# Resolving problems

The question posed:

Tell the Productivity Commission about a time when you felt that management made a decision that was unfair to you or someone you know. What were you or them able to do about it?

For example: What was the issue? Did you seek advice? From who? Did you have the knowledge, confidence and power to challenge the employer’s decision? What was the outcome?

| Line | Location | State | Response |
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| 278 | Ainslie | ACT | The government are making decisions that are unfair to the tax payers of Australia. I have recently seen computer projects that would have saved money in the long term cancelled just to make this financial year's spending look better. |
| 41 | Banks | ACT | I was on bereavement leave and was receiving text messages and phone call to do sick leave, after I question this process I was told I was on the list to be rang to cover sick leave. one call was when I was at a funeral the email I received was very distressing as this was the time my sister died. The union were appalled and my name was removed from the on call list and now after 3 years I am been told I have to go back on even though I am not happy with this, so I am resigning as soon as my home is built. we are treated as numbers. I also had a face book message that told me clients are not comfortable when I was grieving during this period. |
| 305 | Calwell | ACT | Recently I had a work conflict in regards to workplace bullying over a long period of time with my manager, her attitude towards staff and her treatment of myself. I had sought resolution through the complaints resolution system with the end result being that I was moved from my finance position and put into a Logistics area where I had very limited knowledge and no experience. This situation caused me to seek medical assistance for stress. Senior management took no action when I brought to their attention the current situation and my grievances. They only acted after it was brought to their attention by my manager. I have no faith at all in the processes within Defence in regards to protecting their workers from harassment or bullying when it relates to senior managers. |
| 231 | Garran | ACT | At one point last year I did attempt to complain about how recruitment was conducted above my level and I was told very rudely that it was not my place to complain about recruitment processes, that executive management could use many different recruitment methods - including an informal 'tap on the shoulder' if they wished. Executive management did not apparently have to stick to formal recruitment methods and certainly did not have to demonstrate transparency. After that I have not felt like complaining about recruitment again even though I can see the devastating affect it has on the organisation as people without the knowledge or skills take up these positions because they happen to know the right people. And the organisation then wonders why there are problems with bullying. |
| 341 | Holder | ACT | I have been under investigation multiple times during my career in corrective services, mostly complaints from Detainees all of which have been proven false and dismissed so much so that at one stage I rated a mention in the ombudsman’s and the official visitors reports to government that there had been a concerted effort by a group of detainees to discredit a number of officers. Other complaints have come in from staff and have all been dealt with and either upon initial investigation or upon appeal they have been proven groundless and dismissed. Unfortunately there is little to no support for officers when they are under investigation, time drags on, nothing seems to happen, We ask the right questions from all the right people and get no answers that assist, the stress builds as the time goes on, No information is passed back to those under investigation. People are too scared of recrimination from above or other sources to actually do their job. In most cases if things were dealt with as per the guidelines in the Certified agreement and the Public Sector Management ACT, most investigations would not last more than a week or two and be dealt with in a rapid transparent and effective manner. I have no confidence in my Senior management to be able to handle investigations in a manner that does not cause undue stress on anybody placed in that situation. I am surprised that more people have not gone off on stress claims many have just left the job. |
| 73 | Isabella Plains | ACT | I have had problems getting resolution on a contract position that was to be advertised as a permanent position. I was repeatedly put on a 2 month contract while they would not tell me when it would be advertised. Once when I was promised another 2 months, the contract had not come by COB of the last contracted day. I have multiple times asked for an ETA and being unable to get a response I advised I would return to work when the new contract came through. At 5pm on my last contracted day my direct manager bullied me into coming in without a contract in place - this workplace is known for bullying and excessive expectations. During the discussions with my manager I was told that my full-time plus hours position would be combined with a part-time position. I replied at several meetings that this would not be possible, as I was already working up to 50 hours a week including early starts and late finishes, and I knew created the non-modified position description. I chose not to apply for the position when it was advertised, as I knew about the unrealistic expectations. The position has now been filled by three people - none of whom met expectations, one of whom received official complaints for following management instructions that did not fit the reality of the job. |
| 335 | Monash | ACT | The management have some difficulty resolving complaints made by clients against staff. I have been able to support a colleagues by attending interviews with them. Our collegial support networks are effective. |
| 188 | Nicholls | ACT | The people elected into Government need to GOVERN for the people and NOT their business mates they are paid to do a job - FOR GOODNESS SAKE AND FOR THE SAKE OF FUTURE GENERATIONS...START DOING IT !!!!! |
| 270 | Page | ACT | I am fortunate that I have a union presence in my workplace. This means that when there is a grievance, there is support to pursue it. Unfortunately, my employer seems to feel that the Fair Work rulings put in place to enforce the terms of our EBA are not needed to be followed, resulting in lengthy and costly appeals and attempts to enforce existing conditions. |
| 308 |  |  | Workplace bullying and harassment by the Acting CEO at the time and the Board Chair over numerous incidents reported by numerous staff about the ongoing pattern of bullying and harassment by the Acting CEO at the time and the Chair of the Board of governance. Sought advice from the ASU re: threats of disciplinary action and the Chair removing from the premises, the incident reports. Nothing happened. Went to grievance against both 2 months ago - not yet dealt with and I doubt will ever be. Meanwhile I work every day under threat of further bullying and harassment and disciplinary action/dismissal. |
| 100 | Avoca | NSW | One of the issues that was very evident to me when I arrived here with my current employer about 2 years ago was that they were very stubborn about paying people higher grade duties e.g. nurse educator even though they were fulfilling that role. That was very disappointing because this company likes to pride itself on being an industry leader when in actual fact it’s just a tight arse private company squeezing what it can out of its most valuable resource. Its staff. |
| 413 | Balgowlah | NSW | Around 4 years ago the union tried to assist the employees of the medium size private hospital where I work...they tried mediation for months.. with no success...our owner has a mind to do only what is good for him regardless of the current wages.. we are today far behind and stay to work there only due to family commitment in the area and a management that remains family friendly. Many employees were coerced to sign a new contract with minimum improvement compare to the previous one after the manager call them personally ( they now have their leave loading incorporated in their weekly wages - meaning that weekend staff , when on holidays are paid without penalties.. but still need to face their rents, bills...)and were strongly advised to sign. Not a really fair way.. but very effective...more a 1900 tactic but still used!!! |
| 287 | Bellingen | NSW | Nothing. Your viewpoint was not considered. It was about the tone in a letter to a govt body. The tone was a collaborative tone and they wanted to use a controlling tone. This was considered by the male manager as more appropriate. I think this enlightened me to the pervasive negativity and power playing in workplaces, gender relationships and workplace practice and communications. I have no voice other than taking a power playing agenda. Collaboration and cooperation are distinctly discouraged. |
| 354 | Blaxland | NSW | At my place of work I had the availability of on site parking for private vehicles. This was limited in number but was a feature and a considerable benefit at the time I was employed. Over time as the Council fleet and staff numbers grew parking became of a problem, not near enough. This was identified and parking was no longer advertised or provided to any staff after a set date at that time. The existing car park was divided in two. Controlled by the issue of permits this would reduce the shortage by natural depletion. As the management changed (therefore new manager no parking spot reserved) the policy was watered down to allow Council vehicles independent of start date parking. This generated a shortage for Council fleet as it grew. These higher graded staff with cars lobbied management and an email was sent to "All staff" a couple of weeks from Christmas that the on site parking permits for non Council vehicles would cancelled mid term and only fleet vehicle would be permitted effective January. This was done without a proper parking survey, without consolation with affected staff. The matter was raised as a grievance with though the unions and a delay with proper processes are currently underway. This would not be possible with reduced union help as the individual has no say. |
| 106 | Bondi | NSW | Management generally make fair decisions in my particular school but I know this is not true throughout the system. |
| 50 | Bossley Park | NSW | I was sacked because I was diagnosed with an illness that apparently was sending me blind, upon receiving the devastating news of this illness I was contacted by the hospital and having just returned from leave the phone rang and in a panicking mode answered it whilst pulling into the terminus, was dismissed after 20 years of loyal services. Turned out I was misdiagnosed, the union, the hospital the specialist and the doctors sent letters testifying to my condition but was totally rejected by upper management, however my manager didn't want me terminated. |
| 184 | Bowen Mountain | NSW | I feel it is unfair that I have lost my job, through no fault of my own. If my employer had taken bothered to seek the advice of its employees, this situation may well have been avoided. |
| 14 | Camden South | NSW | I have always turned to my union because they provide high quality, reliable & confidential advice that is always in my best interest. On many occasions, the HR department or my immediate manager wouldn't know what I was entitled to, but my union did. Without that, I would have been severely disadvantaged. The union has been the only supporter of my profession through good times and bad, always working to improve the lived of nurses & midwives. |
| 98 | Campsie | NSW | My position description and job role was significantly changed about 2 years ago, along with several colleagues but we were not offered redundancy. We have just accepted it |
| 178 | Campsie | NSW | In my previous job where I sustained my back injury I was very poorly treated. Due to the fact that I made a workers compensation claim and was the only female in a male dominated industry. Raising any issue was brushed aside as I was perceived to be the whinging woman. Sexism, cronyism, favouritism and homophobia where rewarded with pay rises and promotions for the offenders. Being threatened with rape and death threats means you don’t bring up issues that are important. |
| 206 | Canowindra | NSW | I always seek advice from my manager first if there is a problem at work. If there is a breakdown in communication or unresolved problem I seek advice from my union. |
| 116 | Carey Bay | NSW | When for demand reasons the management decided to reduce the temperature of a coke oven battery, to slow production, the company attempted to reduce the bonus which was a set amount if the battery achieved the target production. I argued with management that the Court would not allow that and the Court didn't. If shops and hotels don't want to pay penalties for weekend work they should close at weekends or charge a premium on sales in that period. |
| 271 | Carss Park | NSW | I find it really difficult to get new ideas implemented. The manager has his own ideas about what our strategy should be. We are so busy dealing with day-to-day business that it's hard to take a step back and do some R&D or try and change things. One of the greatest impediments to change is the number of approvals we have to get before we can start something new. By the time all the managers have had their say & "tweaked" the submission our cow has turned into a duck. |
| 237 | Casula | NSW | At the moment we are being forced to move on a different level, and there has been no consultation, it’s happening whether we like it or not. And the outcome will eventually be that the department will change our work etc. We have no choice. |
| 296 | Cessnock | NSW | We have a Union Rep who we meet with from the TWU he is more helpful than our Boss is. |
| 448 | Chatswood | NSW | My father was diagnosed with prostate cancer 3 years ago. I asked for time off work to care for him. A senior manager said " no". That will stay with me for the rest of my life. |
| 439 | Clarence | NSW | The bosses will often just stop giving a casual employee work, severely limit their hours or roster them onto undesirable shifts if they feel the employee has challenged them or done something 'wrong'. We are unable to do anything about this as it is a small business (less than 20 employees) and so making any comment about it could bring you into disfavour. |
| 219 | Como | NSW | our roster is very damaging to our health |
| 165 | Croudace Bay | NSW | There have not been many times when I personally have been dis-satisfied by my employers response to my situation and need for work flexibility. One occasion was when I wished to take a day of bereavement leave to attend the funeral of my sister's twin boys (9 years old) who both died within a week of one another after many years of health struggles. I was told that I would not be able to take bereavement leave for this because they were not my direct family members, so I had to use annual leave. Although this situation has changed slightly under the new enterprise agreement, it still seems very harsh to me. |
| 317 | Dorrigo | NSW | My working life experience was less than fulfilling as I was never taken into my employer's confidence regarding prospects for myself or the company. Employers don't like sharing their information, and consequently an environment of mistrust develops. |
| 66 | Dulwich Hill | NSW | Through the Union we, as workers, have access to advocacy. This is also true for clients through the various advocacy services but not widely known by clients. Appealing to remedial outside help is fraught with insecurity - especially for a client. The issue here is not job security but personal security of a vulnerable population. The prospect of privatisation again increases the sense of vulnerability and gives indication of the need for raising awareness of support services for clients. |
| 241 | Earlwood | NSW | The issue that I have personally experienced is the increased level of bullying and harassment within the work place. Managers are do not want to address these issues. I have suffered over a long time with workplace bullying and harassment and after several years of this type of abuse. Luckily I was a union member and they were the people who were able to help me after my manager failed to resolve this. I had to take action to have this stopped and our department's internal section "disclosures" decided that there was bullying and harassment involved but my supervisor was not disciplined but I was moved to another area. This was another form of harassment. |
| 343 | East Hills | NSW | My employee would never pay more than they are legally required to pay. Any problems are always handled by my union. |
| 275 | East Kurrajong | NSW | I have seen many many unfair decisions make it to reality in my working career. One of the most demoralising to me was when a highly productive dispatch centre in Sydney was closed and "centralised" to less productive centres around the country because the lease on their building was up. Numerous protests by the workers and their Unions had no effect on the outcome. I watched many decent and efficient workers walked out of the company, and as an analyst I despaired seeing the effect it had on the productivity of the company afterwards. After my own mental health had deteriorated and one of my breakdowns had been officially listed as work-related, I was offered the chance to apply for compensation. However, apart from a mental-state that was not conducive to the process, I had recently seen one of my co-workers go through the compensation process and was dismayed at the detrimental effect it had on his well-being. The process treated the worker as if they were a criminal and subjected them to what amounted to interrogations. I feared that I would not survive the same process, and declined compensation options on several occasions. On the last such occasion, I approached the Union for advice, and although the Union offered to accompany me in any meetings they felt there was little they could do to counteract the adversarial nature of the process. Having now been without income for 19 months and watching my life-savings dwindle, I still feel that the process would have been too much for me to bear. |
