



Our Ref: DE18/44075
Your Ref: FOI/11092018/ML

Freedom of Information
Information Release Unit
Customer Services and Business Support

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The Hon Frank Pangallo MLC
Parliament House
North Terrace
ADELAIDE SA 5000

Dear Mr Pangallo

RE Freedom of Information - Determination

I refer to your Freedom of Information application received by the Department for Education on 2 October 2018, seeking:

'Access to the data relating to the overall number of reported bullying and harassment cases within the Department for Education over the past 10 years and the number of days lost through victims of bullying and harassment being absent from work.'

Specifically, I request the following information:

- The number of reported cases of bullying and harassment within the Department for Education for each of the past 10 financial years (2008/2009 – 2017/2018).*
- The total number of staff employed by the Department for Education at the end of the financial year for each of those 10 years, both by total headcount and total full time equivalent (FTE).*
- The number of Department for Education employees who have lodged workers compensation claims, and the number of claims that have been accepted, as a result of bullying and harassment in the workplace for each for each of the past 10 financial years (2008/2009 – 2017/2018).*
- The number of lost time injury (LTI) days experienced due to bullying and harassment claims for each for each of the past 10 financial years (2008/2009 – 2017/2018).'*


Searches have been conducted for documents in relation to your request. Three documents have been identified as matching the scope of your application. I have considered the documents with reference to the *Freedom of Information Act 1991* (FOI Act) and I have determined to release them to you in full.

It should be noted that the number of reported cases citing bullying and/or harassment do not correlate with the number of workers compensation claims.

In accordance with the requirements of Premier and Cabinet Circular PC045, details of your FOI application, a copy of your notice of determination, schedule of documents and the documents to which you are given access, may be published in the agency's disclosure log. A copy of PC045 can be found at <http://dpc.sa.gov.au/what-we-do/services-for-government/premier-and-cabinet-circulars>. If you disagree with publication, please advise the undersigned at education.foi@sa.gov.au within 30 days from the date of notice of determination.

Should you require further information, please contact Freedom of Information on telephone 8226 3231 or email education.foi@sa.gov.au.

Yours sincerely



Chrissie Argitis

ACCREDITED FREEDOM OF INFORMATION OFFICER

Date: 7 November 2018

DOT POINT 1

The number of reported cases of bullying and harassment within the Department for Education for each of the past 10 financial years (2008/2009 – 2017/2018)

Year	Number
2008-09	9
2009-10	2
2010-11	3
2011-12	5
2012-13	5
2013-14	3
2014-15	4
2015-16	2
2016-17	2
2017-18	13

Exclusions

- *The number of reports reflects only those cases that were reported centrally to the Ethical Conduct Unit and does not include reports that may have been made and/or managed locally.*
- *Reports for Families SA are not included in the count*

Qualifications

- *The department does not have a central data base that specifically records bullying and harassment reports. Information is held in case management systems.*
- *One count in 2014-15 and one count in 2017-18 involved combined complaints from multiple parties against a single person. These matters were managed as a single report and are counted once.*
- *Three cases in 2017-18 involved a complaint against a single person and each complaint was lodged separately. A count of three is recorded.*
- *There are instances where a single person has made multiple complaints over a number of years. A count has been included for each separate complaint.*

DOT POINT 2

The total number of staff employed by the Department for Education at the end of the financial year, for each of those 10 years, both by total headcount and total full time equivalent (FTE).

NB: Between 2012-2016 the total workforce included employees from the former Families SA as part of Machinery of Government changes

Department workforce as at the last pay day in June (Headcount and FTE)

Source: Workforce Information Collection prepared for the Office for the Commissioner for Public Sector Employment (OCPSE) (includes employees who were active or on paid leave as per the OCPSE definitions)

Total Department workforce (as reported in the public domain each year)

Year ended 30 June	Headcount	FTE
2009	25310	20264.5
2010	25674	20402.0
2011	26056	20730.8
2012	28401	22689.7
2013	28886	22929.1
2014	29108	23150.4
2015	29793	23550.3
2016	30305	24123.9
2017	29409	23210.4
2018	30269	23960.5

DOT POINTS 3 & 4

- The number of Department for Education¹ employees who have lodged on **mental stress claims** citing alleged bullying and/or harassment in the workplace as the cause, for each of the past 10 financial years (2008/2009 – 2017/2018); and
- The number of lost days by Department for Education employees arising from those claims, for each of the past 10 financial years (2008/2009 – 2017/2018).

Financial Year claim registered ²	Number of claims ³	Claims accepted based on a finding of bullying and harassment ⁴	Claims accepted as occurring in compensable circumstances ⁵	Days Lost to Date ⁶
2008-09	29	0	22	2930
2009-10	39	0	33	3334
2010-11	34	0	27	6801
2011-12	39	0	32	4830
2012-13	48	0	43	7413
2013-14	56	0	48	4201
2014-15	48	0	42	6302
2015-16	47	0	30	5725
2016-17	41	0	28	4065
2017-18	47	0	35	4266

¹ Data excludes claims lodged by Families SA (as part of the former Department for Education and Child Development)

² Claims registered (received and recorded) in the financial year may relate to injuries that occurred in an earlier financial year or have occurred over a period of time.

³ Total number of claims that have been coded as arising from the bullying and/or harassment based on the injured party's subjective description. The following mechanism codes are included:

- 083 – Harassment
- 87 Work related harassment and/or workplace bullying
- 88 Other harassment

⁴ No claims have been accepted based on a finding of bullying and harassment.

⁵ Excludes claims that are "Rejected", "Withdrawn" or "Undetermined" at date of reporting (4 October 2018).

⁶ Cumulative total of days lost to date of reporting (4 October 2018) for the claims registered in the relevant financial year. Does not represent the time lost in the particular financial year. Only includes days lost for which weekly payments of compensation were paid (i.e. sickness or other leave not included).