2019 Submission - Royal Commission into Victoria's Mental Health System

Organisation Name

N/A

Name

Dr Jayapaul Lakshmanan

What are your suggestions to improve the Victorian communitys understanding of mental illness and reduce stigma and discrimination?

N/A

What is already working well and what can be done better to prevent mental illness and to support people to get early treatment and support?

N/A

What is already working well and what can be done better to prevent suicide? N/A

What makes it hard for people to experience good mental health and what can be done to improve this? This may include how people find, access and experience mental health treatment and support and how services link with each other.

N/A

What are the drivers behind some communities in Victoria experiencing poorer mental health outcomes and what needs to be done to address this? $\ensuremath{\mathsf{N/A}}$

What are the needs of family members and carers and what can be done better to support them?

N/A

What can be done to attract, retain and better support the mental health workforce, including peer support workers?

N/A

What are the opportunities in the Victorian community for people living with mental illness to improve their social and economic participation, and what needs to be done to realise these opportunities?

N/A

Thinking about what Victorias mental health system should ideally look like, tell us what areas and reform ideas you would like the Royal Commission to prioritise for change?

What can be done now to prepare for changes to Victorias mental health system and

support improvements to last? N/A

Is there anything else you would like to share with the Royal Commission? From: Jayapaul Lakshmanan Sent: Wednesday, 26 June 2019 12:22 PM Subject: REQUEST TO ADD THE POINTS TO MY PHONE SUBMISSION DETAILS I HAVE DONE ON 18th JNUNE 2019, PLEASE HI Everyone in Royal Commission into Victoria Royal Commission This has reference to our phone conversations on 18th and 19th of June 2019. whom I have submitted to the Royal Commission into Victoria's Mental Health Submission by PHONE on Tuesday, 18th June 2019). As you have advised, I would like to request to add the following additional points to my points submitted by Phone through on 18th June, please. 1) I am going to become a 69-70 years old man after 7th November. I have been extremely suffering due to my mental health problems (PTSD, DEPRESSNESS, ANXIETY, SLEEPLESSNESS, SUICIDAL THOUGHTS, etc.,) and the dire consequences of Injustices (extreme depression, anxiety, poverty, etc. As I get older the already existing PTSD, DEPRESSION, ANXIETY, etc., are getting escalated. One of my suggestions is that Older people require more support to control their Mental Health deterioration. Older people require more support to control their Mental Health, Physical Health, Emotional Health (caused by the loss of livelihood due to Injustices, etc.). 2) The legal system and the LAWYERS should strictly follow the article published by Mental Health Legal Centre many years ago. please see the scanned copy of that Article. The Government should take severe action on the Lawyers who do not/did not follow this. Also the Mental Health Legal should support the Consumer who is/was mentally ill. I have experienced this in 1995. At that time I was taking mental health treatment by the PSYCHIATRIST for my severe Depression, Anxiety caused by the Injustices caused by my former Employer. I was bullied by the top management officials even on sign. The employer took advantage of my extreme mental illness and they unfairly dismissed me from my employment with death threats. I have not been helped by the Government. I have not been helped by the VICTORIAN Mental Health Legal Centre. I have not been helped by AED (ASSOCIATION OF EMPLOYEES WITH DISABILYTIES) LEGAL CENTRE. I would like to request the ROYAL COMMISSION INTO VICTORIA MENTAL HEALTH should help the Mentally ill people by making sure they should not experience like what I have been/am going through at Work or Public life. Also, attached please see the scanned copies of the following documents for your kind perusal, please. 1) Liability for Contracts when You are Unwell (Mental Health Legal Centre document) 2) A medical Certificate dated 8/9/95 from my treating Doctor at A Medical Certificate dated 4/9/2008 from the Consultant Psychiatrist Shortly I will be sending a Medical Certificate from the humane and popular Psychiatrist (whose name is in the HALL OF FAME at Hospital) who treated me for my PTSD when I was . My point is that these horrible instances/injustices (including bullying with death threats when I was mentally unwell due to the work place bullying should not happen to other human beings, All my submission is PUBLIC, please. NOTHING IS ANONYMOUS. NOTHING IS PRIVATE. MY REAL/TRUE STORY CAN BE PUBLISHED. Kind regards, Jayapaul Attached: as above "

