

## **IN SUMMARY -**

A report advised that the Department required an additional higher level position, in addition to my position. This did not occur. *I carried out both sets of duties since my arrival at the Department. My predecessor confirmed that she too had also undertaken those two sets of duties. It was also not possible to manage administration without both sets of duties being undertaken.*

I sought a review of classification as I had been carrying out higher level duties.

Immediately after, I became subjected to bullying, initially by one individual and then a mob.

The bullying led to the establishment of a new position on the basis my position would be disestablished and this happened before the change process and consultation took place in the Department and the union. My position was changed deliberately to disadvantage me through a change process. This was despite the Director in an email stating he was introducing the change process to upgrade the position as I had been undertaking the same duties as other administrators who were paid at a higher level.

I was interviewed and denied the new higher level position. I was a lifelong learner and had a degree in administration, extensive administrative experience as well as excellent references.

*On a normal work day I was walked off the job by the main perpetrator (supported by the Director HR).*  
This was before my redundancy had commenced.

A temporary appointment was made at the higher level and my supervisor advised all staff that they should go to the temporary for work that they previously contacted me for. These were my duties and it confirmed that I had been working at the higher level. Evidence also backed this claim.

While matters were in Federal Court and a review was underway, the Director HR gave permission for the appointment of an external applicant with *no prior relevant experience* to the new position.

*The taxpayer footed the bill when my employer settled in the Federal Court and Comcare accepted liability for my claim that I had been made sick in the workplace as a result of bullying.*

## **AN UPDATE - (SINCE I WAS REMOVED FROM MY WORKPLACE)**

*While my position had been disestablished, the same level position was reintroduced in the department.*  
This was in addition to the higher level position established as 'new' and denied to me as a result of workplace bullying.

*There are now two senior positions in the department.* This was exactly what the consultant report had advised - refer pg 1, paragraph 2 of this story.

I was underpaid and bullied out of a position which I enjoyed; my career came to a standstill and my health compromised. *The bullies supported by the HR Director who was complicit in breaking workplace laws, had made a mockery of the Fair Work Act 2009 as well as the Health and Safety Act 2011.*

*It is a travesty of justice.*

**SUBMITTED ANONYMOUSLY 22 August 2017.**