| 398 | Eastern Creek | NSW | Only now we are unionized we can get a better outcome in disputes. Still a lot of stress and if you cause 'trouble' by saying something you will get treated less favourably, even bullied by supervisors who have gone to fair work for this and still work there. |
| 385 | Erina | NSW | no; they are not interested in the private hospital in helping any staff. When I have spoken to the staff i.e. NUM (I have been there ten years); nothing was done, nothing was changed, nothing was discussed, and the same thing is happening ten years later. |
| 276 | Erskineville | NSW | Management made a promise to me that some higher duties I was on was permanent but reneged on it. Also bullied me until I had to see a counsellor. When I wrote a 9 page explanation to them they dropped it without apologising. |
| 319 | Fairfield | NSW | There has been an issue always with your Annual Leave and Overtime available to staff. Management needs to cater for this as staff would like to have time off when they need it as their life is governed by lot of external factors and not take time off when it is given to them. The outcome of this situation have always been "Operational Needs". |
| 310 | Forestville | NSW | The company wants to get rid of the employees in the stores. The union is negotiating for their jobs. Our store is different to any other store and a failure in the store could lead to a costly time out. There is still no outcome. |
| 430 | Glenbrook | NSW | Nothing as HR totally support management and the employee has no say at all! Manager of service has no interest in staff and is never at work the whole service feel unhappy. |
| 297 | Glenfield | NSW | I had a heart attack (double bypass) in January 2014. Up until today the Librarian in charge hasn't bothered to come and see me, to ask how I am. I feel I have been let down by my employer. Forced to get a doctors cert. every time I have a sick day. Forced to drive and wait hours just so the doctor can give me a piece of paper to say I am sick. I think having a double bypass should be enough to say I may not feel well enough to come to work. THEY DON’T CARE. I met with my manager and she more or less could not have given a damn. My sick leave was used up each year, and was told by my Doctor the attack has been coming for a few years. Made no difference to my boss. We are all treated like a number. They generalise with everyone and everything, but we are all different with different lives and illnesses. |
| 387 | Goulburn | NSW | During the last enterprise bargaining process in 2013 the head of school (the manager) went to the bargaining committee with a request to make the whole school teaching only instead of teaching/research as is the case with the rest of the university (she wanted a vocational training centre rather than a university school). She also sought to remove a requirement for new academics to carry a lower teaching load in the first year to allow them time to learn the role. This would mean they would have different work conditions than other academics in the university. At the bargaining committee this manager falsely claimed that she had consulted with the employees in the school who would be affected and she said, wrongly, they were in agreement. The first the staff knew of it in fact was when the HR manager came to the school to consult on a draft EBA that the university said they were going to put to a vote of all the university staff despite the union being unhappy with the content of it. The bargaining process was dragging on and the university wanted to bring the bargaining process to a close. When we objected to the proposed changes to the school and the lack of consultation with us, we were told the union represented us in the EB process so the obligation for consultation with staff was met. As it happened, the union consulted with only one or two people by telephone because the school is isolated and does not have a union delegate on site. Despite this, these two people were at least able to work with the union to have the proposal changed to be a limit of 75% of the school teaching only rather than all of it and a clause which would allow those with current teaching/research status to maintain their working conditions unchanged. The employer consulted with the entire university on a wages platform whilst ignoring all the other proposed changes including those to our school. They then put the proposed EBA to a vote of the entire university which voted in favour of it and in the process voted to adversely change the working conditions of the academic staff in our school. The staff in our school had no power at any point during this process. There were also no checks and balances on the head of school to ensure proper consultation with all staff had occurred and no accountability later when it was clear that she hadn't consulted and had in fact misrepresented the views of the majority of staff. The staff were unable to do anything about it. |
| 214 | Guerilla Bay | NSW | I had few problems with management because I could and did stand up for myself. However, as a union delegate I represented many people who were not so fortunate, especially women and people from non-English speaking backgrounds. Mostly these disputes were resolved satisfactorily with cooperation from the HR Section. Most of these problems arose with managers who were bullies. Their egos and power were more important to them than the job at hand. Not surprisingly, the same managers popped up time and time again. I remember one in particular who asked, "Why do I get all the stupid staff?" and later "why can't I get people to work in my section". This same person could not understand why they were not promoted. Personalities and management skills matter. |
| 236 | Gunnedah | NSW | In June last year when my employer decided to close their venture , without considering other avenues. We worked closely with the CMFEU on alternative strategies to no avail. We even offered lower rates of pay and alternative working hour structures, this was, in my opinion, extremely unfair. |
| 152 | Gymea | NSW | The amount of employees who work for our organisation, who I personally know, that have been reinstated due to winning an unfair dismissal case shows the contempt management treats their staff with. There have been others who have been unable to afford legal advice or representation who have just had to find alternative employment. |
| 404 | Gymea | NSW | Recently I have been allocated very heavy workloads in comparison to other staff members, however I am confident to approach my manager and discuss this with her.... We had a conversation about it and the situation has been resolved and was not deliberate. (I had never thought it was). |
| 352 | Hamilton | NSW | Management needs to stop saying yes we can do . . . without asking for appropriate funding. |
| 260 | Hamilton North | NSW | Changing my hours and my next step as i speak is going down the "disputes procedure" to try and stop this from happening until my wife finishes her studies and become employed. My union is currently supportive of my situation. |
| 57 | Hobartville | NSW | Management restructured our positions so as to facilitate the 'culling' the award employees. I sought advice from my union but they are a toothless tiger in these situations and were unable to influence the decision. Although I demanded to meet with those deciding my fate I was not given any opportunity to make my concerns known. What happened to 'open communication and discussion?' |
| 17 | Hornsby | NSW | A casual colleague was laid off in order for a younger worker on lower pay. There was nothing anyone could do. |
| 326 | Hornsby | NSW | Award conditions for rostering were frequently breached, and it was up to me to try to rectify the issues - which, as a new grad, usually meant that my concerns were ignored. I gave up requesting anything for rosters, trying to rectify roster issues, as I knew I would be ignored. This results in an even poorer work-life balance and general dissatisfaction in the workplace. |
| 138 | Kandos | NSW | Hah resolving issues yeah right. Boss forgets to easy or on purpose. |
| 34 | Kensington | NSW | Management make a lot of decisions that have an enormous impact on the work load of those of us who have to implement these decisions. I think a lot more thought could go into making decisions and the change management procedures that need to be employed to see them through. |
| 300 | Kiama | NSW | Implementation of Smart and Skilled a funding system that promotes anything but a smart and skilled population. Implementation of SALM, a new student record management system without due diligence that has resulted in multiple system failures and hardship for both students and staff across NSW. There appears to be nothing staff and or students can do about this situation. |
| 288 | Killara | NSW | I have requested a PCAT and a BIS for one of my clients and this has not been forthcoming. I feel this puts me at a disadvantage. I have also requested training that has not materialized. |
| 16 | Kooringal | NSW | I have had allocated tasks, that I had excelled at, removed and they were given to someone less experienced - no explanation, no recourse to have this changed back. |
| 204 | Lake Heights | NSW | I required a moving day from work, which under the agreement at that time, was an entitlement. I was advised that I couldn't have this day off regardless of the fact that I needed it to move house. I escalated this higher, and ended up being screamed at in a room with just me, my TL, and a senior manager, no support, and I did contact the union, however they were unable to assist me. This decision was questioned for over one week before it was approved for me to have that day off, however I had to work all of the required hours in the day back into the 4 days I would be working that week. This meant I Had to spread my full 5 day week over 4 days and work extra hours for only flex, and this was the best deal I could get. I was also addressed in a rude and unprofessional manner by senior management and I felt as though I was simply a 'pleb' fighting for something that was my entitlement. I have had many instances in this workplace of bullying, harassment, and unfair decisions, but the is nowhere to go, and no one who will listen. The outcome was I was made to feel as though I had done something terrible and wrong and as though I was being punished. |
| 367 | Lake Illawarra | NSW | Union always there to assist with problems at work. |
| 307 | Lavington | NSW | When we did our stock take in evening after normal shop ours, our manager was not payed! She was forced to take the extra hours off on another day and have a part timer fill in for her. So she was at work from 8am till 8.30pm -but only being paid as a normal day. We have the knowledge but no power to challenge. we just have to do it. |
| 13 | Legume | NSW | I have always been in a Union and they have always kept management honest, others get unfairly harassed and let the company stand over them. |
| 285 | Lilyfield | NSW | We sought advice from the relevant union and Fair Work Australia. However, the system is not reliable or helpful enough for most mistreated workers to seek arbitration. Most workers, like my wife, prefer not to take the risk of losing their job or being bullied at work for seeking arbitration. |
| 378 | Lisarow | NSW | M 1 has been turned into a geriatric ward with no consultation with staff. Nothing can be done. |
| 370 | Lugarno | NSW | We had job creep. Compliance officers were expected to do a fixed number of cases per year in a standard time frame. Over time additional work processes were added but the case numbers never were adjusted to include the additional work. Complaints to the team leader were not passed up to management. Eventually the team got assistance from the union who help negotiate a reasonable adjustment to the case load. I have left that team but understand the same issue may be arising, but since the recent redundancies team members do not seem to be inclined to approach management for another adjustment. |
| 213 | Maroubra | NSW | Several fellow employees with serious ongoing medical issues have been and are currently being bullied. With management consistently provoking illness and questioning legitimacy of Doctors diagnosis and continuing to do so after sending employees to a doctor hired by the employer who agreed strongly with initial diagnosis. Union advise has been given, to minimal outcome as the employer literally refuses that any meeting be documented in any way. As we currently stand, it looks as though workcover will be making an investigation into procedures and bullying within the workplace, which will undoubtedly result in mass restructuring anyway |
| 22 | Moama | NSW | Management in my situation is useless. Our managers are always thrown in the deep end and never trained properly. People walk all over them and they don't get great back up from Senior Managers. |
| 443 | Moree | NSW | A couple of years ago management decided to reduce the number of care staff in the high care facility without consultation. When I tried to challenge the decision I received a letter with false accusations towards myself. I was aware that my job was on the line. My union was unable to attend the meeting with management. I suffered anxiety and hypertension as a result. Fortunately the CEO stepped in and offered outside mediation which was successful. |
| 108 | Moss Vale | NSW | The union is my only voice and my only protection. Whenever complaints are made my employer investigates themselves and usually finds in their own favour. They know how the legal system works and use any loophole to their advantage and have greater financial resources than any employee when using the legal system. |
| 124 | Moss Vale | NSW | In my last job I was working with students with disabilities. I believe that my work was effective in helping many of these young people to reach their potential and to become more useful and competent members of society. Over the years, funding has been cut from these areas so that many young people are no longer helped through school difficulties. When I started my job, children with attentional issues, language difficulties, lower IQ were helped but funding was gradually withdrawn until only quite severely troubled / disabled children had a helper in the classroom. When I lost my job, nine of us had to apply for only three remaining jobs - and none of the higher paid and more experienced workers were kept on. |
| 379 | Mount Annan | NSW | We have just had our electrical licence allowance removed which we've had for years, this is effectively a pay cut. |
| 347 | Mount Saint Thomas | NSW | I consider myself a very experienced and hard worker, but I am willing to speak out on issues. My company does not like people who ask questions. Even on safety. It worries me the direction this is heading in. The ability to be able to speak out and be heard, particularly on safety issues is very important for a coal miner. |
| 69 | Narara | NSW | I had that happen to me that I was treated very unfairly and I couldn’t do absolutely nothing about it. I did had meeting but didn't got anywhere with it. What happened? Well I lost my passion I lost trust in company and I learn that if I work hard and go beyond my work load and more it is no satisfaction just big disappointment so now I am doing what I need to do to get pay and I go home. Because in my company I learn it is not what you know but who you know. |
| 115 | Narromine | NSW | Worked in Tasmania was fired saying contract expired and then replaced by 457 visa holder. |
| 353 | Newtown | NSW | More hours allocated to friends of head-went to union to seek help. Outcome lost all work following year. |
| 205 | North Albury | NSW | I have only this week contacted my union because of the lack of students at my place of work - decreased teaching hours and decreased class hours. Management want quality education , but how can we give that when the class hours are always being reduces. The cost of courses under the Smart and Skills have increased. NSW government does not want the 'masses' educated. Very sad indeed. |
| 447 | North Boambee Valley | NSW | Changing the roster, reducing RN hrs by 140 hrs a fortnight, not enough discussion, staff kept in the dark over a number of issues plus I don't feel we had enough support from the union either. |
| 9 | North Curl Curl | NSW | A policy with the large grocery chain where I work seems to be to have shifts just short enough so that workers are not eligible for a break. Also if they can keep you below the magic number of hours each month they can avoid superannuation contribs. |
| 121 | North Narrabeen | NSW | Every time we undergo Accreditation, we are completely swamped with unrealistic expectations. I am up till midnight in my own time putting evidence together. We are a small Team but still have to submit all the same evidence of a tea with dozens or hundreds of staff. Our Mandatory Training requirements are ridiculous(!) and mostly not relevant to our workplace. Each year the list of courses we must complete grows longer. This is out of control! |
| 126 | North Nowra | NSW | Without the Union my first job in Australia would have been a disaster, as management try to underpay me and had to pay me back a couple of thousands of Dollars, which is a lot of money for us. |
| 160 | Nowra | NSW | I rang the union because they were trying to get me to return to work or resign whilst on maternity leave.. Because the boss's brother was after my contract.... They were also trying to get me to quit my other job. I was bullied & harassed by a service co. In which I also rang our union for advice. Thankfully I'm in the union & the union told me my rights!!!! |
| 381 | Nowra Hill | NSW | When I worked at a pub in Wollongong, if you weren't well enough or had some other legitimate reason you couldn't work, you'd be given less shifts the following few weeks. Only permanent staff (and there weren't many) felt like they had any say. This was true of my friend who worked in a restaurant/take away business too. When he tried to talk to his boss about it they pretty much said he could take it or go. |
