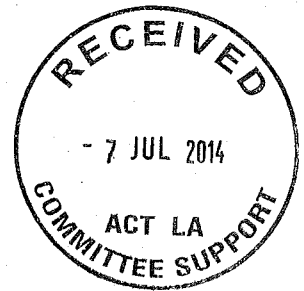




**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2014-2015**

Brendan Smyth MLA (Chair), Mary Porter MLA (Deputy-Chair),  
Giulia Jones MLA, Yvette Berry MLA



**ANSWER TO QUESTION ON NOTICE**  
**QON-040**

Mrs Giulia Jones MLA: To ask the Minister for Territory and Municipal Services

In relation to: Bullying and Harassment

I am interested in the Directorate's/Agency's approach to dealing with bullying complaints and issues.

- (1) Tell me about bullying in the directorate/agency and what is being done about this issue?
- (2) How many reports of bullying have been made in the last (5 years) and (10 years) periods?
- (3) How many non-official reports and complaints were made
- (4) How many of these reports are substantiated? How many of these people suffering bullying are currently off work on workers' compensation, and how many have had time off work on workers' compensation?
- (5) Over the same time period, has there been reports of sexual harassment or other types of harassment, such as pregnancy harassment?
- (6) What has been the process for dealing with reports of this nature?

**Mr Shane Rattenbury MLA: The answer to the Member's question is as follows:—**

- (1) As at 31 May 2014 The Territory and Municipal Services (TAMS) Directorate employs 1908 Full Time Equivalent staff. TAMS manages the risk of bullying and harassment in accordance with the *Work Health and Safety Act 2011* and *ACT Public Service Respect, Equity and Diversity Framework*.

TAMS participates in the ACT Accident and Incident Reporting frameworks and systems. Within TAMS, hazards and AIRS are monitored centrally through the Work Health and Wellbeing team, with oversight and quarterly reporting to the TAMS Work Safety Steering Committee.

TAMS maintains a record of bullying or harassment complaints and actions taken in response to these. A network of Respect, Equity and Diversity Contact Officers operates in TAMS to assist staff with concerns including with progressing or resolving bullying or harassment issues.

Business unit risk registers, including WHS risks are maintained by each business unit and monitored by the Risk Committee.

TAMS runs Respect, Equity and Diversity Training on bi-monthly basis accessible to all staff. In addition, the procedures are discussed at induction and are available on the TAMS Intranet.

Staff are routinely reminded of the Respect, Equity and Diversity Framework and procedures for dealing with workplace bullying through posters placed in the workplace. In addition, all-staff

messages are sent from the RED Executive Sponsor on a monthly basis; promoting the RED Framework including bullying and harassment issues. Topics covered that relate to bullying/harassment include the prevention of workplace bullying, the 'bystander effect' and building a positive workplace culture.

- (2) TAMS does not maintain aggregated data on reports of bullying and harassment prior to 2011. There have been 62 reported cases during the period 1 January 2011 to 27 June 2014 recorded by Human Resources.

In the last five years, 19 accident incident reports have been submitted by TAMS employees in relation to workplace bullying and harassment. These figures are included in the 62 cases.

- (3) RED contact officers have reported 16 non-official contacts/queries about matters relating to bullying and/or harassment since the launch of the RED Framework in 2010.
- (4) Since 1 January 2011, 22 formal investigations into bullying or harassment were undertaken. Seventeen of these were substantiated.

In the last five years, TAMS employees have submitted 12 workers compensation claims relating to bullying and harassment. All have resulted in time away from work of varying duration. Liability for five of these claims was denied by Comcare.

- (5) Since 2011, there were three allegations where the complainant reported sexual harassment.
- (6) TAMS has implemented the ACT Public Sector Respect, Equity and Diversity Framework and investigates allegations in line with Enterprise Agreements applying in the ACT Public Service.

Approved for circulation to the Select Committee on Estimates 2014-2015

Signature:

Date:

7/7/14

By the Minister for Territory and Municipal Services, Mr Shane Rattenbury MLA