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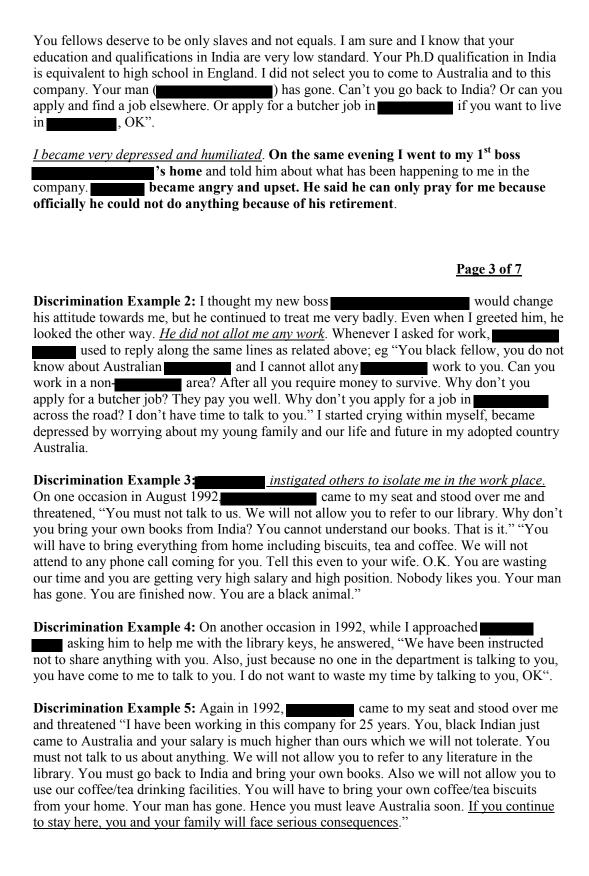
A VERY BRIEF ACCOUNT ON BULLYING, DISCRIMINATION/EXTREME INJUSTICES (INCLUDING BULLYING & UNFAIR DISMISSAL) HAPPENED TO ME AT FLOWSERVE

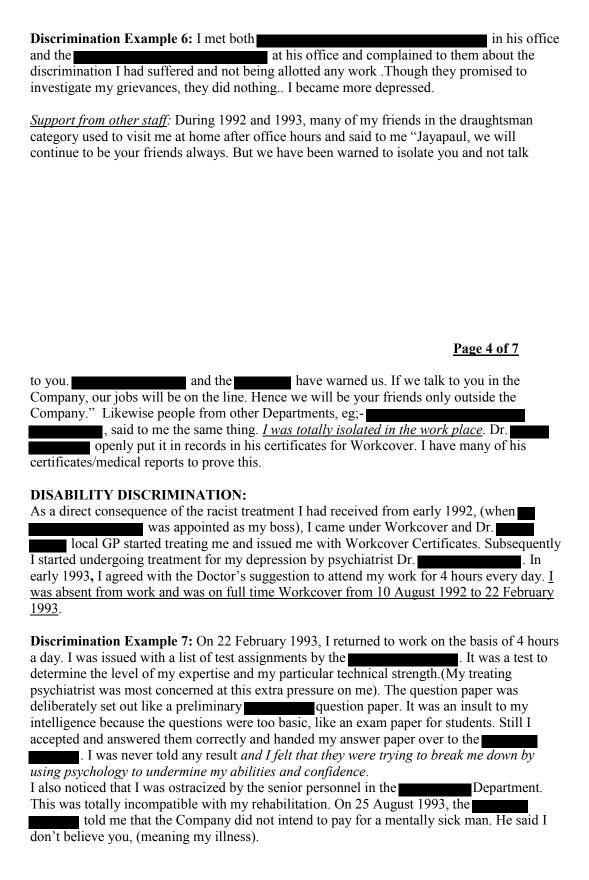
BULLYING & UNFAIR DISMISSAL) HAPPENED TO ME AT FLOWSERVE
Victim of injustices: Dr Jayapaul Lakshmanan
Address:
I am the person who was discriminated against
DETAILS OF THE PERSON OR ORGANISATION RESPONSIBLE / ACCOUNTABLE FOR INJUSTICES:
Name of the organization:
Address:
Telephone (business hours):
Racial Discrimination & Profession/Occupation Discrimination – Name of the persons:
Disability Discrimination – Name of the persons
PERSONAL ATTRIBUTES
I believe I was treated unfavourably because of my:
(1) Race, including colour, descent, ethnic and national origin and nationality: - My race is Indian
(2) Profession, trade, occupation : - I was more highly qualified and received a higher salary, than the 4 persons in the Engineering Dept named above, (in relation to the issue of racial discrimination).

