

DEPARTMENT OF JUSTICE, BULLYING IN THE WORKPLACE, WRITTEN POLICY

74. Mr D.F. Barron-Sullivan to the Minister for Justice

- (1) Does the Department of Justice have a written policy in regard to bullying in the workplace?
- (2) If so, has this policy been displayed in Regional Prisons for staff familiarisation?
- (3) I refer to report number 16 titled 'Report of an announced inspection of Bunbury Regional Prison December 2002' compiled by Professor Harding and printed in June 2003 which contains a statement of intimidation of female staff and ask -
  - (a) is it correct that the Department of Justice, in response, delegated the responsibility for this to local management;
  - (b) was this response supported by advice contained in the Code of Practice 'Workplace Violence' compiled by the Department of Consumer and Employment Protection; and
  - (c) will the Minister advise the correct procedure to address intimidation of female staff within the Department of Justice as outlined in the policy?

Mr J.B. D'ORAZIO replied:

- (1) Yes
- (2) While the Department has had a well established Code of Conduct which specifies standards of behaviour and where staff are subject to intimidation or bullying they can pursue the matter through the Grievance Resolution Policy & Procedure, the specific bullying in the workplace policy is relatively new and currently being disseminated. As part of the dissemination process all staff will be informed of the policy and procedures.
- (3)
  - (a) Yes. It is good human resource practice to have these matters dealt with at a local level, however, if resolution cannot be achieved the matters are referred to Head Office.
  - (b) Yes
  - (c) The Department of Justice advises that the Bullying in the Workplace Policy sets out the procedure. Managers and supervisors are required to ensure that all reasonable steps are taken to eliminate bullying in the workplace and to intervene in situations where bullying behaviours occur.