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Help and support

If you are experiencing issues at work, being bullied or are fed up with low morale in the workplace, there is help available for you:-

- Contact your local union shop steward
- Contact the Council's Employee Assistance programme on 0800 1116 387
- Speak to a suitable line manager

Useful organisations and websites

- TUC Know your rights? Don't suffer in silence
www.tuc.org.uk/tuc/rights_bullyatwork.cfm
- Health and Safety Executive - Bullying and Harassment can lead to work related stress
www.hse.gov.uk/stress/furtheradvice/bullyingharassment.htm

You can also contact your **union branch** office directly

UNISON UNISON
0131 558 7488
City of Edinburgh
branchoffice@unison-edinburgh.org.uk,
www.unison-edinburgh.org.uk

Unite the Union
07805 253 231
peter.lawson@
unitetheunion.org,
www.unitecebranch.org



Graphic: Jon Clark

Promoting respect and dignity at work with a
zero tolerance approach to the
ill-treatment of workers



a joint campaign by
Unite the Union and UNISON





The aim of the campaign

The aim of the Dignity at Work campaign is to promote respect and dignity at work; to embed a zero tolerance culture of the ill-treatment of workers and to ensure that the practice of unconditional respect of all workers, by all workers is

central to the Council's business. If issues such as bullying and harassment are left unchallenged this can have a devastating impact upon the daily lives of workers, leading to work related stress and ill-health.

What is ill-treatment?

The ill treatment of workers can fall into three main headings:-

Unreasonable management

- Someone withholding information from you which affects your performance
- Being given an unmanageable workload
- Your employer not following proper procedures

Incivility and disrespect

- Being humiliated or ridiculed in connection with your work
- Hints or signs from others that you should quit your job
- Feeling threatened in any way while at work

Violence

- Actual physical violence at work

The Law!

Employers are required by law to provide you with a safe and healthy workplace.

In the UK bullying is one of the top three reasons why staff are absent with workplace stress

and it is a major safety issue.

We are asking the employer to manage its responsibilities and get tough on bullies and on the causes of bullying.

What can I do?

The ill-treatment of workers is not acceptable and should not be tolerated by anyone. If you are being badly treated at work or you see someone else being affected, you should take action.

Speak to your local shop steward or to an appropriate line manager.

If neither of these are an option, contact your union branch office.

Why tackle ill-treatment of workers?

Tackling the ill treatment of workers has been shown to:-

- Reduce absence from work related stress
- Improve staff morale
- Improve service to the service users
- Lower staff turnover; keep skilled staff
- Improve the health, happiness and motivation of staff

What Council policies on The Orb deal with the issue?

- Avoidance of Bullying and Harassment at Work Policy
- Stress Management Policy
- Grievance Policy
- Employee Code of Conduct
- Disciplinary Procedures

Did you know?

If you witness bullying and fail to report this, then you could be disciplined? Such behaviours may constitute gross misconduct