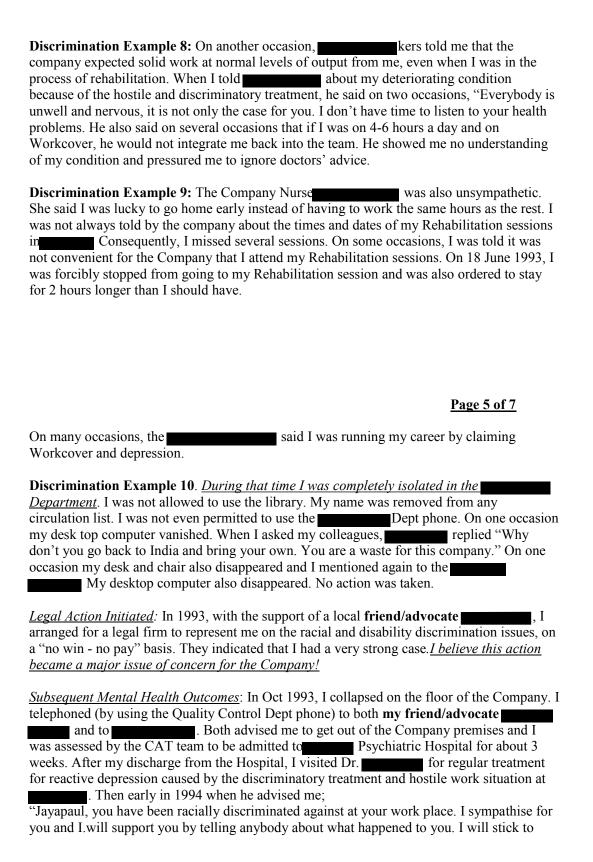
(3) **Disability** –. In 1995, while I was under extreme depression caused by the work situation and while I was under Doctor's treatment (Work Cover) I was bullied with <u>death threats</u> by

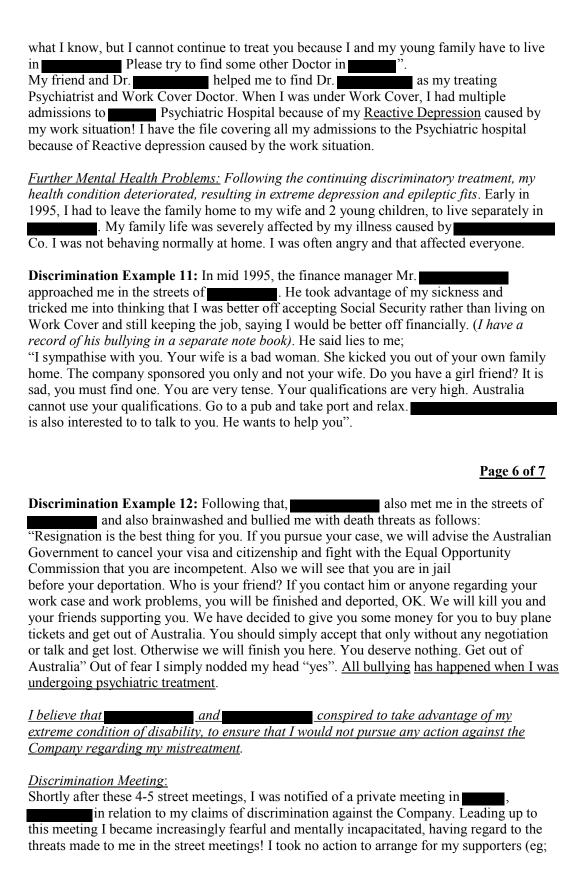
and by

in the streets of and forced to resign from my employment to loose my job for ever (Unfair Dismissal).
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Why do I think the personal attributes marked above were the reason I was treated unfavourably? I can provide much more information as I can that show how the unfavourable treatment that happened was because of these attributes.
(I have kept a completed private diary of incidents and events occurred at the company related to the discriminatory treatment I received there. After all these years, I have recently copied out these notes so they can be read more easily. They and the original notes are available if required).
I had excellent education up to the level of Ph.D in from a German collaborated Institute in India. I worked in reputed companies both in India and abroad. I also worked as a Lecturer/Professor in Engineering Colleges. I have published many papers in the field of The last job I had in India was in a multinational company namely, in their Division. I resigned that job to accept the position at, in was, & in Throughout my professional career, I never experienced unfavorable discrimination until 1992 after my 1st boss in retired. The reason then, I believe, was because of my race and color, plus professional jealousy because of my ability to produce results, my higher qualifications and higher salary.
When I started working in the company as a, I was working under the, who had recruited me from India through 'Employer Nomination Australian Citizenship Visa Scheme" sponsored me and my whole family. I was the highest qualified person with Ph. D in the field of
. I received great admiration from my 1 st boss and from management, also receiving a salary increase!
RACIAL AND PROFESSIONAL DISCRIMINATION:
Discrimination Example 1: At the end of 1991, my first boss retired and from 1992 a new manager, became my boss. <i>From day one, he started discriminating against me, regarding my race and color, as well as mocking my qualifications.</i> On one occasion in March 1992, he said; "Jayapaul, can you describe to me what the standard of education in India is? I am originally from England and do you know England ruled India for more than 100 years.









