ROBYN LAMBLEY - MINISTER FOR HEALTH

NO TOLERANCE FOR BULLYING IN A HEALTHY WORKPLACE

02 May 2014

Minister for Health Robyn Lambley has released a new strategy to address concerns about workplace bullying in the Department of Health, an employer of more than 5000 Territorians.

“Bullying, harassment and discrimination have no place within a modern workplace,” Mrs Lambley said.

“Everyone has the right to a supportive, safe and fair work environment, which fosters team work and produces the best outcomes.

“This year, there have been a few incidents raised within the Department of alleged bullying in Central Australia.

“An investigation I ordered into bullying at the end of 2013 found that bullying is not widespread in the Department however I am committed to stamping out any signs of unacceptable behaviour.

“As a result, the Anti-Bullying and Appropriate Workplace Behaviour Strategy and Action Plan has been developed to further target and eliminate inappropriate workplace behaviour.”

This strategy is a rigorous approach to:

- Raising awareness of inappropriate workplace behaviour such as bullying and harassment
- Educating employees in how to identify and respond to inappropriate workplace behaviour
- Supporting a healthy and safe workplace.

“This strategy is about enabling staff to speak out and stamp out inappropriate workplace behaviour,” Mrs Lambley said.

“The Department of Health is committed to having a positive workplace culture and has zero tolerance for inappropriate behaviour.

“The Strategy and Action Plan will complement the existing departmental and government policies already in place.

“It is the responsibility of all employees to behave appropriately, and this will be communicated to staff through face-to-face and online training, allowing the anti-bullying message to reach throughout our remote health network.

“All new employees will also attend an orientation session on workplace behaviour, the anti-bullying strategy and the internal employee complaints process.
“Supervisors will also attend training, including performance management training, and team meetings will focus on workplace health and safety, to promote discussion of workplace culture and organisational health.

“It is important that all managers and leaders are a role model for appropriate workplace behaviour to reinforce a positive workplace culture.

“The Department of Health is a wonderful place to work and provide vital health services to Territorians, and this strategy will further enhance it as an employer of choice.”

For further information on the Strategy visit http://health.nt.gov.au/

Media Contact: Phoebe Stewart 0438885774 (08) 8928 6649