

28th January 2024

Hon Clare O'Neil

Federal Member for Hotham

Dear Ms O'Neil,

I would like to refer to my letter of 19th November 2023 and my meeting with your staff member Jane Foley on 16th January 2024. I present my grievance, believing you could submit it to the relevant Committee of the Parliament and the respective Ministers.

1. I have already given you a copy of my submission to the Standing Committee on Education and Employment, the Committee Inquiry Report-March 2016, and the support letter from my Support Coordinator. These documents are attached here for easy reference.

2. Since 2007 the Department of Workplace Relations or the Disability Employment Service have not assisted me to find sustainable employment. I had two hospital admissions while looking for work in 2008 (January) and in 2019 (April).

3. I consider that I have become a victim of unfair treatment at workplace. First in [REDACTED] in 2007 and secondly in [REDACTED] in 2015. Due to the strain of my unfair dismissal in [REDACTED] my ability of speaking dropped. In addition to that I lost self-confidence, lost the connection with my professional colleagues, and felt I was a failure.

In next ten years, I had to work without pay for (2.5) two and half years demonstrating employers my ability to work while tolerating discrimination. If the Disability Employment Service had a scheme to reconnect me for meaningful work, I would have secured a job already.

My speech problems continued. The loss of fluency of my speech was later observed by tribunal members in 2015, 2016, and 2021 in VCAT hearings.

4. Then, I became a victim of recruitment process. From 2015 to 2021, I applied for around thirty (30) positions in State and Federal agencies. I was not successful. Receiving the advice from the Mental Health Services I approached VCAT, Australian Human Rights Commission (AHRC), Federal Courts, and VEOHRC. In legal proceedings I had mental breakdowns, speech drops, instability in my accommodation. I was not able to supply expert evidence or psychological reports.

Now my priority is maintaining mental well-being. Hence, I cannot pursue my legal matters anymore. I fear my speech will be impacted in tribunal process.

5. In September 2022, I became a victim of multiple identity thefts and a victim of Optus data breach. A mental breakdown was triggered after having interviews with fraudulent recruitment agents. That kept me out of job search for (1.5) one and half years. Now I cannot involve in any job search, cannot trust anyone.

6. I believe my previous employers should consider my case fairly if they were requested to do so. Now I have evidence for a new medical condition, Autism, which they diagnosed when I was (50) years old. I was in job search for (11) eleven years. I believe the Community Leadership has a duty to intervene and bring relief. That is why I thought to approach you. I cannot engage in any job search after being a victim in workplace, a victim in recruitment process, and a victim of multiple identity thefts.

My psychological reports on Autism and Occupational Therapy assessments are now available and can be supplied to anyone who can help me. This evidence was not existent in 2015 or 2016 during legal proceedings.

My Requests

7. I request you or your staff to contact my previous employers [REDACTED]. There could be a Good Samaritan who could help me. If they want to investigate, I am happy to supply the reports from psychologists and OTs.

8. Similarly, I request you to contact the agencies that I had legal claims over reasonable adjustments in the recruitment process. I can supply you the list of organisations that comes to around (30) thirty. I believe the fresh professional evidence could change the mindset of the employers. I had gone through a rough journey due to mental health issues including losing my family. I deserve justice. Only I am looking for is suitable work either paid or unpaid leading to a contented life.

9.

I have trauma and suicidal thoughts because I cannot find a way to access the workplace. The recruitment process and legal process are not adjusted to fit my mental health condition. I am marginalised and disconnected from the professional community that I belong to.

A. I request you, the relevant Committee of the Parliament, Minister responsible for Disability Employment, Minister responsible for Internet and Communications Security to consider this matter. The relief I expect is a sustainable employment. Please give me an appointment to meet you face to face and explain this.

B. I want to know if the Government can implement a registration system for recruitment consultants. There should be a consultant registration that can be cross checked by the job seeker, like Medical Practitioner Registration.

C. Similarly, my NDIS support workers, the Support Coordinator or the Local Area Coordinator have no registration that can be cross checked. Can the Government implement a checkable registration system for all types of NDIS workers?

[REDACTED]

[REDACTED]

[REDACTED]

