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From: [REDACTED]
Sent: Thursday, 28 June 2012 10:29 AM
To: Committee, EEWorkplaceBullying (REPS)
Subject: Sub 90 - submission

House Standing Committee on Education and Employment
Inquiry into workplace bullying

My submission to your inquiry into workplace bullying is based on my experience at the [REDACTED] as a Council member, as an National Tertiary Education Union elected official, as a support person to bullied staff and as a member of University committees.

Based on my experience, I believe that at the [REDACTED] the procedures for unsatisfactory performance and misconduct are improperly used to bully staff into resigning from the University.

Systemic bullying by senior staff cannot be properly addressed when senior staff control the process to manage bullying and use the University's processes to bully.

My suggestion to the inquiry is that all staff who feel they have been bullied should have the right to address the University Council (in the absence of senior management) with their grievance. At least then the Council will have to face the impact of the support they give to senior management.

[REDACTED]

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