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## Bullying in the workplace

According to the International Labour Organisation, bullying "is offensive behaviour through vindictive, cruel, malicious or humiliating attempts to undermine an individual or groups of employees. Such persistently negative attacks on their personal and professional performance are typically unpredictable, irrational and unfair."

Workplace bullying affects the individual victim (and their family) and business by increased absenteeism, turnover, loss of productivity and legal costs. Safety Consultants Australia's March 2012 blueprint Workplace Bullying, says bullying costs Australian employers from \$6-\$36 billion annually.

Unfortunately statistics indicate that the majority of bullies are in fact bosses. The March issue of Australia's Bully-Free Workplace Monthly revealed that a staggering 80% of bullies are managers.

Ways that companies can prevent bullying is clear communication of its intolerance of workplace bullying and establishing policies and provision of training. Other strategies include making it a regular agenda item on the OHS Committee meetings, and of course investigating all complaints of workplace bullying, and acting immediately and firmly.

Resources:

For more information, please visit:

<http://www.bullying.com.au/>

[http://www.humanrights.gov.au/bullying/factsheets/workplace\\_bullying.html](http://www.humanrights.gov.au/bullying/factsheets/workplace_bullying.html)

<http://www.legalaid.vic.gov.au/428.htm>

<http://www.safetyconsultantsaustralia.com.au/>

<http://www.sigroup.com.au/>

<http://www.bullyfreeatwork.com/>

<http://www.workcover.nsw.gov.au/formspublications/publications/Pages/bullying-prevention-kit.aspx>