| 415 | Orange | NSW | I work in staff health a RN got injured on night duty. The Risk Management Unit asked the staff in ICU to trial a new bariatric bed to see if the bed would be suitable to purchase. The RN looked at the bed and in her opinion the bed was not safe and told the Risk Consultant that . The consultant said we are not allowed to just reject a bed (product) without trialling it and documenting the problems of the bed. So a the bed was brought into the unit to be trilled . A heavy patient was placed on the bed and the RN was nursing that patient that night on a one to one basis in ICU. The patient was obese and very sick he was disorientated, confused and restless and he rolled to the side of the bed and was about to fall the nurse by herself had to 'catch' him and hold him to the bed before help came. She felt her back "go" she had a severe back injury to her lower spine. She was off work for months, depression set in because of the pain and fear she would not be able to work as a nurse again. She had constant pain and spasms. Back surgery was unsuccessful. She was advised she would have to resign her position. Her sick leave had been used up her sickness benefits used up and she even though they had worked out a return to work program for her it was too much and she could not cope physically. On the home front her family were threatening to go to the papers and tell what had happened to her but the nurse was worried sick about how that would affect her already tenuous situation. She was already being accused of malingering, of being lazy and not wanting to get back to work, of exaggerating her symptoms. Her situation was tragic. No one would listen she was being pushed out of nursing and her livelihood slowly and surely pushed aside. Her distress was amplified because as a senior RN regularly in charge of ICU she was not listened to when she said the trial bed was not safe. The Risk Management Unit that should have been looking after her welfare did the opposite and because of the trial of the bed she was injured. So in desperation her GP sent her to a second Orthopaedic specialist in Sydney she went against the advice of the doctors the hospital had sent her to and had a second lot of surgery to prevent the pinched nerves causing her to be incontinent of both bowel and bladder. The second surgery was successful. This nurse is now well, in much less pain and back working full time as a nurse in dialysis. Using her very skills again and trying to reclaim her life. But this was as a result of her going against the advice of the medical staff and the advice of the Risk Consultant and rehab coordinator. Basically she felt was no had listened to before she was injured and after she was injured. No one really cared for this nurse she was absolutely on her own when the first treatment and surgery didn't work she was basically put out to dry. It was only because of her sheer desperate state, her families distress that after three years she had had enough and went outside the system to get help. The hospital were willing to let her resign in a dreadful state unable to work and if you could see her now a year after the second surgery she is a normal human being regaining her life after a night mare experience for her. We her colleagues journeyed though this nightmare with her feeling powerless to help. We watched the disrespect with which she was treated and disbelieved when she didn't get better when she should have . She had had the surgery she should have gotten better but because she didn’t; they blamed her not the fact that there was more work that could be done surgically to get her better. She was maligned and treated shamefully it was pitiful to behold the way they treated her and how glorious for us to see her now. Yeh! |
| 425 | Parramatta | NSW | Letting a worker go because she wasn't able to do night shift due to changed family circumstances. Her mother was ill and she was the only child to care for her mum. |
| 274 | Port Macquarie | NSW | There was a situation where the General Manager of the time was bullying me and a number of other staff. We made a formal complaint to the state government appointed administrator and this matter was dealt with efficiently and quickly. |
| 298 | Queen Victoria Building | NSW | Maybe a bit of a safety concern, but I'm not quite sure if it really is. It probably needs authoritative investigation. I'm not sure if it was relevant but I was informed and asked if I would undertake a "Trades Assistant" position in a particular trade where I was already skilled and licensed in and flatly refused it because I was going to get paid in lower pay. I flatly refused to take on the job because from experience, the lower rank gets the blame if things go wrong and I don't think making someone's life easier is well worth it's pay. |
| 190 | Randwick | NSW | Management is fair and they are good listeners, but I think they struggle with disciplinary measures. I have had cause to complain about a few co-workers over the last 4 years, but nothing seems to be done to change the behaviours or attitudes of the co-workers I and others have raised concerns about. |
| 329 | Raymond Terrace | NSW | Our managers are fair most of the time but I have never been in a situation that needed someone to stand up for me or help resolve a problem |
| 433 | Raymond Terrace | NSW | I’m not sure that any decisions would be changed on the basis of my word- but they would listen and are approachable. |
| 365 | Rhodes | NSW | Privatising the cancer services Eg. RPAH to Lifehouse and not consulting the employees concerned is irresponsible and inconsiderate. |
| 321 | Ryde | NSW | It is not an equal playing field. bosses and their lawyers have way more power than workers |
| 129 | Saumerez Ponds | NSW | I have recently been asked to take on additional duties without proper consultation or negotiations being worked through before implementation. I would be prepared to continue discussions with my employer, but it takes a lot of courage to be identified as the person (in a job- sharing arrangement) as the one who will challenge workplace issues. As a temporary employee, in an imposed job- sharing arrangement, there is the possibility of competition between employees looking for future retention in a position. |
| 175 | Scone | NSW | Regularly, to access any wage increase to keep teacher salaries in line with CPI increases, we have trade off an element of our working conditions. This inevitably increases the work load and compromises the quality of teaching and learning being delivered to our young people. |
| 191 | Somerton | NSW | We have an operations manager who is really good at bullying we just had a couple of people complain to their HR. Several of us rang HR to put in our complaints and all we got was a text message that she would ring when free still waiting to hear from her 4 weeks after she closed the case and said he had nothing to answer too so much for a fair go. |
| 434 | Springfield | NSW | I myself have not had an issue. I do know of others who have left the industry due to a lack of care. If I did have a problem my first course of action if management was unhelpful would be to seek advice from the nurses association to guide and assist me. And this is my advice to others. I think there is s lot of unfairness in the workplace. If your face doesn't fit life can be very difficult. |
| 435 | Springfield | NSW | They suck. It involves chasing them up on everything that I need doing and it can takes weeks or months |
| 198 | Springwood | NSW | One situation saw my manager not responding to a problem with one staff member but our board then dealt with the situation and all was resolved. However, it did take the threat of all other staff resigning if something was not done. |
| 408 | St Clair | NSW | I once had a discussion with the CEO and the union about take home pay. The information provided by the union showed me that I had no cause to take out a take home pay order. More than my CEO was able to do. |
| 185 | St Marys | NSW | I have experienced that I have been over looked for a higher position due to favouritism from Management to employ their favourite. I have seen this many times with others, and it's still going on. |
| 80 | Sydney | NSW | I was working at one school for 15 years before I went on leave...5 minutes I went on leave I was asked to leave the school and there would be no work for me at the school. |
| 419 | Sydney | NSW | The Facility Deputy Director has told me that the department that I manage does not have Nurse to Patient award ratio's in the current award- This fact is true and leaves the staff to potential unmanageable workloads and potential patient safety risk. I have witnessed in the public Hospital I work- a culture of skimming the staff to such an extent that Nurses are responsible for mostly everything, with a majority of a junior workforce (Skill and knowledge dilution). When I have worked as After Hours Nurse Manager for the Hospital, I am often shocked with the minimal staff employed on the wards for the workload and the minimal qualifications and experience which are providing care to the patients. I no longer work in the After Hours role. I did speak up about my concern regarding the skill dilution of the staff and the potential patient safety risk. I believe Hospital administrators work on a risk mitigation scheme- where they gamble with risk to patient safety and hope that nothing happens. When it does- then it is the Nurses fault. |
| 340 | Tabulam | NSW | At a time when I was unwell for several days plotter deemed the time of work excessive, Approved by a doctor and unable to work. Advised I was letting team and customers down. Nurse only take time off in my experience when really sick. Thinking about others is their duty. |
| 130 | Tallong | NSW | Management have pressured a colleague of mine to take on an extracurricular activity at the school. She voiced her preference not to be involved on a number of occasions as it is something that will be done on weekends and lunch times. She will not be given time in lieu or overtime for doing this and she already gives up a lot of her own time for another extracurricular activity. There has been ongoing pressure from management but she has stuck to her guns so far and is well aware that they cannot demand that she do it. Unfortunately it has been stressful for her dealing with this issue. |
| 222 | Tolland | NSW | Two employees were on call on a public holiday and therefore should have been entitled to have an extra day added to their leave. our manager worked the public holiday so that 2 people would not get an extra day added to their leave. the union got involved and it went to the commission. the commission has said we are already getting paid well and it is unresolved. |
| 342 | Toorooka | NSW | About 18 months ago NSW Health decided to endorse a policy of not giving casual employees a full 8 hour shift when they are replacing a permanent staff member. Instead we start an hour later or finish an hour earlier, depending on the shift so they only have to pay us for 7 hours. This has effectively taken away a day's pay on average a fortnight. It has also had adverse effects for patients as there is sometimes a period at the change of shift when they have no nurse directly assigned to care for them. We casuals are still expected to perform all the same regular duties that permanent staff have to do on the same shift. in other words we do 8 hours of work in 7 hours. There is no recourse; it is not our hospital's decision. |
| 227 | Urunga | NSW | I'm currently involved in a policy review working group. The group has been providing constructive comments on improvements to the policy which will lead to process efficiencies, clearer timelines and reduced organisational risk. The policy officer chairing the working group has not listened to any of the comments and produced a poor quality document that creates a convoluted process wasting employees times. When questioned why this was the case they advised that their executive director didn't like what was put forward by the working group. This is a common occurrence in the agency I work for, senior management are micro managers and do not like changing processes away from their opinion. This creates a depressed work force as everyone thinks why try to improve if my ideas are only going to be ignored or put down. Again this happens because high level managers are not trained appropriately and do not possess the skills that are required. |
| 332 | Vacy | NSW | From time to time the management and the staff don't agree on management decisions. As part of our Enterprise Agreement we have a dispute resolution process. This seems to work well. But if we can't resolve the problem locally, then we need the assistance of the Industrial Commission. Either party may not like the decision, but the decision is made and we just get on with things. |
| 337 | Vauluse | NSW | Not enough desks or computers for staff. the union responded appropriately and management complied in theory. The whole problem happened by stealth and the casual nature of staff has been taken advantage of. People are not confident enough or have enough energy to take this on. They are extremely busy trying to fulfil their work tasks. |
| 333 | Verona | NSW | Currently myself and another delegate are in negotiation regarding shift allocation. |
| 264 | Wagga Wagga | NSW | all unreasonable actions by my employer, I have sought legal advice and asked for them to act on my behalf, it’s easy to be a manager and be unreasonable with money that's not yours, that's why government departments are unproductive. |
| 295 | Wallsend | NSW | Just last week my boss boiled me for something I didn't do but as the problem was coming above her she didn't even check the facts just out to save her our arse as she has been in the job for over 30 years completely out of touch just looking for her retirement /health in NSW is totally out of control too fucking big. |
| 325 | Warrawong | NSW | Fair pay in community sector equal to the private sector. ASU was instrumental with members in an going campaign for the last several years. Julia Gillard promised equal pay to be funded. but some funding has not increased to cover wages increases that will be implemented over an eight year period. |
| 187 | Waterfall | NSW | There are too many situations like this and it has been a consent struggle to get fairer outcomes and without the TWU, it would have been worst. |
| 146 | Wattamondara | NSW | I had no say in the workers compensation and I knew if I couldn't do what they want I was the first to go without notice which happen anyway they sacked me found an excuse I was gone. |
| 436 | Wattle Grove | NSW | I had an issue with a senior RN on the ward, and I had brought them up with my old NUM who was very empathetic and completely solved the problem. I loved the old working conditions… |
| 112 | Wentworth Falls | NSW | I found out someone I do the same job as gets paid $15k more than me. I am in charge of him I set his tasks and help him all the time, I couldn't convince. |
| 401 | Wentworthville | NSW | I was terminated from my job because I was an injured worker and no longer able to do the job I was hired for. Hence I am now a full time carer, 55 and face an uncertain future. I also had to fight this company for my long service and holiday pay through the NSW industrial relations. I can't explain in this short questionnaire how much this has affected my life. Injured workers should be supported to keep their jobs or be retrained for something else but instead are just getting thrown onto the scrap heap and sent to Centrelink. |
| 323 | Whalan | NSW | Saturday 10/102014 just for one nightshift I was told go different site, the man was there as supervisor called me at 1640 to make sure I am going there, but my shift started 1800 to 0600, it was a conspiracy and plot against me, he told me do not take tea or coffee because belong to others, then told me do not use the cup do not use dishwasher, then sent me for patrol, it was 23:30 I finished my third patrol and heading to office for dinner he shout at me that why scan your card for this place or that place just excuse to make me belittle, I told him you are not allowed shout on me, he suddenly said to me you mother F.....finished and touched his chain to my nose and again and again said the same thing, I was very angry I told him before you finish me I will finish you too, then he went out rang to all managers and after few minutes the security who was doing my job in my workplace call him to ask for some customer to do the job, this man as supervisor has no knowledge to solve his problem, then he back to me and begging for help, that time I was cool I helped that security in my workplace, then after 20 minutes from control room 2 security came and told me go home, from that time I am suspended with pay from my job. The false allegation against me in his report that I wanted kill him and add another man into the list as victim as well, the other man stated 1/5 years ago I wanted to kill him too. This 2 men 15 and 35 years younger than me and taller and stronger than me. From 2015 company stop pay me, in spite of I asked them I have mortgaged $270.000 and my wife cannot work and I have a 8 years old son and a 32 years that mentally is not stable due to wave of bomb, but, company ignored me. |
| 239 | Wingham | NSW | After working five days a week for the previous six months, I was told I would get a contract. Then I was told that senior management did not do that anymore. I then went on a roster for about 12 hours a week. This year I was told there will not be much work for casuals. There is no way to discuss this. The decision is final. I just have to hope that they may need me more often. So I wait by the phone five days a week in-case they call me at 8.00am to start work at 9.00am that day. I have also been told that I need to take every shift offered or may not have more offered. This habit results in 0 to 3 hours a fortnight so far. |
| 249 | Wollongong | NSW | Closing fire stations. Workers comp ripped up. Industrial and strike action taken. Satisfactory outcome. |
| 301 | Wollongong | NSW | There are decisions made in my workplace that do not meet the requirements of the "current" 2011 - 2014 workplace agreement. Those decisions generally affect employee's requests for part time hours, regular hours and purchased leave. When those decisions are made by the delegate the staff affected are encouraged to seek a review of action. |