my friend and my family) to attend. At the meeting, Company representatives stated that I had promised to resign my position and return to India. Because of my extreme mental condition, fear and irrational thoughts, I just nodded my head "yes" in agreement with everything they wanted me to. When my solicitor asked me if that was correct, I also nodded my head out of fear caused by the bullying (with death threats) of and and in the streets! When the solicitor asked where my witnesses were, I also just nodded my head! After the hearing I collapsed in the street and became even more distressed at what I had allowed to happen!

<u>Meeting Outcome</u>: On or about 5th September 1995, I was removed officially from the Company. I did not have a mental capacity to negotiate and was suffering from severe depression with nervousness and fear. From that time to the present, I have been living on a Disability Support Pension from Centrelink due to my psychiatric condition. I am still undergoing psychiatric treatment for my reactive depression and anxiety caused by my work situation and the total injustice I faced. I have been living like a frightened rabbit.

Subsequent Work Cover Hearing:

After the Discrimination Meeting, when I told my solicitor that I was returning to India, he advised me to stay for my hearing, (even though I was extremely mentally disturbed and was afraid of being killed)! When I was notified of the hearing in 1996 (as with the previous hearing), I became more disturbed at the thought of meeting the Company representatives. As a result I was admitted to the Psychiatric Hospital as an inpatient and was there on the day of the hearing in A nurse went with me to the hearing. I believe I was insane, with no capacity for rational thinking! Again, because of my continuous extreme PTSD/Reactive Depression

Depression (caused by Work place racist bullying), at that hearing, out of fear, caused by the bullying of management in the streets, I simply nodded my head and said "Yes" for everything. My solicitor said that he was unable to help me!

(I have more details written in my completed private diary from the beginning of injustices. I also have many Doctors reports/certificates and many reports/interview reports both from Government Agencies and Private Agencies).

Return to India:

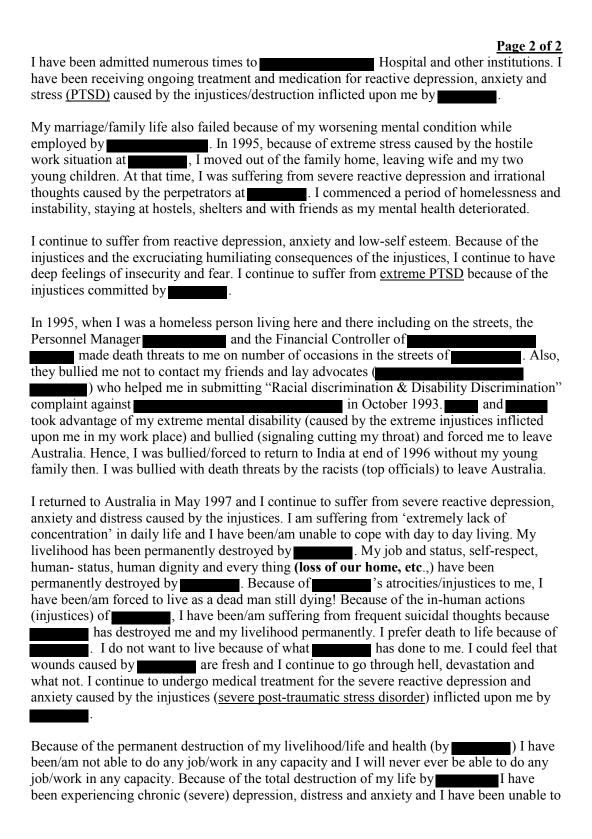
Shortly after the Hearing, due to threat threats I was forced to return to India for a brief period leaving my family behind, (because of my mental disturbance and the fear instilled in my mind with death threats by and I will be and further psychiatric treatment and improved to the extent that I felt able to return to Australia. I again contacted solicitors, who were willing to take up my case again, but only on a fee paying basis! As my only source of income was my Disability Pension from Centrelink (as has been the case since unfair dismissal), I felt powerless and continued in deep depression.

