

## **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. EMSQ16-000141**

**Senator Cameron asked on 12 February 2016 on proof Hansard page 28**

#### **Question**

##### **FWBC - Bullying and harassment counselling**

Senator CAMERON: Has your line management, up to and including you, felt it necessary during the past two years to counsel any of your staff for behaviour that could constitute bullying and harassment of other staff?

Mr Hadgkiss: Again, I will have to take that on notice. If there is an official code of conduct investigation, it would be in the statistics that I think Mr O'Keeffe has given you. Counselling of officers can take place on a day—

#### **Answer**

It is expected that all leaders provide counsel to staff when required. This is not limited to behaviour relating to bullying and harassment of other staff. In addition, the Agency requires managers to conduct formal performance reviews with staff twice per year.

All FWBC officers attended formal training on bullying and harassment across 2014 – 2015, with a separate session for staff, team leaders/managers and the SES.