| 172 | Woodburn | NSW | Recently I took casual employment with the administration team to help with the implementation of new Tafe student enrolment process. After 3 days in the job we were told stop what you are doing there is a new system being implemented as of today. (this was 2 weeks before semester started). The new system had not been tested and was changing every day, sometimes by the hour as bugs were fixed or new fields were added to the user interface. Not only that but data for students was disappearing within hours of being processed. This cause a lot of unnecessary stress to staff trying to process students and embarrassment when they had to call them back to collect information that had already been gathered. One of my colleagues broke out in hives and was seen in tears trying to cope with the situation. We were told just get on with it, there is a deadline to meet or Tafe will not receive government funding. It is totally unfair to expect people to work on a system that is still being developed with little or no training on how to perform the task. The outcome, lots of stressed and unhappy people as well as angry customers. |
| 411 | Woodburn | NSW | Systemic bullying is common place, officers are surprised if ever treated with civility or respect. Unfair rostering, favouritism and intimidation are universal and expected. |
| 19 | Bayview | NT | a few occasions to myself and nothing overall. I lodged a grievance against my superior on one occasion for bullying and that seemed to solve that particular issue. |
| 39 | Casuarina | NT | A client's parent sent an untrue e-mail about me, questioning my professional integrity, and sent it to all involved in the child's care, including the Health Minister! I felt I was not supported by Management in this instance, they did not move to "stick up for me" and protect my reputation. I was not permitted to have a right of reply or contact the client to correct the assertions - the e-mail was left to stand. As a result I felt my professional reputation was compromised. I did not feel confident to challenge this, and despite my attempts to find recourse, I was made to feel like it was my problem, management didn't understand or acknowledge my concerns at all. To this day I feel extremely let down. |
| 336 | Tiwi | NT | When this happened to me HR came and had a chat with me and my manager but no change in to my career situation |
| 377 | Albany Creek | QLD | Noted that hospital board now consulting and listening after legal challenge, able to now work together. |
| 193 | Annerley | QLD | there is no one to talk to about staff reductions - we are continually told to make do and neglect the residents because without enough staff it’s impossible to deliver the level of care that they need. |
| 18 | Ashmore | QLD | If you’re not happy with the rules- you leave. |
| 8 | Balmoral Ridge | QLD | When I have a problem I talk to my union. They always know the way forward and they also work collaboratively with my employer when able which is the best outcome for all. |
| 12 | Bargara | QLD | No power to challenge, used to have an abundance of confidence but it seems to have been knocked out of my wife since relocating to Australia.. such a shame to lose her passion and vitality. |
| 181 | Brackenridge | QLD | making decisions about rosters: only making rosters two weeks in advance and only making it available to staff two weeks at a time. with the support of the union rules were clarified to management and they eventually rectified that issue. manipulation of annual leave, that was viewed by staff to be a form of punishment...union representation was sought also on this issue. |
| 113 | Bray Park | QLD | Every job I have worked in has had managers that broke the law in some way. Most often was discrimination, ignoring the disability act and blatant breaches of WHS legislation. Although I have nearly always had the knowledge that they were doing wrong, I never believed that I would get a good outcome. In this country, it's might over right. E.g. When I got chronic asthma from working at a previous place of employment, several managers told me that the employer can afford the best lawyers, so I should just leave. |
| 383 | Brighton | QLD | As a Union Delegate I support employees who are in conflict with management. Unfortunately the outcome is rarely positive and the role of the Union is then to ensure that fair negotiations are achieved. |
| 25 | Brisbane | QLD | Being asked to do things that we don’t consider safe or reasonable, its only because we have workers’ rights that we have the confidence to stand up and not do the job, with individual agreements we would more likely be sacked and replaced. We want to go home to our family the same way we came to work with money to pay all of our bills on time! |
| 420 | Brisbane | QLD | BEEN ON CALL, I had a medical issue, they did not listen I sent them a medical cert so they had to listen or sack me. |
| 356 | Browns Plains | QLD | Worker's Union always back me up so it is fine for now. |
| 445 | Bundaberg | QLD | I discovered that a fellow employee had accessed confidential medical information that was to be provided to myself. She has done this on two previous occasions resulting in an investigation and subsequent disciplinary action. I was advised to "... either put it in writing or let it go". I put it in writing and received a phone call from my supervisor subtly suggesting that I should not have done so ... a mediation would be better. I pointed out that the Code of Conduct required that I report the behaviour & that the reporting should result in an investigation not a mediation. The next call was from the HR Manager who also suggested a mediation was the better outcome (not investigation) and that it I should decide the course of action. I contacted Ethical Standards (giving only my first name & no other details) who proceeded to identify me then contact my HR Manager to advise the details of the call .... "should I be the one to decide the course of action or should it be Ethical Standards?". HR Manager contacted me (very upset) asking why I'd contacted ES ... I explained and then did email to all parties setting out my position. Investigation was initiated, I was asked by the investigator whether I'd participate in mediation. I explained if an outcome from investigation then I'd prefer facilitated discussion. No outcome of the investigation has been advised to me to this date (since June 2014). |
| 397 | Burleigh | QLD | Once again, Management need to be scrutinised for the way the they have put families under duress, whilst "they" receive a substantial wage increase ( 17%) with some Executives. |
| 427 | Burpengary | QLD | Generally my managers were fair. I recall a number of disputes with management where the final decision was based on personalities. Even though Government policy was to convert casual employees to Permanent there was resistance from Senior Management in Department I worked in, It is time to get Industrial disputes out of work place and back into Arbitration Commission or Boards of Reference convened under the Arbitration Act. |
| 61 | Capalaba | QLD | Management does not recognises that they get unpaid time but know it exists, they exploit the ongoing free time but offer no recompense, ie phone calls after hours, starting early or finishing late. In the Public sector make it compulsory to acknowledge actual time worked and not use this Commission as an excuse to remove Historic work practices that will still go on as we try to cope with our work loads. |
| 84 | Carina | QLD | as a union delegate I am regularly called upon to represent members who have faced unfair decisions. I have experienced a huge culture of 'corporate bullying with the public service. |
| 272 | Carina Heights | QLD | I was bullied by a project manager, raised it with his manager and was told it was me who was the problem. Not long after he bullied another 3 ladies who also raised their concerns and left the project - and are still suffering as a result of his abuse. Tell me where there is anything fair in this behaviour? |
| 125 | Carrara | QLD | As a casual in 2008 I complained about the drivers seat in a truck which was sagging and causing back pain. I was told by a manager he would stand me down for 2 weeks. I backed off. |
| 277 | Carrara | QLD | In a previous job I complained about being told to drive a defective coach on a school charter. The company then began to start a campaign against me by starving me out of a job. (By not offering me any further work) because I complained about safety. |
| 220 | Coombabah | QLD | nothing was fair, we the staff were treated like we owed our boss our life. He would not listen when I said I didn't want to take after hours calls from him on my personal mobile, he said his staff in Sudney have no problem with it, that I am a trouble maker, that I need to do as he demands etc |
| 194 | Cornubia | QLD | I reported that I was bullied and sought to take action according to the company's policy because I was physically affected to the point that my Dr and the company Dr both directed that I was not to be exposed to the people who bullied me. There was an 'internal investigation' which like every other one I have ever heard of, found 'no cause' for the complaint though my direct manager supported my complaint. I was then put on a 'support program' essentially designed to manage my sense of grievance and outrage so that I did not pursue compensation. I did not seek compensation since I did not want to put my wellbeing at risk considering the damage that I had already endured. Despite medical opinion that I should never be exposed to the bullies again, nothing has been done to remove me from their sphere of influence. They have damaged others at work who have not complained. The negative effects of such individuals in an organisation in terms of its productivity and on workers in terms of their productivity cannot be over-estimated. In my view all accusations of bullying of workers or of managers for that matter, should be referred to a properly resourced industrial relations board whose deliberations should be supported by experts in micro-expressions. This would quickly who was and was not being bullied and then provide a basis for valid decision making. If the penalties were civil and expressed in financial terms, where those finances were paid to the board, there would be no financial incentive to bring an accusation and yet real consequences for being found to have engage in bullying. Most workers just want to do a good job, work in reasonable conditions and take home pay that will allow them and their families to live in dignity and peace. The only thing managers need to do is to make sure that happens and in return they get a productive workforce. I did not have the power to challenge the employer's decision in a way that did not impact upon me and my wellbeing and so I did not. For me the outcome is ongoing fear of dismissal while I look around for another job and seek to get out of this toxic environment before it does me more damage. |
| 339 | Cornuiba | QLD | I place my name on the list provided for overtime. I have being included once this year. I brought my concerns to the manager who provided the reply "your skill set was not required" I asked how that was as I'm employed as a dual tradesperson, and trade assistants are getting on the jobs. The reply then was "you mustn’t have put your name on the list". my question then was how can a worker who started on Tuesday that week get his name on a board when he wasn't here. There was no reply. |
| 54 | Crows Nest | QLD | My oil and gas employer was unsafe at work. My colleague was injured. He was threatened with the sack unless he kept quiet. |
| 384 | Currmbin Valley | QLD | As an employee with a graduate degree and Masters in Employment Relations as well as 10 years as a union delegate and our team negotiator I am confident I can address IR issues /workplace issues as they arise. There are too many issues to set out in this address ,when I see breaches of the EA or contractual legal anomalies I address these through the union or directly with the company. On all occasions when I have challenged the company on a legal issue they have been required to make changes. Sometimes this involved taking actions in the IR commission Qld. |
| 11 | Daisy Hill | QLD | It's beyond the point. I am completely at their mercy and don't have a say in anything. I may not get any more hours per week either because the more they spread out the jobs the less dependent they are on individual teachers. |
| 4 | Eight Mile Plains | QLD | A team coach has had several formal complaints about her but continues to bully staff without intervention. |
| 46 | Eumundi | QLD | I was previously employed at one level higher than my current one but due to "business re-engineering" my position was removed but I am still doing the same job. I do not have any confidence in appeal processes as I have seen them in action with people dumped where they try to rock the boat with alternate advice. |
| 157 | Forest Lake | QLD | I was working on full time permanent basis with my previous employer and after 18 months of my work with them my position was redundant. I believe that that recruitment process was neither fair nor transparent. I made official complaint against manager ,I wrote that I was also aware that other staff members have made complaints about manager in the past. In regards to outcome, manager still working there and bullying people. |
| 145 | Gracemere | QLD | If you have a issue with a supervisor may be safety relative or a genuine reason I have seen people that stand up mainly labour hire personnel and because they have be outspoken they get told in coming weeks that there is no work. |
| 47 | Helensvale | QLD | I have asked the current company I work for and have been working for. For three years if they could consider even just making me permanent part time or permanent full time. They have on both occasions refused to saying they are not required to do so they won’t. |
| 266 | Herston | QLD | There have been many occasions in my experience where serious injustices or poor management decisions have led to staff/union representative involvement in resolving workplace issues. In the vast majority of cases we have been able to achieve positive outcomes to the benefit of all parties involved in the dispute. I believe that both management and employees value the role of employee representation in delivering a happy, harmonious and productive workplace. |
| 154 | Highgate Hill | QLD | Union always there to assist with problems at work. |
| 280 | Highgate Hill | QLD | "Chinese Whispers" and lack of communication hinder any attempt to resolve a dispute. |
| 26 | Holland Park | QLD | I employ myself. I always make bad decisions. |
| 149 | Holloways Beach | QLD | I worked in a private hospital. They are apparently more "productive" Well they only thing I found was more "productive" was that managers bullied staff into unfair and dangerous work conditions. I do not want to be a private patient in a private hospital. they are dangerous places and managers only see the " productivity" and cut corners to safe money. Patients received poor care as a result of this. |
| 423 | Inala | QLD | Union always fixed up the problems that management wouldn’t listen to. |
| 228 | Indooroopilly | QLD | Fortunately I did not have worries with unfair decisions for either me or anyone I know. However, had such a position arisen, I have always been a union member and the union is the first place to go. Unions are essential for all workplace situations - safety, fairness, pay. Unions are there for all - united. |
| 359 | Ingham | QLD | The workers asked to be up-graded to the SACCs award and were knocked backed by the Bosses of the Service Provider I work for, we were told they could not afford to pay us this SACCs Award |
| 247 | Kalynda Chase | QLD | Another employee was being bullied by the supervisor, this employee was forced to resign to take a secondment in another department. The employee went to the divisional advisor and manager who both backed the supervisor even though several other employees confirmed the bullying. The supervisor is continuing her actions with other employees, who feel they cannot follow the normal process of complaint due to what happened previously. |
| 27 | Kawana | QLD | It's not worth the hassle going through hierarchy systems as you are swept aside. |
| 410 | Kelso | QLD | Currently in this country there is a company who employed a chief executive officer who has a history of worker organization hatred. This company embarked on a company restructure that resulted in a loss of some 7.000 jobs and now runs on a "hire labour " basis at reduced rates and conditions The term "flexibility " is always the foremost argument in any discussion with worker organizations but it is totally ignored when discussions are being held on enterprise bargaining agreements. The company has been reprimanded several times by the courts of this country and the legal definition of " consultation" was handed to them , yet they still believe that to consult is to tell and be obeyed. "Consultation" was held with staff and workers at the Townsville site and submissions were asked for, but the original decision to close the site went ahead The issue as stated by the company was to centralize the business operations but the site chosen was not central to the operations and will cost extra in servicing and equipment repairs. The company used existing industrial laws to prevent worker opposition to the change, refused to consult and communicate on the pretext of "business confidence" and employed hire labour organizations to circumvent the "permanent" worker status under the guise of "flexibility" |
| 418 | Kelso | QLD | I personally have not had that issue however I have heard of a situation in our Business Centre where the management were being unrealistic in asking for provider numbers on doctor's certificates. The union was contacted and this practise has been ceased. |
