



TOP COMPLIANCE (Pty) Ltd

Your Business' Safety Is Our Concern

QSE B-BBEE - Level Four

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The impact of workplace bullying on health and safety

In the modern workplace, a growing emphasis is placed on fostering a positive environment. Despite these efforts, workplace bullying remains a pervasive issue that can have profound impacts on employees' health and safety. Understanding and addressing this issue is crucial for creating a healthier, safer, and more productive workplace.

Identifying a workplace bully can be challenging, especially since bullying behaviour can vary widely and may sometimes be subtle. However, certain patterns and behaviours are commonly associated with workplace bullying. Behavioural indicators to help identify a workplace bully may include the following

Behavioural indicators

1. Verbal abuse
 - Frequently yelling, shouting, or using aggressive language.
 - Making derogatory or sarcastic remarks.
 - Insulting or belittling others publicly or privately.
2. Intimidation
 - Threatening job security or professional reputation.
 - Using physical gestures or stance to intimidate.
 - Displaying hostile body language.
3. Exclusion
 - Deliberately excluding someone from meetings, conversations, or social events.
 - Ignoring or isolating a particular individual.
 - Withholding necessary information or resources.
4. Undermining work
 - Sabotaging someone's work or setting unrealistic deadlines.
 - Giving inconsistent or impossible tasks.
 - Constantly criticizing or undervaluing someone's contributions.
5. Excessive monitoring
 - Micromanaging to an unreasonable degree.
 - Frequently checking up on someone in a way that feels oppressive.
 - Overloading with work and then scrutinizing every detail.
6. Spreading rumours

- Engaging in gossip to damage someone's reputation.
- Spreading false information or exaggerations.
- Encouraging others to join in the gossip or ostracism.

Psychological indicators in victims

1. Frequent sick days or unexplained absences.
2. Decreased productivity or quality of work.
3. Signs of stress, anxiety, or depression.
4. Social withdrawal or isolation from colleagues.
5. Lack of enthusiasm or motivation for work.

The health impacts of bullying

The stress and anxiety caused by workplace bullying can lead to a variety of physical and mental health problems. Victims often experience a variety of symptoms.

1. Anxiety, depression, and post-traumatic stress disorder (PTSD) are common among those who have been bullied at work. The constant stress and fear can lead to severe emotional distress and burnout.
2. Chronic stress can manifest physically, causing headaches, gastrointestinal issues, sleep disturbances, and a weakened immune system. In extreme cases, it can contribute to serious conditions such as hypertension and heart disease.
3. The negative atmosphere created by bullying can reduce job satisfaction, leading to decreased productivity and higher rates of absenteeism. This not only affects the individual but can also disrupt team dynamics and overall organizational performance.

Prevention and remediation

1. Regular training on recognizing and preventing bullying for all employees.
2. Maintain a clear, accessible anti-bullying policy that outlines reporting procedures and consequences.
3. Provide support for victims of bullying, such as counselling or mediation services.

Identifying and addressing workplace bullying is crucial for maintaining a healthy and productive work environment. By being vigilant and proactive, organizations can protect their employees and foster a culture of respect and safety.

Safety concerns

Beyond the health impacts, workplace bullying can also compromise safety. Employees who are bullied may be less focused and more prone to mistakes, increasing the risk of accidents. In high-risk industries, such as construction or manufacturing, this can have particularly dire consequences.

Moreover, a workplace culture that tolerates bullying can create an environment where safety concerns are ignored or downplayed. Employees may feel intimidated to report hazards or unsafe practices, fearing retribution or further bullying.

Creating a bully-free workplace

Addressing workplace bullying requires a proactive approach that includes:

1. Establishing and enforcing clear anti-bullying policies is essential. These policies should outline what constitutes bullying, the procedures for reporting it, and the consequences for those who engage in such behaviour.
2. Regular training sessions can help employees and managers recognize the signs of bullying and understand how to address it effectively. Building awareness is the first step towards prevention.
3. Providing access to counselling and support services can help victims of bullying cope with the psychological and emotional impacts. Additionally, having a confidential reporting system in place encourages employees to come forward without fear of retaliation.
4. Encouraging a culture of respect, inclusion, and open communication can help prevent bullying. Leaders play a crucial role in modelling appropriate behaviour and addressing issues promptly and fairly.

Workplace bullying is a serious issue that can have significant health and safety implications. By recognizing the signs, implementing effective policies, and fostering a supportive environment, organizations can protect their employees' well-being and create a more positive and productive workplace. Taking a stand against bullying is not just a moral imperative; it is also essential for the health, safety, and success of everyone involved.

"A bully-free workplace is the cornerstone of a healthy and safe environment, where every employee can thrive without fear."

Occupational health and safety auditing and consulting			Online safety shop
			
First aid equipment	Signage	Legal posters	Safety Equipment

Courses offered by Top Compliance (Pty) Ltd

ONLINE ACADEMY - https://academy.topcompliance.co.za/		
Occupational Health and Safety Courses	Online	Onsite Excluding travel
Safety representative – Legal Liability	R980.00	R1200.00
The Occupational Health and Safety Act & responsibilities of management – Legal Liability	R1250.00	R 1600.00
Hazard Identification and Risk Assessment	R735.00	R810.00
Food facility health & safety course in terms of R638	R735.00	R810.00
Basic Ladder Safety Course	R735.00	R810.00

Fire Fighting and Prevention Courses		
Fire Marshal - Basic firefighting	R735.00	R810.00
Fire & Evacuation marshal - Basic firefighting with emergency action planning	R810.00	R905.00

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ONSITE TRAINING	
First Aid Courses:	
Level 1 - US 119567 - Perform basic life support and first aid procedures	2 days
Level 2 - US 120496 - Provide risk-based primary emergency care/first aid in the workplace	3 days
Level 3 - US 376480 - Provide first aid as an advanced first responder	3 days
Level 1 & 2 - US 119567 & 120496	3 days
Level 1, 2 & 3 - US 119567, 120496 & 376480	5 days
Level 2 & 3 - US 120496 & 376480	3 days
Child and infant CPR & choking	6 hours
Adult CPR & choking	6 hours
Adult CPR & choking and AED	1 day
Occupational Health and Safety Courses	
Safety representative – Legal Liability	1 day
The Occupational Health and Safety Act & responsibilities of management – Legal Liability	1 day
Hazard Identification and Risk Assessment	1 day
Food facility health & safety course in terms of R638	6 hours
Basic Ladder Safety	6 hours
Fire Fighting and Prevention Courses	
Fire Marshal - Basic firefighting	6 hours
Fire & Evacuation marshal - Basic firefighting with emergency action planning	1 day