

BULLYING AND DISCRIMINATORY BEHAVIOUR IS BAD

ARE YOU A BULLY?

- Allow junior staff to make mistakes to prove a point to management
- Joke about a staff member's choice of clothes for work
- Plan to roster non-Christian staff on Christmas Day
- Regularly delegate tasks that are inappropriate
- Blame junior members of the team for poor outcomes
- Withhold information from some members of the team
- Routinely dismiss the opinion of colleagues
- Deliberately fail to give credit to a colleague for collaborative work
- Ignore a colleague's request for help for no real reason.

Bullying behaviour can lead to damage to your reputation, dismissal, and a fine of up to \$10,000 or imprisonment.

ARE YOU BEING BULLIED?

- I'm sick of working all the weekends when others never do
- I'm the only intern not invited to participate in the research on this unit
- I can't ask for help again or the registrar won't let me go to theatre
- She always points out my mistakes in front of the entire ward
- The others are saying that I got this job by sleeping my way to the top
- My supervisor keeps telling me I'm not suited for this job
- I'm blamed for not doing tasks I wasn't even aware of
- My work is reallocated to others by the registrar because he says patients can't understand me
- I feel so lonely at work because my team doesn't include me.

Being bullied can affect your whole life. It can cause loss of confidence, stress and anxiety, relationship problems, reduced career potential and poorer patient outcomes.

What to do?

1. Talk to someone
2. Go to www.pmcv.com.au
3. Check your hospital policy
4. Call Lifeline 13 11 14

BULLYING AND DISCRIMINATORY (BAD) BEHAVIOUR

BAD Behaviour

Workplace bullying is defined as 'repeated and unreasonable behaviour directed towards a worker or group of workers that creates a risk to health and safety'.

Safe Work Australia, 2013



Postgraduate Medical Council of Victoria