

Hi

My name is Jason Gade, have been with DHS for over 10 years. In the last 5 years, it's been a little rocky - been diagnosed with a blood cancer which is incurable, however - my submission is about another cancer which is slowly spreading across the centre. The cancer I'm talking about is preventable, and highly treatable.

What I'm referring to is the current health of our morale - across the board. I can see it the moment I walk in, till the time that I leave. People have become jaded and lost. You can go through the statistics of financial pressures, work life balance etc. due to bargaining delays and cuts, but the bottom line is simple: fix the morale, everything else will fall into place.

We often speak about customers (families) who are generational income support customers (Father is on income support/son becomes income support dependent/his son etc.) and yet we have created the same culture within DHS. New recruit comes in or a transfer from another department comes through, training begins and the focus is there. These people are there to make a difference, however this is lost the moment they are exposed to real life out on the floor. People are burnt out, lost sight in goals, no ambition. This then gets handed down to the new staff, and repeats itself. It's a direct result of employees feeling undervalued as a result of failed workplace bargaining agreements.

The irony is we have multiple forum's setup to increase productivity/better quality yet this will never be achieved with a undervalued workforce. The solution is simple: give something back. The return would be enormous - how do I know?..... History within my department alone reflects it. It's often said 'Hard work beats talent' - however, in our case I believe mostly, we have the talent, but the drive to work that extra yard is lost and we have caused it.

My future is not clear, but I have 3 children who are everything to me and I will fight for every moment I have left. I'm asking that we fight for DHS and come to an agreement and stop the generational undervaluation. The "WE" culture that has tried to be instilled to us, is nothing more than a poster on a wall..... I'm asking to take the steps to change it.

Jason Gade