| 262 | Keperra | QLD | At a few occasions I felt my hours were unfairly reduced, so I spoke to the people responsible and they increased my hours for the following weeks. I understand that I am a valued employee, so they do try to meet my requirements, but I sometimes feel I need to fight for what I want. |
| 299 | Kirwan | QLD | Just over a year ago, in my previous position within the Dept. a decision had been made by senior management to relocate my position (and 3 others around the country) without negotiation. Also without the involvement of my superviser. Basically they met with us one day and told us that the decision had been made and that we have three months to decide whether to relocate or go excess. I am talking about moving my family from Townsville to Canberra. When I questioned the reason why, as I have been working in the position for around seven years in the same location, they weren't able to provide a justifiable reason. I was told that the decision had been made and there was no going back. When we questioned why we weren't involved in negotiations, they suggested that they were done. We had to go to the union to have our right to be heard and eventually they conceded that negotiations were not conducted. However it was quite evident that they were not willing to hear anything we had to say, so I had to move on. To this day I have an issue in giving a lot of trust into senior leadership. |
| 394 | Leichhardt | QLD | Requested a transfer to Ipswich back in 2010 from Toowoomba. Husband was offered a position in Ipswich. I spoke with my area manager regarding the likely hood of receiving a transfer. He was able to offer me a Transfer secondment for 3 months as an acting team leader. This was till I went on maternity leave. And was assured that they would free up a position which I was told was mine after my maternity leave 2011. I call every Monday whilst I was on Maternity leave to find out if the transfer had come through. I was basically told that it was presumptuous of me to assume that I would be able to get a transfer. I was fuming as I explained that the reason we moved was because I would get the transfer I was told the transfer was mine. Hubby would have not taken the role and we still would live in Toowoomba. I spoke with the Union and was given a rep. Who took holidays for a month was given a relief rep who basically didn't know what she was doing and there was no communication. So I took matters in my own hands. Wrote letters to heads of departments. Was even offered a position in Brisbane. However after me jumping up and down they were able to do a swap staff member for staff member and I got my transfer. ON MY OWN! 2nd occurrence. Maternity leave again. 2014. 2nd child with the department. All I wanted was advice. I had give my employer a Doctor letter as requested (Confinement date) stating that I was fit enough to work past 36wks and was able to work till I was 38wks. My Team Leader then requested when I was 36wks that she wanted letters from my Dr, weekly stating I was able to work. This caused issues with rostering and my life (appointments, childcare etc) This then caused my undue stress because my shifts were never the same, I was placed in various houses and different shifts. After receiving no help from the union. I researched the policies and procedures manual and spoke with HR. After speaking with HR I ask that she contact my Team Leader and explain the policies and that what I have supplied is sufficient enough and that I do not require weekly letters. After this my Team Leader wasn't very please and for my last 2 weeks took me out of my regular house I work in where my shifts were relatively light and mostly nights. Only to put me somewhere I've never worked before, not 12hr shifts so this put my family out as we had issues with childcare and etc. |
| 200 | Malanda | QLD | All the time. And if you ever mention the union your hours are cut back. |
| 215 | Maryborough | QLD | An employee has been working for 12 years and given a lot of their time unpaid. This employee is being denied a voluntary redundancy yet others who are less deserving have received one. Presently there does not seem to be a solution. |
| 169 | Mcdowall | QLD | I have so many examples and mostly incompetent management who do not know how to deal with issues and the employee is vulnerable and is not able to stand up for themselves. The outcome is never in the employees favour. |
| 373 | Mcdowall | QLD | I requested to drop one shift a fortnight. This was declined unless I dropped from being employed as a Clinical Nurse to that of a Registered Nurse. This would significantly alter both my regular pay rate and my long service leave. I declined this offer and am working the same hours as a Clinical Nurse but have moved my retirement plans forward. |
| 21 | Moranbah | QLD | I have never challenged a decision by an employer. There is no point. The industry is small and a bad reputation in the industry equals no further work. |
| 218 | Mt Gravatt East | QLD | She has bought these to their attention but the practice manager just said she has asked another practice manager she knows and that they are right end of story. |
| 189 | Mudgeeraba | QLD | Hours cut at the drop of a hat. One week you could be getting 37 hours the next 15. Nothing you can do about it. |
| 442 | North Bundaberg | QLD | We are very lucky that our management is very easy to approach. |
| 388 | North Cairns | QLD | How do we resolve the difficulties in the marine industry? Get our seafarers to work there is far too much reliance on foreign workers the 457 visa and now senators want to use foreign seamen on 988 visas. We have the skills and they will be lost if we let others do our jobs. |
| 234 | Oakenden | QLD | The Retrenchments in mine and others opinions were unfair and unjust. Loyal Permanent Employees are supposed to be looked after and that Contract Employees are for supplementally labour hire in a time of need only. Therefore should be laid off first. For those that were financial union members we have taken this case further, those not financial or non union Employees have no avenue to take unless they engage the services of a solicitor. This process is very expensive and in a time of Unemployment for those people this is usually not an option. This is an ongoing case. |
| 58 | Oxley | QLD | Our management has consistently ignored concerns and issues that have come up with one particular staff member. This person was brought in on an IT project a year after the project had commenced (prior to that there was no one really managing or working solely on this project); they were a Level 4 (average basic level) IT staff member and were put onto higher duties in this secondment for 6 months. They were not equipped with the skills and knowledge necessary for this project, but were brought in because they were 'known' by management and were the easiest choice at the time. Despite showing an obvious lack of expertise for the role, because this person was already 'involved' in the process, it was easier to stick with this person. Eventually, a management position (Level 7) was created for this project which also entailed duties from a previously existing (and since disestablished) role (Business Services Manager), for general operations and business services matters on top of the IT project in question. This role was clearly written specifically for this staff member in mind. It did not reflect the duties of the previous position accurately (the former staff member was effectively made redundant and this was done as they wanted to fire this staff member due to reasons such as older age, lack of efficiency, etc. but could not do so easily without major hurdles thanks to the EA with the university, so instead they made the position redundant ('disestablished' is the term used) and then recreated the same role under a new name) and yet was the exact same position - I believe the position description and duties were targeted at this staff member in question. |
| 58 | Oxley | QLD | This staff member essentially had exactly the same IT project job, but was now getting paid 3 pay grades higher to do it while he shirked off other responsibilities in his newly created position to his new crew of staff and upwards also to the Deputy Director that hired him. By the way, the entire time this is going on, the IT project is a complete disaster costing the Institute over $4 million to date (and the tender initially was between two companies and the company that we chose was then later bought out by the other company). The new power from this position quickly went to the staff member's head. Before they were even given this full-time permanent position, this male staff member had literally amassed a harem of 20-ish very good looking young women (and only women) on his project 'staff' for various data entry and IT tech roles that they had no previous relevant experience in. I ended up being good friends with many of these young women, because they were placed at spare desks in the same office I was working in and I got to see all of the interactions that were had. To cut a long story short, this IT project staff member come Business Services Manager (a male in his mid-40s) has acted very inappropriately in various conversations with women, including his support staff - he would hire them and two weeks later fire them; he would talk about sexual matters in front of and to them; he would ask them to do a task they were not paid enough to do or were not trained to do and then wonder why they couldn't do it; he would one moment tell the team to work on one task and then an hour later come back to see them and yell at them for doing the very task he had just asked them to do, and then tell them to do something else; he did initially hire some young men too, but then promptly fired them in place of attractive young women (oh and the paperwork for their positions turned out not to exist or was improperly done; and all of the people hired to work on his team were not hired through a thorough independent advertising of the jobs - all of these people were friends, daughters or family members of staff already working in the same organisation); he also has made staff members cry by yelling at them in unjustifiable situations; he fired people via text message; he went for bike rides on the weekends with one of his young female staff members and then showed up at her house one night unannounced on 'work business' when he was not invited over and she had not provided her address to him (ergo, he got her address through HR records and improperly used them); he punched a student on campus in front of another staff member from our organisation because there was a student protest near the entrance of a car park and he could not get his car past the crowd and the student who was punched had kicked the tyre of this staff member's car (so, you know, get out and punch them of course); he could never answer questions about his own position and the IT project he was working on and yet would yell at other staff members (not his employees) if they were not on top of his requests for the project, etc. etc. etc. This list could go on and on. As a result of all of the atrocious behaviour and misconduct of this staff member, about 5 women who had to work directly with this staff member made complaints to the university's central HR unit (as per the correct process) and rightly documented their exchanges and interactions with this staff member. By the time this had happened, every one of the staff (bar one) who had complained about the Business Services Manager had been fired and the rest of the staff in the institute who work with this staff member all knew he was incompetent, under-skilled, under-trained and under-equipped for the role, and that he was inappropriate in his interactions with his own staff and others. The HR complaint ended up going nowhere. |
| 58 | Oxley | QLD | This staff member was never reprimanded, the complainants were all told the matter was resolved even though they felt it was not resolved and the upper management of the institute managed to sweep the complaints and issues under the rug quietly and this staff member is still in his full-time permanent $90,000 per annum job. Oh, and 4 years on the IT project is nowhere near complete and the Deputy Director who hired his under-skilled friend for this role has never been reprimanded either and is now acting Director of the institute. I think this story reflects how much fairness and transparency there is in the organisation I work for and how much management doesn't listen to its staff. |
| 268 | Portsmith | QLD | we have no power to change any decision made by head shed even when those decisions are clearly not in the best interests of Defence but to suit an ideology |
| 292 | Redland Bay | QLD | I am a full timer when a timetable change/reduction occurred the company went below the NES standards of 38 hours in a regular shift week. Complaints were made through consultative meetings but to no avail. This effected the income of many customer service officers. Eventually after much pressure and continually reminding them of their obligation and bringing it to the attention of the IR Person a EA meetings, the 38 hour week was reinstated. We are at the mercy of multi national companies winning contracts and tenders at low prices then punishing their workers for their mistakes. |
| 405 | Redland Bay | QLD | I asked for a half day of compassionate leave to take my 85 yr old mother to hospital where she was to undergo an operation. I was told No. I tried to do the right thing by not phoning in and taking the day off. My accumulation of sick leave is in months as I do not make a practice of taking days off. My Mother died shortly after the operation. The rejection of my request was incorrect and was done because sites are judged on the number of staff Absent. This is still ongoing. A work colleague has a medical problem and was told to attend on flex leave. She sees a specialist and obtains a medical certificate. Why not offer a payout for accumulated sick leave even if it was 50% of the leave when it reached a certain level, like a bonus. |
| 441 | Rochedale South | QLD | When I was employed in the Hospitality Industry and as an elected union delegate for the cleaners I was approached by management as to the changing of work hours for all the cleaners. The changes were very unfair but the manager concerned was willing to negotiate for more equitably times which at this time were adopted. Again it is constant dialogue and negotiation which is most important in an organisation. |
| 330 | Sadliers Crossing | QLD | Our management is also in the same union as teachers. There are processes in place to deal with complaints and local consultative committees to consider changes to work practices. |
| 389 | Sandgate | QLD | I was told I was incompetent. They'd been trying to get me out on that for 15 years (I'M incompetent??) I had BRAIN surgery, & the day I returned to work I was told I had acted improperly. I later confirmed that it was my boss, not me, who'd done the wrong thing by me. My boss also told me I had no recourse to challenge that ruling. My boss lied. I left with 50% of the super I should have had. |
| 103 | Springwood | QLD | I worked as a temporary contractor for a local Council for 3 years in an AO3 position at a time when they were supposed to offer you full time employment after 1 year in the role. At the end of 3 years they started taking work and responsibilities off me and then assessed the position as AO1. When I objected I was subjected to ongoing bullying and ostracism. I had discussions with the manager and understandably was very upset. The council had a vested interest in protecting the permanent employee who had done the bullying. My contract was immediately cancelled and I was offered counselling! |
| 163 | Stretton | QLD | I feel that in some workplaces employees do not feel that they even have a right to bring up any smaller problems that are affecting their productivity and quality of work, for fear of marginalization, judgment and or being dismissed. |
| 76 | Sunnybank Hills | QLD | There has been issues in the past and unfortunately at the time I did not have the knowledge required to fight it plus my boss didn't view my opinion has valuable. |
| 351 | Sunshine Beach | QLD | I was once sacked after questioning the honesty of a manager I was docked in my final wages and the board was told I had walked out as the conversation took place in her office and I had no witness. I was forced into resignation after clearly stating I didn't have enough staff to manage on a holiday weekend the manager didn't bring in contract staff and we failed to quickly complete service and the board asked for my resignation, the manager placed the blame on me. When working at a chain restaurant I was continuously asked to resign so the manager could hire a multi skilled worker who could cook and barista she didn't last 2 months after I left. |
| 400 | Tewantin | QLD | Employees for years were able to access IRE Leave, but this is now nonexistent. This makes it very difficult for members to attend important work related meetings. |
| 156 | Tin Can Bay | QLD | I feel that since reaching the age of 50 it has been increasingly hard to find employment, age discrimination is rampant in the construction industry. Known union members are mandatorily first to go, this is discrimination! |
| 252 | Urangan | QLD | Mostly after accidents or Major incidents, workers were required to write out a complete statement of the incident, Then they would be called back in to change parts of or the complete statement...2 electrocutions were done in this way...My personal case was Covered up entirely, This supervisor went on to become a Manager as he had an incident free worksite. |
| 88 | Wakerley | QLD | These times are only evident in an LNP elected government when all they talk about is you must work harder. We must remove certain conditions to be competitive. Let’s ramp up our IR and HR departments in preparation for the onslaught of sackings for minor offences that given any other time would of been dealt with differently. |
| 348 | Warwick | QLD | There is little representation or warnings to employees by management. Often Management do counselling 10 minutes before the workers lunch, they try to get the employee to sign any document before they have proper time to review it or get advice. In our current EA the employee can take in a support person in but they can't respond to for them, they are try to stop representation of the worker. |
