

# Stop workplace bullying

ACHIEVING HEALTHY  
WORKPLACES BY BUILDING  
HEALTHY RELATIONSHIPS



NEW ZEALAND  
**NURSES**  
ORGANISATION

# Become empowered to create a positive workplace culture

## What do we want?

- Healthy workplaces
- Constructive relationships
- Positive assertiveness
- Collective solutions

## What don't we want?

- Spreading gossip or rumour
- Unwanted teasing or taunting
- Public reprimands
- Withholding information or support
- Undermining professional standing or reputation
- Overloading with work, often with menial tasks
- Setting impossible deadlines
- Micro managing
- Taking credit for another's work or failing to give due credit





## **How do we achieve positive communication?**

- Be proactive
- Take back your power
- Ask your NZNO delegate and Management to lead open and safe discussions about communication. This discussion will create opportunities for learning and group reflection.
- Seek outcomes that promote “dignity at work”. Brainstorm ideas that demonstrate this and develop a plan everyone is comfortable with.
- Show empathy and compassion toward each other. We need to demonstrate our support for one another. Communication between staff must be respectful, timely and assertive.

## **Try these solutions:**

- “no moan zones” or times
- red alerts when bullying behaviours are witnessed
- social events to strengthen collegial support
- a smile and greeting at the start of your shift
- supporting each other particularly at stressful times
- a simple thank-you at the end of your shift
- welcoming new staff, especially students



## How can we support a victim of bullying?

- Support them to share their experiences
- Encourage them to take notes of the incidents
- Recognise they are not at fault
- Assist them to approach the bully where appropriate
- Inform Management using the complaint and Health & Safety processes (eg incident forms). Your employer will have a process to support people who are being bullied

*Clear, positive communicators help create healthy workplaces and that means higher morale, staff retention and productivity.*

*We can work in partnership to achieve this.*

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