

Re **bullying matters**, please find some additional comments re **statistics and data**:

- Twice in the fortnight after I'd quit, I was asked by workforce planning to complete an exit survey.
 - I was concerned if I filled out an exit survey – it might've resulted in those who were aware of some of what was happening and I think behind the scenes were trying to look into things - getting 'thrown under the bus' so to speak if I couldn't explain all the complexities properly from my perspective.
 - I didn't know who exactly the exit survey would go to, nor what questions would be asked, and didn't really want to complete it while it was so raw and I was in pain.
 - I won't have shown up in exit survey data or stats.
- It's also important to note – if you've been bullied, did make reports, but HR's either a) not told you what they're doing with your report, in one instance, so you're not sure if they just took what you'd given them and left it or were doing something with it, and, b) in another instance, said no formal action required, the boss is The Boss who can overlord what's what however they like whenever they like etc etc – a bullied person might not have thought about workers compensation at that time.
 - I won't have shown up in workers comp data or stats.
- Only now, debriefing after the Canberra hearings, have I enquired about workers comp.
 - However, it's now a year and a half since I left.
 - Comcare have said they'd allow me to lodge, via a form and fitness to work medical evidence.
 - There would be earlier Employment Assistance Program stats and data (though not attributed to me, perhaps, if it's aggregated and not staff-specific) from when I accessed the EAP while I was being bullied and mobbed in another part of the department in ~2016-17.
 - All I have from the latter period in ~2017-18 is the evidence from the appointments I had re trying to alleviate the spinal neuropathic pain (which required neurosurgery ~6 months after I quit).
 - I don't have psychological-specific medical evidence in the lead up to quitting. Since I was already being 'pushed around' by the bully and her HR contact re their pressure in ordering me to get more rounds of evidence as "coverage for the department" re the appointments for the physical pain, then, I don't even want to think about what it would've been like if I had thought to get any psychological help or workers comp re the lies, put-downs, negativity, stonewalling, tasks lower than my level and unrelated to my job, pressure and response from line area HR reps etc.
 - All I could supply to Comcare now is a current psychological assessment.
 - I don't know if workers comp 'rules' factor in the short-, medium- and longer-term impacts of bullying. Does the Comcare form and supporting documentation requirements 'cater' to the receipt of info from someone who was bullied if they're lodging later on or are they only designed to deal with the at-this-point-in-time situation? I think there needs to be recognition that someone who's undergone abuse and trauma from bullying, may need to access workers comp later with the lag effects and time it takes to process everything, and then, it's still hard to figure out how to get the paperwork together for it (and I kind of figure, *they'll want to deny etc too, is it worth going through*) at the same time as seeking help from a psychologist to start talking through it all.
- During the Canberra hearings, there was discussion around what data/stats/reports go to corporate or governance areas of departments, e.g. where the risk and/or audit functions are, however, thinking through this some more, two of the areas I was in where I was bullied, were where these functions lived and the bullying was by the manager/director.

- One, was the one whose bullying (and mobbing, because she tried that too, towards the end) could stop once she retired.
 - However, just to complicate matters further, was she connected to a later bully who got moved into the area I was in?
- The other, flicked on the temporary charm for those he wanted to pull-the-wool-over-the-eyes-of (plus, there was broader toxicity, bullying and dominance etc; so because of this, I didn't report it) and I understand he's now an A/g branch head.
 - This is the guy who, when he knew I was on to him and figured it out and decided to get away: took me across the floor, into a small meeting room, stood over me, and said, 'The work you do, isn't any good', but can't give any examples when asked.
 - This is the guy who, gets copies of risk-related materials including the workplace injuries stats, and brought the latest hardcopy over to my desk, and laughed while saying, 'Look people just fall over!' in relation to trips and spills being one of the highest incidents.
 - This is the guy who, has access to whole-of-government crisis coordination information, departmental risk materials, and more.
- I suppose, like the comment about HR line areas not being above scrutiny, risk and audit line areas aren't above scrutiny either.
- I don't have a problem with looking into where reports go, internally or externally, but: (1) once again, it comes down to the honesty, integrity and accountability of individuals in the system, as well as, (2) the system itself, and if (3) you or someone else has made you show up in the data, stats and reports.