

INQUIRY INTO ALLEGATIONS OF BULLYING IN WORKCOVER NSW

Organisation: Some members of the Psychological Wellbeing Subcommittee of the Safety, Return to Work and Support Division Health and Safety Committee

Date received: 20/01/2014

Partially Confidential

The Chair
General Purpose Standing Committee 1
Legislative Council Parliament House
Macquarie St Sydney NSW 2000
gpscno1@parliament.nsw.gov.au

Inquiry into Allegations of Bullying in WorkCover NSW

Dear Sir/Madam

We are members of the Psychological Wellbeing subcommittee of the Health and Safety Committee (HSC) for the Safety, Return to Work, and Support Division (SRWSD).

We seek to make the following brief submission to this Inquiry.

Our purpose is to draw attention to the lack of cooperation from SRWSD management for a proposal to conduct a survey regarding the psychological wellbeing of staff.

The SRWSD HSC has tasked the Psychological Wellbeing subcommittee with the job of preparing a wellbeing action plan. This endorsed plan includes a survey on the impacts of restructuring on the psychological wellbeing of staff.

At the subcommittee meeting on Friday 8 November 2013 staff from the Work Health Safety Division (WHSD) offered to run a quick pilot of the survey with a small number of staff in their team.

Representatives of the People and Culture Team on the subcommittee pointed out that some staff had not yet been offered jobs in the new WHSD structure. Instead they suggested conducting the quick pilot survey in People and Culture because restructuring had been finalized there.

It was agreed that survey responses would be completed by Wednesday 13 November.

This timeline would have allowed for review of feedback and revision of the draft survey. It would then have been presented for discussion and endorsement at the HSC meeting on Tuesday 26 November.

Regrettably, as can be seen from the emails at Attachment 1, the draft survey was not piloted as agreed at the subcommittee. An explanation for this delay was not provided by People and Culture until a request for information was made on Friday 15 November.

The reason for delay was given as:

"The survey needs to go via the Chief Human Resource Officer prior to sending out, and unfortunately Greg has not been available this week to discuss it. and I will progress this next week".

There has been no further information from People and Culture in the weeks since this explanation was provided on 15 November.

As members of the Psychological Wellbeing subcommittee we are disappointed that the survey has not been able to progress.

We feel that the survey is an important initiative that will gather unique information from staff.

The survey would have provided an opportunity for staff to give feedback on:

- the restructuring methods deployed and ideas for process improvement
- the psychological impacts on staff from restructuring
- the usefulness of support services provided by People and Culture to help staff deal with the psychological stresses caused by restructuring

We feel that our experience to date shows there is room for SRWSD management to improve its consultations with members of the HSC and staff on health and safety issues.

We ask that this submission is published without our names.

Yours sincerely

Attachment 1

From:
Sent: Friday, 15 November 2013 4:04 PM
To:

Subject: RE: Voluntary Survey on Wellbeing and Realignment at SRWSD

Hi [redacted] and everyone

Unfortunately this has not gone out through People & Culture this week.

The survey needs to go via the Chief Human Resource Officer prior to sending out, and unfortunately Greg has not been available this week to discuss it.

[redacted] and I will progress this next week.

Thanks

[redacted] | People & Culture Group

Safety, Return to Work and Support Division

92-100 Donnison Street, Gosford NSW 2250

From:
Sent: Friday, 15 November 2013 2:28 PM
To:

Subject: FW: Voluntary Survey on Wellbeing and Realignment at SRWSD

Hi everybody

I've checked the survey for results and there is only one respondent.

[redacted] & [redacted]: can you confirm that you have forwarded the survey invitation below to the folks in People & Culture as was agreed at our meeting last Friday?

The deadline for the pilot was Wednesday this week.

Thanks

From:
Sent: Monday, 11 November 2013 8:59 AM
To:

Subject: Voluntary Survey on Wellbeing and Realignment at SRWSD

Hi everybody

Below is the draft survey to be piloted as agreed last Friday.

Suggested intro text included.

Cheers

Dear Staff member

You are invited to participate in a pilot survey.

This questionnaire gives you a confidential opportunity to provide constructive feedback on the recent realignment of your work area.

Your experience of the realignment will enable us to learn how changes to the structure and functions of our business can be done better. It will also provide an understanding of experiences and what worked well during the realignment.

In particular, we are keen to learn how well staff felt they were supported before, during and after the organisational change.

Your participation in the questionnaire is voluntary and anonymous. All responses are fully confidential and de-identified.

Results will be reported to staff, and used to review lessons learned from past and current realignments so that recommendations can be made for improving future change management processes.

The questionnaire has been prepared by members of the Psychological Wellbeing subcommittee of the SRWSD Health and Safety Committee. The role of the subcommittee includes the development of a health and wellbeing plan. Your responses will help make our workplaces more pleasant and healthy.

If you have any questions or concerns or if you would like further information about the questionnaire then please contact your Health and Safety Representative or a member of the Health and Safety Committee.
(NOTE: For this pilot please contact me on [redacted] if you have any questions).

Your participation in the survey is greatly appreciated by the Health and Safety Representatives and the Health and Safety Committee. The survey can be accessed at this link <https://www.surveymonkey.com/s/265JCYD>

Please completed it by Wednesday 13 November.

Regards