ response to the grievance report accepted my claim during the AAT conciliation.

██████ Zero Harm Policy advocated by the CEO states 'zero tolerance to unsafe behaviour'... The managers who were responsible for my workplace injury and found during the grievance investigation to have breached ██████ Code of Conduct remain employed at their high positions within ██████.

I remain unemployed.

My career which I have built over 20 years at Oxford, Penn State, Cambridge and Imperial College London prior to joining ██████ in 2005 is no more.

(signed copy will be posted)

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P.S. Misconduct I was charged with just before Xmas 2009 has been never again mentioned by ██████. Documents obtained under FoI show all senior managers within the Division contributing to drafting the allegations against me. There was no-one left to make an impartial decision.)