

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mr Higgins for the Minister for Local Government, Housing and Community Development:

Workplace Bullying in the Department

- 1. How many bullying claims have been lodged in the Department of Local Government, Housing and Community Development?**

For the 2018-19 financial year, there has been one claim of bullying lodged with the Department of Local Government, Housing and Community Development.

- 2. Please provide a breakdown of the type of bullying which has been the subject of the claims. For example, 2 claims of physical, 2 claims of psychological bullying.**

The bullying claim was for abusive language.

- 3. How many bullying claims have been proven?**

One claim of bullying has been proven.

- 4. What was the outcome of those claims which were proven for the victim? For example, counselling for the victim and perpetrator, disciplinary action.**

Professional mediation, counselling and management intervention.

- 5. What mitigation measures have been put in place to prevent re-occurrence?**

Professional mediation, counselling and management intervention.

6. What programs/courses do you have in place to combat workplace bullying and how often are they conducted?

The Department introduced mandatory 'Combat Bullying' and 'Combat Bullying for Leaders' training in 2015. This comprehensive training program is mandatory for all staff on commencement with the Department.

Appropriate Workplace Behaviour training is provided to all staff at the Corporate Induction and further refreshed every 12 months to reiterate messaging to all staff.

The Combat Bullying program is run across the Department twice per year. Since 2015, the Department has run 35 Combat Bullying sessions and six Combat Bullying for Leaders sessions. In total, 591 staff have attended a session. The Corporate Induction is held quarterly and covers the Appropriate Workplace Behaviour Policy, which is mandatory for all new employees of the Department to attend.