My present and future health totally and permanently destroyed
As a result of the Racial and Disability Discrimination, as outlined above, I have experienced a permanent destruction to my health and also huge economic loss. I have suffered and
1. 0.
Nothing can adequately compensate me for the hell that I have been and
continue to go through for ever and for the continuous sickness and worry which is still
haunting me 24/7 and will haunt me for ever. I was/am unable to get appropriate justice for
my sufferings, permanent life-long suffering and losses. Additionally, my health/future
health and life-long career and salary as a have been destroyed permanently
/eternally as a result of extreme injustices/extreme discrimination committed by
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has spoiled my career eternally. Those days, was not bound
to refrain from issuing discriminatory statements and/or references about me to other
employers/companies. I did not have any support. Those days, the extreme injustices have
damaged my ability to seek work in the industry generally. Now my mental and physical
health has been totally permanently damaged/destroyed because of the injustices inflicted
upon me by Above all, I have been/am suffering excruciating humiliation,
depression, anxiety, and torment. It is impossible for me to continue to live with the
injustices (caused by and its consequences. I prefer death to life because of my
"lowest of the low" living situation/condition with chronic Reactive Depression, anxiety, fea
and tremor/nervousness caused by
to the chronic mental disability caused by . My job, status, human-status, self-
respect, human-dignity, health and everything have been permanently destroyed by
Now, I have become a dead man still dying! I have been/am suffering from
frequent suicidal thoughts and I do not want to live because of what has done
to me and my livelihood and the excruciatingly humiliating consequences of injustices.
A pall of gloom has been descending on me permanently because of the permanent
destruction of my livelihood by I am disconsolate at the loss of my professional
career/life permanently by I can never ever come to grips with the tragedy caused
by Because of the permanent chronic mental disability caused by
since the unfair dismissal, I have never been able to do any job/work in any capacity and I
am not/will never ever be able to do any job or work again in any capacity. I am dead.
Dr Javanaul Lakshmanan (Ph.D. in

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A VERY BRIEF ACCOUNT ON TOTAL AND PERMANENT DISABILTY CAUSED BY EXTREME INJUSTICES (INCLUDING BULLYING, DETH THREATS AND UNFAIR DISMISSAL) HAPPENED TO ME AT THE WORK PLACE OF

Name of the Victim/Patient – Dr Jayapaul Lakshmanan
Because of the extreme discrimination and injustices inflicted upon me in my work place at , I have been suffering from Reactive Depression and Anxiety and will continue to suffer for the rest of my life. My health, livelihood, Career and family have been destroyed because of the discrimination against me. Because of the reactive depression and fear (caused by with death threats) I was unable to defend my rights.
Because of the Reactive Depression caused by hostile and discriminatory work environment, I was not in a fit state of mind to know, or defend, my rights, and that I was unconscionably pressured/ forced over a period of time to resign.
Sometimes, I am unable to think properly as a result of severe depression, distress and anxiety caused by my bad experiences at work. Had I been adequately assisted, I would have pursued my rights. Also, "'s attempts at rehabilitation had met with non-cooperation by has cleverly fulfilled their intention to spoil my career permanently. I did not have any support/resources to take restraining order to be served on Hence could not be bound to refrain from issuing discriminatory statements and references about me to other Companies in Australia. Had I the financial resources to do so, I would have taken legal action against Nothing can absolve from responsibility for the actions of those employees who bullied me and discriminated me. This is especially so, as some of the discriminatory actions were perpetrated by senior management personnel. Company management was complicit. Therefore, as a Company has a duty to respond to my permanent mental disability. 's duty cannot be expunged by the passage of time, or by the change of personnel.
Nothing can offset the loss of my livelihood and self-respect. It is impossible to be one man army against injustices. Hence, I have been destroyed and am finished. Nothing can adequately compensate me for the hell that I have been/am continually going through and for the sickness and worry which does/will haunt me 24/7 for the rest of my life. My health and life-long career and salary as a Senior Engineer/Manager have been permanently destroyed by my former employer
I have had my life drastically changed by the discriminatory treatment, prejudice, intimidation and bullying I was subjected to while an employee of the perpetrators including the Management, I deteriorated from a highly-paid, highly-valued skillful Senior Engineer to a tearful, homeless and non-functioning psychiatric patient permanently.



cope with day to day living. Because of the permanent chronic mental disability caused by
, since the unfair dismissal, I have never been able to do any job/work in any
capacity and I am/will never ever be able to do any job or work gain in any capacity. Justice
failed me totally. Now, I have become a dead man still dying. How long? I am dead without
justice and with nothing.

Dr Jayapaul Lakshmanan (Ph.D. in