

## Workplace Bullying (and how to stop it)

### Introduction:

The Proposal recommends extreme measures to prevent or halt the heinous practice of bullying in the workplace.

### Mission:

To put a stop to all practices associated with intimidating employees in the workplace and elsewhere

### Objectives:

- (1) Appoint workplace monitors to ensure that OH & S processes are implemented when employees are injured, physically or psychologically in the workplace
- (2) Check on the morale of employees on a regular basis and ensure that thorough checks are carried out.
- (3) Liaise with unions, *wider* Management personnel and similar areas to ensure that independence is paramount in determining appropriate outcomes

### Immediate Priorities

- (1) The Australian Federal Govt. must act as role model initially (sadly it has failed some hard working govt. officers in the past, resulting in the employees being forced to leave their hard won jobs and careers).
- (2) Ensure (alleged) victims' jobs and careers are protected during investigations of (alleged) bullying and that some victims are afforded leave options if necessary

### Preliminary Summary:

Reforms of this kind are long overdue as the plight of many victims of bullying at work have resulted in ruined lives, and, in some cases, suicides.

The immediate implementation of the above and similar measures may go some way to contributing to the halting, or *reducing* (as it is impossible to stop it) such heinous practices, which into the twenty first (21<sup>st</sup>) century appear to be *increasing*, not going the other way.

I further submit that the Federal (Australian) Minister for Workplace Relations, Bill Shorten, should take immediate action to implement the above reforms and ensure that appropriate follow-up is carried out with various independent authorities, comprising Groups and individuals including church, charitable similar organizations rightly concerned with stamping out this practice forthwith.