| 256 | Withcott | QLD | We have recently had new people have interviews for some permanent positions. A panel chose a newly graduated person over a person with experience because that person did better in the interview than the other. The person chosen is absolutely hopeless and dangerous to work with compared to the other person with the experience, that person missed out because they didn't do as well in the interview. There needs to be a better process, maybe actually see that person in action before they give the person the permanent position. I have contacted the union as I'm a delegate. I have encouraged the person involved to go through the appeal process as that person was good enough to work there before and is still working there but was not given the permanent position. This makes it impossible for any job security and also impossible for them to buy a house as the bank will only give you a lone if you have job security. We will lose this person as they will go elsewhere to find permanent work, we will be short staffed still and have to train this useless person as well!!!! |
| 36 | Wollongabba | QLD | In my time in this agency I have seen examples of waste and inefficiency that have nothing to do with the workers but entirely caused by management struggling to implement the requirements of the government and the minister. |
| 248 | Wolvi | QLD | Nothing - casual employees have no rights |
| 361 | Yeerongpilly | QLD | At no time was I able to take this issue to a level higher than my immediate manager, and I did not have knowledge or support to assist me to engage in a grievance process. The same thing had happened to many others that I knew before, and many that I have talked to since. |
| 49 | Enfield | SA | there is some Saturday work available for forklift operators. The boss kept picking the same people for overtime. One person who thought this was not fair approached the boss with the union rep and asked for a roster to be implemented. the boss was not happy he didn’t implement a roster but did allocate the work more fairly after. |
| 38 | Hawthorn | SA | I raised a dispute with my organisation, my dog had to be taken to the vet, there are special leave provisions in our agreement to allow for this to be paid time. I escalated this and was declined. I took it to their manager and was declined again. To take it further would mean approaching the APSC and mean a 9+ month delay to hear my grievance. Support from the Union couldn't do anything as it is the merit of the decision under review. Our Union is so reasonable and understanding. It is our employer so unwilling to be reasonable and to be overt and transparent. |
| 315 | Huntfield Heights | SA | Former employee threatening other workers with violence including knives. Employer kept sweeping it under the table until I had enough & went with union rep to management & we told them to take action. He was dismissed. Pity it had gone on for more than a year & many warnings etc til I pushed the issue. |
| 273 | Modbury Heights | SA | Some co-workers have tried getting advice from lawyers, or talking to the Fair Work Ombudsman. To date, I have heard of no resolution to our issues on either front. |
| 166 | Newton | SA | I have had an agency call me and ask me to ring the non-Engilsh speaking client to organise a home visit from a medical service. I then rang back and was issued job numbers. It is then up to the agency to relay the information to the medical service and once a job number is issued, the job is considered booked. On showing up to the job, the client was waiting but the doctor did not turn up. When I rang the agency the booking officer admitted that it was their fault, they forgot to call the medical service and told me that unless the person who did this could be identified, she, the owner of the agency, would not pay. The result was that no one did own up and the agency owner accused me of going to a job without being booked. She refused to pay. It was a false accusation. This came after a series of incidents where it had become apparent that the agency was, at every turn, taking advantage of us by refusing to pay when they should have, cajoling me into take jobs which did not fit into my schedule after repeated refusals on my part and then blaming me when, as I had predicted, I was very late for the job, despite being warned that this would happen. When the boss is engaging in this sort of activity, who can you complain to? Eventually I had enough of this behaviour and resigned. This meant a considerable loss in income. Problem resolution with government institutions is an even bigger issue. Not all agencies will listen to both sides, some automatically assume the interpreter to be in the wrong and penalise them. Government institutions also make demands which contravene our rules, and unless we comply, they simply ban us from working in their institution. I complained against a demand that contravened the professional code of ethics once at a hospital (it was convenient for the hospital to lump the nurses work on us. I They rang the agency and threatened that unless I changed my attitude, they would not have me again. I believe that is blackmail, but what can one do? I turned to the professional body, a letter of complaint was written, but the hospital chose to ignore it. The professional association considers the practice demanded by the hospital to be unethical and dangerous. |
| 30 | Oakden | SA | I lost a wonderful job as I was upset by the lies told to the Government by management and their overtly deceptive practices. Nothing could be done by either me or the Government. |
| 254 | Parkside | SA | After giving positions/contracts to overseas people, it was decided that we all had to re-apply for our positions, as it was claimed that we were over staffed. Despite being full time staff. This was conducted in an un- professional manner in my opinion. Many good Nurses with good clinical experience were disposed of- along with our Union rep, and OH&S reps.(surprise surprise) Supposedly our letters had our names cut off the bottom so as not to identify anyone. I had chest pain and anxiety upon awakening knowing that I could lose my position and house. My managers and upper management just shrugged "oh well". |
| 449 | Port Pirie | SA | Workload. Teachers are forever being dumped with new curriculum, pedagogy, technology , increasingly difficult behaviour and programs yet we are never asked what we think is important or given time to attend professional development. |
| 83 | Sailsbury Park | SA | Since becoming a union rep, there have been many occasions where I have had code of conducts placed on me, there is never any recourse to object. The union can be present but cannot say anything. One investigation took nine months they couldn't find any evidence to support their claim and still lowered my wages by two levels for twelve months . The union and myself appealed took it to their disciplinary review but they upheld there decision. I didn't take it to the courts (I should have). |
| 267 | West Richmond | SA | The working conditions of myself and others where I work have been altered without consultation, despite some things being on the Job and Person Specification under which some staff were employed and there is a feeling that staff are unable to question such decisions. |
| 324 | Crabtree | TAS | I have called the union for advise and they have interceded on my behalf. I was stood down without pay on the spot because I refused to attend a "confrontation" with management straight after I had done an 8 hour night shift and had not been able to organise a union representative. I had been notified of the meeting when I arrived at work at 11pm that night and it was to be at 7am in the morning. At the time I did not have the confidence to confront them myself. I contacted the union that day, they spoke to work and I was back at work that night - work had overstepped the boundaries and were bullying me. |
| 107 | Goodwood | TAS | these sods are just knocking it back time and time again it started nov 2014 and still ongoing ,the longer it takes the less money we get for working bloody hard |
| 259 | Howrah | TAS | Take it or leave. |
| 362 | Kingston | TAS | I know of employees who have been subtly 'pushed' out of a position, due to mental health issues or supposed performance deficit not being addressed. I did not feel comfortable about this but also felt unable to intervene. |
| 312 | Launceston | TAS | I have had employers who never engaged with their staff regarding the business and its needs, even when crisis arose; most of these businesses have ended up folding or selling out. What a shame! Engaging everyone in the workplace within the decision making process and consulting with them is vital as so often it is identified that the more views you have the better of you are. Managers do not have all the answers. A good manager values their employees fully as being a part of the business. Because I have always been a forthright and assertive character I never found it difficult to speak my mind and to let my employer know just what my thoughts and opinions were. My managers knew what they were getting when they employed me and my approach was reflected in the capacity I had to draw the best out of my employees or myself. I have always seen myself as being a part of the profit generating aspect within a business. All employees are, therefore you have to promote the maximum generation of profit from each and every employee. Managers and businesses must renew their focus towards the real value of their employee's and in engaging them fully in the profit generation process. I have always found that employee's will always be willing to operate within the limitations of the business if they are able to feel that they are an intrinsic part of the business and its success overall. The secret is to respect your employee's and to listen to them once you have made it clear that you would appreciate their input and ideas. We all need to feel as if we belong and that we are appreciated and have worth/value. |
| 258 | Pelverata | TAS | There was an issue with another employee who apparently felt they had been victimised but the other employee was totally unaware of the other person's feelings and felt in no way had they 'targeted' said person. The union was called in to mediate and settle the matter. |
| 179 | Primrose Sands | TAS | My work was audited but a peer rather than a technical officer or quality officer , I consulted with a union rep . The matter was solved within 48 hours. |
| 132 | Trevallyn | TAS | I did speak to management about the fairness of timing [of the EBA vote]. There was no comment. |
| 42 | Warrane | TAS | I am a single mother and was unfairly asked if I felt responsible for my children by my manager after some personal leave - a ridiculous question - also my Stat Dec wasn't accepted for not taking my vomiting child to the GP. |
| 102 |  | VIC | I have never had an issue personally, however, I am really strongly against 18 hour shifts and I am building a very strong case for not working that long, because I know for a fact that my company are going to fight the recommendation. |
| 232 | Albert Park | VIC | All documents 'HR" and policies always gloat about treatment of employees, pressure is applied to employee with health issue and as the process to get sick pay is in the hand of your direct manager, who in turn is being given $ bonus to run the place with less staff it is a sad way of treating employees. One of our colleagues quit resigned as it was too difficult to deal with request from the employer re "Sickness" |
| 316 | Ararat | VIC | Management withheld a pay rise because we wouldn't give up one of our conditions that had been in place for years. We had no power over our pay rise we either lost our condition or our pay. |
| 304 | Bairnsdale | VIC | Staff have been leaving our organisation either because of retrenchments or voluntary redundancies. Careful selection of staff was not part of the process and basically anyone who wanted a package and was eligible was accepted. The end result is that teams have been decimated by key, skilled and valuable staff leaving. This has placed incredible workloads on the remaining staff who now have difficulty in managing their stress levels and workload. We are given no support and told there is no money. Then if we indicate we are having difficulty, it becomes our problem that we are not able to manage ourselves adequately and then they introduce a software program where we are to document everything we do in a day so they can see where we could improve. This type of micro-management and monitoring is bordering on harassment and bullying. Again we feel unable to express our concerns. |
| 56 | Ballarat | VIC | Our department has since I started working shrunk from 6 to 4 workers during this time the workload has increased significantly on occasion I have had to work 20 hour days to keep up with the workload. At present I am routinely working 12 hour days. I am not paid overtime and I am not allowed to take time-in-lieu. |
| 59 | Balwyn North | VIC | I have been arbitrarily moved from position to position after a shame consultation process. I have had no recourse to a resolution and it was put to me that if I wasn't happy I could resign. |
| 208 | Bayswater North | VIC | Many decisions that are unfair are made on a weekly basis. Almost all new employees are taken in on a part time/casual basis with the stated intention of permanent part time/permanent full time employment after a few months. This almost never occurs, new hires are routinely left off work schedules as the company isn't able to "accommodate" their availability, as the company consistently reminds us we work at the benefit of the company, and in the interest of business practice. |
| 20 | Box Hill North | VIC | I think methods used by employers to change the workplace are appalling and takes away the humanity towards all workers. People just want to work and be employed. Not to undergo stupid psychometric tests to see if they are worthy of employment. |
| 170 | Box Hill North | VIC | There are several teachers on a series of short term contracts who are expected to teach and prepare to teach when they are waiting to have their contracts renewed. The HR department are going through their own change proposal so are needing to apply for their own jobs. |
| 291 | Box Hill South | VIC | I have been undermined several times. In one circumstance I stayed back over a weekend to do extra work of which a colleague also helped me. Management told me that I was lucky to have a colleague use their time to promote my cause when I was trying to solve the original root problem that management should of resolved without me. I was locked into the building a number a weeks later setting off expensive security alarms. I was by myself due to everyone leaving early to go home, this of which I reported and nothing was done about. I ended up resigning and walking away because I refused to keep putting myself at risk and no one else was going to do anything about it. |
| 63 | Braybrook | VIC | Many times, but I had no choice, to take it or leave it. |
| 284 | Brunswick | VIC | I felt powerless in my workplace even when I was a manager. I was once told by HR, as a manager, that a new pay scale was about cutting the cost of salaries to certain staff levels. The same HR Rep one hour later was telling my staff that it was about bringing more fairness to the workplace and my co-managers just nodded their heads. This was a major reason that I went and joined the union. I knew the company was too powerful for one person to stand up for truth and what was fair. |
| 110 | Burwood | VIC | I feel I have no power at all to comment or respond to decision that affect me, for fear of negative impact on my conditions - as has happened this year. |
| 192 | Camberwell | VIC | Every day I witness serious mismanagement in resources allocation as a result of corrupt or incompetent Council management. Merit capability or Council goals and objectives are not considerations in the making people management decisions. |
| 338 | Carnegie | VIC | Issue: A directive to undertake activity "on a trial basis" that was normally the accountability of staff at a higher level with appropriate qualifications. This was implemented to avoid recruitment/replacement of staff members that had departed. The activity was expected to be assumed in addition to existing accountabilities without any offsets provided. We have not sought any advice at this stage as the directive has not been formally implemented and the issue remains unresolved. There are processes available for dispute resolution that are clearly documented which may be applied if the directive is actioned. We have the confidence to proceed as we have association representatives willing to take action on our behalf. |
| 148 | Castlemaine | VIC | My co-ordinator was told that as a part of her contract she would only be paid for the first two sleepover shifts she did a fortnight. Any extra sleepover shifts after that would be unpaid. My co-ordinator felt this was unfair but decided to only work 2 sleepovers per fortnight as it was not worth her doing them unpaid. |
| 28 | Cheltenham | VIC | We had recently a maintenance manager who left through frustration because the manager would not continue weekend maintenance. He resigned due to the need for it. We had produced a record amount of tiles recently on one day. It did not make sense. the factory manager thought the costs of maintenance were too high. After he left the factory took a long time to get started in mornings due to maintenance issues. |
| 245 | Clifton Springs | VIC | I experienced bullying from a supervisor in my previous employment, but Management did not take this seriously (despite my making an official complaint) and the bully was allowed to continue her behaviour. |
