

FRONT COVER

**Workplace Bullying and an Unfair Dismissal
at an Australian Public University –
Who pays?**

**Lessons for policy makers and those committed to a fairer workplace &
public sector accountability in Australia**

My Story

Joyce Noronha-Barrett

BACK COVER

This book chronicles Joyce Noronha Barrett's journey from 'outstanding performance' at an Australian public university, to workplace bullying and an unfair dismissal after her request (not demand) for a review of job classification placed her in the direct path of a workplace bully. The adverse action resulted in prolonged workplace bullying including the staging of a change management process to deliberately disadvantage Joyce through a redundancy.

Joyce sought the support of the Federal Court in Canberra to protect her job. Despite the agreement to keep Joyce's position 'open' pending a review, Joyce was removed from campus the very next working day. While Federal Court proceedings were pending, a supposedly 'new' position was advertised (while Joyce's position was made redundant) and an external applicant with no university work experience was recruited to undertake the role. The evidence indicates that there was collusion to circumvent legislative and other HR processes.

In September 2016, Joyce settled her Federal Court case with her employer and in November 2017, Comcare, the Commonwealth's public-sector worker compensation insurer concluded that Joyce's 'workplace injury' was substantially caused by her employer. *As a public university, all costs associated with litigation and case settlement were borne by the Australian Taxpayer.* Joyce's case was one of many cases where the University has attempted to silence employees through deeds of release while bankrolling settlements and litigation with taxpayer funds.

Despite laws which suggest protections for workers, fairness in employment and safe work places (*Fair Work Act 2009, Health and Safety Act 2011* and the *Safety, Rehabilitation and Compensation Act 1988*), support for whistleblowers reporting maladministration (*Public Interest Disclosure Act 2013*) and accountability in the public sector (*Public Governance, Performance and Accountability Act 2013*), justice for employees in the Australia public sector remains elusive and Australian taxpayers continue to be bilked for organizational inefficiencies and corrupt work practices. In the absence of real action rather than rhetoric, the psychological and emotional toll on bullied workers as well as its impact on the Australian economy (Medicare and Centrelink support) will continue to rise.

All proceeds from the sale of the book and the Book/T-shirt combo will be directed to Work Rights Matter – www.workrightsmatter.org

INSIDE BACK COVER OF BOOK

About the Author

Joyce Noronha-Barrett has worked over 30 years in the Australian higher education sector. After some 10 years in administrative positions at the Australian National University (ANU), Joyce held various managerial positions with IDP Education Australia both in Australia as well as the USA. In her last position with IDP, Joyce was appointed as the Manager for IDP USA with the mandate to research and develop IDP's presence (on behalf of all Australian universities and colleges) in the Americas.

After IDP USA, Joyce accepted an appointment as Manager of the Canadian Education Centre (CEC) in Canberra, a position funded by the Canadian Government's Department of Foreign Affairs and International Trade (DFAIT). Due to family reasons, Joyce moved to the USA in 2000 and was the Director of the Australian Education Connection (AEC) until she returned to Australia in early 2011 to take up a position as Senior School Administrator at an Australian university. After the loss of her job and the health issues she encountered as a result of sustained workplace bullying and her unfair dismissal, Joyce took time out to recover from her workplace (psychological) injury. While she continues to recover, she has commenced volunteering her time for social justice causes and writes about her experience.

Given her personal experience with workplace bullying, Joyce holds the view that workplace bullying has similar effects on the human psyche as trauma suffered by those experiencing domestic violence and that the current systems in place to support workers are simply inadequate. In late 2017, Joyce established Work Rights Matter (WRM) as a way of disseminating non-legal information to support workers in relation to their work rights.

Joyce has worked and studied in Asia, Europe, the USA and Australia and has travelled internationally for her work. She has represented Australian education at various international fora.

Joyce holds a Master Degree in Education Administration from the University of New England. (MAY CHANGE?).