

# Nurses and Midwives should NOT tolerate bullying behaviour in their workplace



Workplace bullying is a serious health and safety hazard for nurses, midwives and carers.

Employers have a legal duty to provide and maintain a working environment that is safe and without risks to the physical and psychological health of employees, so far as is practicable.

EVERYONE has a duty to ensure that workplace bullying does NOT occur and should work and behave professionally and treat each other with tolerance, dignity and respect.

## Bullying behaviours may include:

- abusive, insulting comments or offensive language
- humiliating or putting someone down in front of others
- spreading malicious rumours or misinformation about someone
- changing work rosters and leave, to deliberately cause inconvenience
- deliberately excluding someone from workplace activities
- excessive scrutiny at work, unjustified criticism or complaints
- setting unreasonable timelines or constantly changing deadlines
- setting tasks that are unreasonably above or beyond a person's skill level
- withholding information that is vital for effective work performance.

## What is NOT considered to be workplace bullying:

- a single incident of negative behaviour
- low level workplace conflict
- management actions that are conducted in a fair and reasonable manner. Examples of reasonable management actions include:
  - transferring a worker for operational reasons
  - informing a worker about unsatisfactory work performance when undertaken in accordance with workplace policies or agreements, such as performance management guidelines
  - informing a worker about inappropriate behaviour in an objective and confidential way
  - deciding not to select a worker for promotion where a reasonable process is followed and documented
  - implementing organisational changes or restructuring
  - termination of employment.

If you believe that you are experiencing workplace bullying, you need to take action immediately. Don't ignore it as the situation can become worse.

**For further information, refer to the ANMF *Guide to Assist Members - Workplace Bullying*. You can access this guide online at [www.anmfvic.asn.au](http://www.anmfvic.asn.au) or by contacting the ANMF (Vic Branch) on 9275 9333.**