| 327 | Coburg | VIC | In a former work-place a person who had worked there for 20+ years was fired, just before their retirement. The company needed to save money, but there are rumours that it was a personally motivated sacking. I thought that there would be some sort of protest as many people at the company were very upset at the treatment of this person, as the worker was very hard working, friendly and well-liked. There was one work-place meeting where it was discussed, and to my regret I didn't say anything, as I had assumed there was going to be further discussion/action around it. There was not, and this person died of a heart-attack very shortly after being fired. Most people were very sad at this, and understandably morale suffered within the organisation. I wish that there had been wider work-place consultation, for example, couldn't others on the same team have been offered the choice to perhaps take one day less work per week, in order to keep this person on one, two or three days per week? No one was asked, and someone whose life was his work and work friends died sad. |
| 101 | Coburg North | VIC | It seems in my company that people with a connection to hierarchy are seemingly allowed to get away with a lot more, whereas other people can be suspended because they don't have that connection. I believe this person was held up as an example for the rest of the company. |
| 386 | Coolaroo | VIC | There are many demonstrated instances were management and employers have made decisions that were unfair or exploitative and often I have heard of instances either anecdotally or via the media. Workers should be able to be protected in these instances. In a recent instance in my own workplace 2 employees had been employed for over 2 years on a casual basis but had for that time had regular time tabled hours. They were both single parents who felt the pressures of the insecurity of this employment it also impacted on the ability in one instance of the employee being able to access a loan being casually employed. After negotiations with management and with the support of their union they were given fixed contracts. In both instances it has actually seen an increase in hours, it has provided security and given them more connection with their workplace. Also in one instance it has enabled the employee to reduce their reliance on income support. |
| 360 | Croydon | VIC | If I have an issue with my employer and they do not listen to my wishes or needs, I would be thankful I have a union to negotiate on my behalf. |
| 246 | Elwood | VIC | I feel my principal tries her hardest to treat us all fairly. |
| 251 | Elwood | VIC | A literacy support worker has just started working at the school. There is talk that the position will be advertised in the future, as it is required to be, even though there is someone who's been allowed to start work in this role already. I would not speak up about this, as I am on a contract and worry about job security. |
| 221 | Fairfield | VIC | My manager denied my request to have my PD reclassified for around eight months because it was "not the right time" or she was "too busy" despite 3/4 of my role being different to what I was hired to do. In the end, I sought advice from my union and coworkers about how to proceed and my PD was updated. |
| 77 | Ferntree Gully | VIC | We have had many cases of bullying and harassment from supervisors in our workplace, we have a process now which I tell all members... Document, submit, then follow up. We deal with a lot of our complaints through HR as a way to try and achieve a fairer outcome. |
| 105 | Footscray | VIC | When I was casual, many individual managers and staff bullied me and I was scapegoated for failings of the group. This negatively affected my study, and my productivity at work. Had it not been for what minimal protections exist, despite being hard-working I might have lost my job due to the personal animosity of individual managers, rather than genuine productivity issues. Having money to live a life outside work prevented me from being so isolated as to commit suicide. |
| 216 | Frankston South | VIC | We have recently been informed by the Principal of a major change to the school program over the latter part of the year. We were told that the decision was final, no discussion could be held about the efficacy or desirability of the change, only about its implementation. As teachers we were totally disenfranchised. There has been much subsequent angst, which has been conveyed to the Principal class team by elected union representatives. |
| 217 | Frankston South | VIC | I was bullied and harassed at work by some staff senior and junior. It was dealt with in a fashion but not to my favour , so I resigned whilst I was on holidays. |
| 114 | Gladstone Park | VIC | One of our employees was forcefully moved from his work station which was close to his home to work station that quite distant from his home. He was told, take it or leave it. |
| 94 | Glen Iris | VIC | There was workplace bulling among staff members, management chose not to do anything about it and eventually the victim left. She tried to handle it on her own but it was of no use without and management back up. Also, the head office of this chain of hotels decided to fire all of the dish hands in their restaurant kitchens, leaving Bistro's understaffed, overworked and completely overwhelmed with a few hundred people to feed and no plates to serve their dinner on. |
| 93 | Gowanbrae | VIC | Again I say, since the Abbott Government removed the VISA 457's quota, every job is secretly given to these people, as their plan is to increase the POOL of people available, so then in the short to medium term start to reduce wages where it WILL THEN BECOME Take it or leave it ! |
| 133 | Greensborough | VIC | They change everyone’s time to start and finish and don’t care if you have kids at kindy or school u tell them to be considerate but they say do it or leave they even start you before 12 so you lose afternoon shift rates. |
| 438 | Grovedale | VIC | I can list dozens of examples when staff have not been treated fairly in my opinion. The organisation is supposedly an organisation with high ideals and values of caring for staff yet I know that many staff have been forced out with little concern for their wellbeing. Recently, a long term staff member was forced to leave by being treated in ways that made her lose her self confidence. Her role was changed beyond her capability knowing that she would become destabilised and eventually leave. The information I have gathered is that she was being paid less than her entitlement for many years (10+) yet she left without her full entitlement. There were no disciplinary issues that justified her being forced out. She was just not able to step up into the higher demands the Organisation wanted her to fulfil. This is just the most recent. I can site 10 to 15 similar situations. The organisation has a practice of seemingly offering a better exit deal if they sign a no-contest agreement of some kind so that is why no action against the organisation occurs. At least I don't know of any. I know that most of the cases I am speaking of left feeling very discouraged. This organisation has disposed of many of its long term employees and is replacing them with new staff that are more compliant. Compliance is possibly part of the advantage for management that comes with new employees. Some of the case I speak of were managers and not unionists. None the less the organisation disposes of them. It doesn't matter if they have been employee's for 20 or 30 years. In fact that seems to work against them. So much for this governments plan to make us work until we are older than 65. With organisations doing what this one is doing that seems a scary proposition. |
| 244 | Hillside | VIC | suspended me for not attending a meeting when I asked for my organizer to be present |
| 92 | Hoppers Crossing | VIC | Our last EBA changed to stop paying us for public holidays if we didn't work them, even if it was a day we would normally have worked. The rationale for this was that as our centre is open 6 days a week we can just be rostered around the PH, so in effect we have lost 11 bonus days off a year; we are paid if we work them at penalty rates. |
| 140 | Ivanhoe | VIC | Even with the enterprise agreement, conditions are being stripped away. I have been refused study support, even though law is one of the most valued capabilities and is one of two key education streams particular to my agency needs. I feel strongly that I am being discriminated against because of my age. My last Director made an adverse action and moved my role interstate to try and get rid of me. He eventually was terminated because he was incompetent and caused a great deal of distress. He had an exceptionally talented and bright young woman working for him, and she left. She told me just before she moved on that this Director told her during her career planning discussion that 'People here see you as a blonde.' it's outrageous that this sort of thing is still going on today. My issue is not being resolved and I have called in my union. I get told all sorts of excuses why I am not given study support, which I know isn't the real reason. First it was we can't afford it, now it's that law has nothing to do with my specific current role. I just get tired of being told every excuse except for what the real reasons are. But I am really in a situation where I don't have much chance of getting a good resolution. I have taken some annual and long service leave to get through a few weeks, but I don't have enough leave to get me through the course and it's distressing to not know what will happen after this period of study. I feel too that there is a very incorrect assumption that as a single woman at my age I should be fabulously wealthy which isn't the case at all. While I might be on an excellent wage now, it took me a long time to get there and my superannuation could not support me, it is very slow to build up. I think I have a good 30 years based on my health and family history, so I will be in the workforce a while. I'd like to be treated with the same respect with equal entitlements as younger people, but feel that these are being denied. Perhaps it is because there isn't enough to treat everybody equally and so employers start discriminating. I had a hard time as a female being taken seriously during the 1980's, now am still trying to be treated with respect. |
| 428 | Keilorpark | VIC | I have just finished resolving a long service leave issue that has been ongoing for 4 years. Sufficient training was given from the AMIEU , the support from the union and the super fund MIESF is great. |
| 35 | Langwarrin | VIC | I have not personally had much unfair decisions made to me, so I can't say much. I think it is unfair for big business to post huge profits and sack workers the next week. I think it is fair for shopworkers to get double time etc. for working weekends. |
| 265 | Lara | VIC | I have spent many past years fighting management and their decisions in past jobs. I am now 55 I made a decision at the start of this job I was just going to go with the flow and shut up. It is now getting to stage where my working conditions and safety may for to start speaking up again. But if I do that I fear I will not work again. |
| 117 | Leopold | VIC | As per the above issues overloading overhead cranes (5T). I asked how heavy the item was, that I was asked to lift off a truck. I was told "about 5 tonne". The paper work I found on it later said 6.15 tonne! Told management and owner, but nothing changed. On another occasion I was asked to move something else I knew was too heavy for the crane and I told him it was too heavy. He waited until the next day when I was on RDO and asked someone else to move it who I had already informed the day before. He refused also. I was asked to remove fibre bushes from a large butterfly valve (1200mm) from a power station. I was informed by the leading hand to "be careful" because it could be asbestos. No barricades or signs or anything. I had asked on numerous times for training on things like this, but it never came. |
| 44 | Lovely Banks | VIC | I was working 12-13 hour days, was accused of not cleaning the kitchen. When i explained my workload had doubled, with no increase of pay, labour allocated, or assistance, i was manipulated out of my job. |
| 81 | Lynbrook | VIC | Many decisions that were made by management were totally unfair and never consulted on. Decisions such as shift rosters, rotating or fixed. length of shifts, management performance based on fabricated reports, promotions never based on merit or experience, training methods that relied on a "buddy system" , which meant being trained by inexperienced trainers. Many of these decisions were challenged using extracts from the fair work act or seeking advice from the relevant employees union. Often this resulted in the advocate being treated unfairly by shifting the employee to a less rewarding job or declining requested leave or disciplining the employee based on minor issues. |
| 68 | Melbourne | VIC | We the office staff would have to work at sale events every six months and we would have to work back late in the days leading up to the event with little to no compensation (with no dinner break or food bought for us) and then when we would work on a Saturday or Sunday (not part of out contract) we would then get a M-Fday day in lieu, with conditions as the when we could use it. When we questioned this we were made out to be trouble makers, we tried to call fairwork but they were not much help. |
| 320 | Melbourne | VIC | Yesterday I was advised by my Director to consider the time I engaged in a data correction issue as BAU rather than funded project work. The issue was caused by restrictions in place on government department sharing of personal information. While there is little short-term impact, data mismatches between departments build up and can have significant impacts if discovered by an individual or in the media. As a government department, the concern for funding from another government department above long term data accuracy seems to me to be misplaced. The focus should be on ensuring government retains accurate data, as this should improve the efficiency of service provision. |
| 309 | Melton West | VIC | My boss told me many time why should I keep my job over minor incidents. But I have seen 3 of my colleagues got unfair dismissed over minor misconduct. they were able to do this because they were casual my employer did not formally dismissed them but gradually cut there hours and now they are all gone. |
| 226 | Mernda | VIC | My Work Cover claim was a result of management making the decision to move our Blood Bank from the main lab to a small hospital about 1 K away. As usual, their consultation process consisted of "This is how it is...deal with it". I was told ONE WEEK in advance that I would be doing a few shifts at the main lab and a few at the hospital lab. My roster would include one overnight shift a week in which I would be working alone! When I asked about training, I was told they didn't have time to train me and I would start the next week. I had never worked on any of the instruments in the hospital lab and had only been to the hospital once and didn't even know where the lab was located. I lasted 2 weeks on the new roster before I 'cracked it' and walked out. No one should EVER be put in the position of caring for critically ill hospital patients without any training. If there had been an emergency, it is very likely that it would have had a terrible outcome and I would be living with the guilt for the rest of my life. Not to mention the family of the patient. They have done the same type of thing to others since my incident. I have learned to say 'NO' when asked to do unreasonable things now but those that fear for their jobs will do whatever they are told. |
| 426 | Moe | VIC | We have gone to Fair Work and negotiations have started up again, but with the worst offer yet made by management. My union and union representative gave me the confidence to take action and speak up against what was being offered by my employer. |
| 393 | Montrose | VIC | I feel with the young people in this diminishing job market, who are often still underpaid and often abused by rude bosses in small Businesses, who haven't got any Union. It is not a good start to a working life when they do not know who to go to for advice, without losing their job. In my case I got help from Slater and Gordon to go through the Court. |
| 306 | Moonee Ponds | VIC | no complaints |
| 207 | Mordialloc | VIC | My employer increased staff workload expectations significantly. It was my union which took up the issue and forced a negotiated outcome. I would otherwise have been powerless to affect the outcome. |
| 399 | Mount Evelyn | VIC | Our union worked with a colleague to resolve a pay tier issue and whilst this was successful, my colleague was from that time on, seen as a trouble maker, and known for being too outspoken. |
| 71 | Murrumbeena | VIC | I have had a manager terminate casuals for the simple reason that they did not return a phone call. Other casuals terminated because they had an anxiety issue. The person in question was a great employee but experienced some anxiety attacks as they no security of hours and would get no shifts putting them under strain financially. They had been promised regular hours then denied. Powerless to do anything about it. The same manager regularly discriminated against students and others. In a legal context difficult to prosecute and to prove but it happened. Some of these behaviours are institutionalised . Another employee had raised integrity concerns about theft and attempted to highlight the issue. They were terminated rather than those the allegations had been against investigated. |
| 74 | Newport | VIC | I think in my current casual work situation I do not speak up for fear of not being given any further paid work. I am a well-qualified older worker and have been a union representative in past work, but I am powerless in this 'bottom of the pile' situation in a casual work situation. |
| 355 | Northcote | VIC | The CEO asked me to prioritise a trivial task over matters directly affecting security of personnel, and to pursue a matter which I thought would have engendered conflict of interest. I refused; I sought advice from the workplace union delegate, and also directly from union staff. In the end, the request was dropped without need for other intervention. |
| 440 | Pakenham | VIC | Just last week of the part time nurses noticed she had an annual leave day in her fortnight, which she had not used. This meant she was going to an extra days pay, but of course her leave hours goes down. We she questioned this with the manager she was told because she excessive leave she had to take it. Her response was well I have a family event I need to attend Sunday I'll take that day as my annual leave day. NO you can't have Sunday off. No negotiation, no meeting to discuss that fact that she had excessive leave, it literally appeared on her time sheet the Friday afternoon before the end of the pay fortnight, thus no time to seek resolution of the issue. |
| 223 | Preston | VIC | Our roster was changed 1 week before Xmas which impacted on all shift workers and their families and those who had agreed leave also. This was not necessary as they knew 3 months prior that 2 people were going to part time and just dragged it out. They would not wait to implement it from 2 Jan so as not to disrupt every shift workers holiday season plans. The workers and shift supervisors had to write a new roster to management’s demands as their people are not trained, or qualified to do so and their formula doesn't work - we now have supervisors working together on graveyard shifts therefore no assistance for newly trained staff on other shifts and every day someone is asked to change their shift to accommodate shortfalls in numbers because the rolling roster is not workable - the very thing management promised the roster would eliminate. Just total lies and dishonest behaviour constantly. We offer feedback and solutions and they are ignored and discarded. We have been to Fairwork Aus and secured rulings at least twice against management decisions due to the business trying to constantly dishonour agreements and undertakings. Where is the honour in that? It is also wasted time/energy/resources which in a business formula will always add up to a dollar amount. |
| 32 | Seaford | VIC | Have lost count of the number of times we have not been consulted with, and been financially harmed. Changes from being to set own fees to local government setting them. |
| 52 | Seaford | VIC | One faculty dean assured me that he would work with me on producing a new workload model, he later reneged on that promise. Later a Deputy Vice Chancellor approved a workload committee and a process which produced recommendations that the University later refused to implement. Some time later another university level process commenced (and I was involved in all these) and the two parties (university and union members) spent considerable time making revisions to a shared workload model over some weeks, before a senior university 'leader' who had not been involved in the discussion entered a meeting one day and declared that the co-produced model document would not be used, and existed only to 'inform the university's position" on workloads. Work on this model subsequently ceased and some months later the university announced that it would be seeking a vote on a University EBA to replace the NTEU EBA. That vote subsequently took place with questionable inducements, including to staff no longer working at the University, and is subject to on-going dispute which looks likely to proceed through the judicial court system. |
| 229 | Shelbourne | VIC | I was asked to be a support person for a colleague whose work practices where being questioned. I felt she was not properly informed and therefore not prepared for the "hearing". She was not told who would be attending this meeting and "evidence" presented to her were the opinions of others, no dates or times. The "hearing" was held in a very hostile and belligerent manner - she accepted the "behavioural modifications" she had to make, but I wrote a letter to the CEO outlining my concerns and suggestions and was told to mind my own business. I had to chase up that response as I did not receive a reply to my letter. I felt that she was denied natural justice and procedural fairness. This has continued to be the practice with managements treatment of other workers. |
| 302 | South Yarra | VIC | Being on contract it is hard to challenge a position. Even when not on contract, I did once challenge a position and received a letter condemning some minor event, letting 3 boys go to the library, and this was placed on my permanent record. It seems that the administration will get even somehow. |
| 51 | Springvale South | VIC | Can't challenge the employer. |
| 180 | St Kilda West | VIC | Jobs were secure in my early working life. As part of the minority on the fringe, I suffered various forms of entrenched discrimination reinforced by custom, religion and legislation. An attraction of working for low wages in clerical occupations was the granting of housing loans to favoured employees. I was repeatedly denied the privilege on marital status grounds, a situation that persisted for thirty seven years until 1987 when I was granted a partial house loan on advantageous credit financier terms, with a bridging interest only loan at a usurious interest rate of twenty two and a half per cent per annum. It was the best deal I was able to negotiate in my entire working life and is the reason why, in old age, I own my three rooms in an apartment block with no car parking. |
| 119 | Sunbury | VIC | We are working in an area that is short staffed by 11 position the remaining teams have to cover the shortfalls in maning. By doing additional work routing undertake extra overtime, have management tell us not to take the pay. They are not abiding by our duty statements yet are forcing us by bullying us to fill the work quote. If you complain or say no you get threatened there is coercion with the senior executive to get the union members to resign such as the five members of our section. Three were code of conducted for raising issues with fair work australia. |
| 147 | Sunbury | VIC | I was paid at the wrong rate of pay for the position I was functioning in I was unable to say anything about it because I was still in my probation period. |
| 235 | Tarneit | VIC | I have been through harassment and even after complaint nothing happened because the person in question was well known to team leader. |
| 137 | Thornbury | VIC | I have several issues with the university, not getting paid for weeks, not having hours and rates before semester starts, the admin person doing contracts is sessional. I have been in touch with the union who are assisting me with discussions with the uni department. |
| 331 | Upper Ferntree Gully | VIC | Our employer recently requested information about our workforce that is confidential. With the help of our Union and knowledge of workmates we were able to get our employer to back down on their request. |
| 279 | Vermont | VIC | It is now common in Higher Education that problems can be resolved through restructuring and training. Think of having a flat tyre and the mechanic pulling the whole car apart then giving you a text book on how put it back together. There is no point arguing as the car is in pieces. There is no funding to buy another one. It is left to the staff, students and public to try and rebuild and challenge any further incompetence and interference! |
| 282 | Vermont South | VIC | In the department I'm currently working in the shift rotation has been altered so that I'm now required to work additional late shifts which I did not agree to when my hours of work were originally negotiated. According to the current EBA I have no choice in the matter. These changes impact on my ability to meet my commitments in the unpaid work I do. |
| 150 | Wantirna South | VIC | After months of discussing and arguing a poorly management roster we put forward a few proposals which was inline with business requirements and finance conscious. Their roster still went ahead but now they make company shift changes to suit their needs all the time which is disruptive to our personal lives and reduced penalties.. not to mention our health too. |
| 97 | Warneet | VIC | I didn't want to work Christmas Day. My contract says I don't have to. Its not paid to me as a public holiday though, I can take it as a day without pay or one if my usual 2 days off a week. My manager bullied me about working and told me I had too. When I refused and insisted I didn't have too, I was yelled at and then made to feel like I wasn't being a team player, doing my job properly and that I would not be given the chance to advance my career. |
| 31 | Warrenheip | VIC | Within schools non teaching staff can have changes made to their time fractions without the required consultations. Some Principals are bullies and do not follow the rules in this regard. |
| 374 | Warsonia | VIC | as a mid level manager I have to deal with staff who are stressed by their working conditions. I have sought advice from upper level management and my union and find that neither can provide support to me. I have to support my staff but don't feel that I have the support of higher levels of management because there is nothing that can be done in terms of ongoing employment of staff. |
| 281 | Waurn Ponds | VIC | My experience with my own children and friends, is that if you are not employed on a union site you have no confidence to challenge any problem for fear of losing your job. |
| 10 | West Footscray | VIC | I do feel it is unfair that we can't get all public holidays. They are a gift to the people, what is the point of a gift we can't use? If something is so special that we are given special time to celebrate it, then let us do it. Labour Day, Queen's Birthday, and Cup Day were given to us because they are special so we should all have a right to have them. Now there is also talk of some new public holidays being created....what is the point of giving us new ones if we still have to work? I do not want penalty rates for me on those days, as I would prefer to be able to be with my family. As I am forced to work, I do agree that penalty rates are definitely necessary. There needs to be some compensation for these special days being taken away from us. |
| 111 | West Preston | VIC | I confronted management and warned them the union would fight on this issue. |
| 322 | Williams Landing | VIC | I have always felt able to make a complaint or give feedback. I suppose my union background helps with knowing workplace rights under the agreement. We have had many successes in fixing problems this way. Sometimes they have required the input of FWC. |
| 344 | Wodonga | VIC | every day management get more heavy handed scaring workers into line in a fear driven corporate espionage of planning to make anyone not on a salary to feel as if there life is less important than the BMW owner or the 2 and a half acre block owner with the girlfriend with the fake breasts we helped them get there no show us the respect we deserve |
| 289 | Woodend | VIC | I asked to work from home once (federal government employer) and the response was "why should we?". I had no recourse because there was no onus on management to say what the requirements were or why they couldn't be met while I worked at home once a week. |
| 350 | Yarraville | VIC | I recently experienced a situation where a fellow worker (for, I suspect, ego stimulation) had my roles significantly reduced. It was demoralising for me, and although I didn't suffer financially it certainly had a negative effect on the outcomes of the organisation. The worker involved has fortunately now left, but if it had been of enough concern I'm sure that organisational support would have been useful or even necessary. |
| 24 | Baldivis | WA | I have had a number of verbal staff abusing me over little things ward clerks, nurses they think I am a genie and I can appear with what’s needed instantly I do over 20km a night that’s walking from one location to another. Aggression can cause anxiety, sleeplessness, stress. |
| 224 | Bertram | WA | My last employer kept moving the goal posts, nothing was the same from one day to the next, when challenged the employer gave me the option to leave or be terminated, I made him terminate me and made a claim for unfair dismissal. |
| 345 | Bulgarra | WA | After a disagreement with HR I was not offered employment for 3 months. As a result I am down in lost wages for 3 months. |
| 240 | Floreat | WA | I believe current workplace resolution processes are appropriate and reflect the diversity of employment situations in this country today. Every time I have needed issue resolution, or have been involved in the process, the current methodology is quite acceptable. There may be workplaces where this is not the case. |
| 349 | Forrestfield | WA | I was asked by a Project Manager to use two-pack paint on a job in the Pilbara without an MSDS or respiratory equipment being available. I knew that I was within my rights to refuse, however the issue was not resolved amicably. The manager asked other more compliant workers to do the job and they did so putting their health at serious risk. |
| 257 | Leschenault | WA | I often speak up on behalf of myself and colleagues over different issues and as I have been with the company 7 years there have been numerous issues - now I try to keep my mouth shut, just go to work and do my shifts as I need the money, this is despite the fact that I still see unfair practices occurring. I am an older worker and many of the younger managers do not have very much respect for us or our opinions despite the fact that we are ones who always turn up for shifts, do the work diligently and in many instances have a wealth of experience to offer - we are often treated like nuisances told we are winging or complaining and basically if we want to keep what we have we should just get on with it. Hence I now keep mum, the union does stand up for us but the repercussions are often not worth the efforts. |
| 155 | Maida Vale | WA | About 2 years ago, my employer had a re-structure. Some people where I work were told without warning that they were redundant. What added insult was that some of these people were escorted off the property the same day. As a union delegate, I had to continually remind my employer of their obligations under the Certified Agreement. There seems also to be a dual standard, one of these employees that was made redundant, had over 30 years of service, no formal acknowledgment of this by the company. In comparison, a manager whom has been in the job a few years is sent on a 2 month junket around the company, for special company paid for morning tea's, in celebration of their contribution to the business! I have as a senior Union Delegate, fought with my employer for years over their Drug and Alcohol policy. It’s not that anyone disagrees with such a policy, it’s what they tried to do with it. The original policy was a "behaviour modifier" that invaded employees privacy, garnered private medical information and allowed them to bully employees. The policy has been changed after considerable effort of the Union, but the company is still trying to add bully boy amendments every time the policy is reviewed. |
| 37 | Morley | WA | In my time as a GM I had little problems with staff problems, other than personal or poor performance issues. As a rule I found a well paid work force including penalty rates put the company in a solid position when negotiating contracts with clients. The clients demanded a well resourced performance that was flexible in work locations. Allowances and penalty rates was a tool in providing this. |
| 294 | Perth | WA | Too many examples over a 20 year career to clarify fully. |
| 65 | Samson | WA | Not converting long term fixed term appointments to permanent in the face of Enterprise agreement to convert the appointments. Last I heard the Union was supporting some individuals in their case. |
| 446 | Scarborough | WA | Government sets up work place agreement commission general public to use for any work related issues eg. unfair wage payments that has no power to act on. |
| 23 | South Perth | WA | One of office mates was offered permanency, but the direct line manager and HR person who offered it was shortly pushed out of the school, and the executive then insisted that they had 'no recollection of a conversation about permanency at all'. They strung her along by renewing the contract in 3 month lots for a year, then when she left (dropping from Level 6 to 5 but gaining permanency in another school in the same university), she was replaced by a casual worker at Level 3, who was also strung along with contracts and refusal to make a commitment. |
| 255 | South Perth | WA | As I said above, I have no ability to challenge my employer. I have not sought advise as I cannot afford it and have not approached the relevant industrial union as I can see that is very ineffectual given my employments conditions such as I have to pay for my compulsory uniform and am required to work nights and Saturdays at single time. |
| 450 | Spearwood | WA | There is no one to talk to about your working conditions, things are definitely in favour of the employer. If you want to complain web sites that are supposed to help you, are so difficult to navigate and obtain any info from you give up because you know it is futile. In fact if you look at the same sight for the employer there is plenty of help and fee advice. In W.A. especially there is definitely no help as, workcover is for the employer and dept of commerce can't help you because of these laws, particular to this state. I have sought advice from both with no avail. |
| 375 | Waggrakine | WA | Despite there being in place set procedures on how to resolve performance problems, management still prefer "little chats" that only serve to intimidate staff. Most galling is that these informal conversations will turn up in performance assessment reviews without the worker being aware that they would be so used. |
| 90 | Warnbro | WA | I did not challenge my termination, because to do so would have resulted in a black mark against my name. IE a blacklist of people held by companies like ERMS who vet prospective candidates for most major construction jobs particularly in Western Australia. If ones name is on that list you will not get a job. |
| 118 | Warnbro | WA | This doesn't really apply to me as agency. |
| 225 | Waroona | WA | People in workplace have had their core work taken from them and given to contractors. Lose of job satisfaction. |
| 136 | Yangebup | WA | I was recently over-ridden in a decision regarding my backstage crew, which I felt powerless to control, as my direct Manager has a tendency to bully and ride roughshod. |