

Dignity at Work - Policy Statement

The Health Service recognises the right of all employees to be treated with dignity and respect and is committed to ensuring that all employees are provided with a safe working environment which is free from all forms of bullying, sexual harassment and harassment. The policy protects employees from bullying, sexual harassment and harassment regardless of whether it is carried out by a work colleague, patient/client, member of the public, business contact or any other person with whom employees might come into contact during the course of their work. The policy sets out a complaints procedure which ensures that complaints are dealt with promptly and with sensitivity.

Workplace bullying and harassment adversely affect the quality of patient/client care by resulting in poor staff morale, increased absenteeism, stress related illnesses, reduced efficiency and higher turnover of staff. Bullying and harassment can have a devastating effect on the health, confidence, morale and performance of those subjected to it and may result in the person taking sick leave due to stress, being less efficient and motivated at work or even leaving the job. Bullying and harassment may also have a damaging impact on employees not directly subjected to inappropriate behaviour but who witness it or have knowledge of it.

Under this policy all employees, regardless of their position, have a responsibility to treat their colleagues with dignity and respect and to maintain a working environment where bullying and harassment is not tolerated. Managers and supervisors have a particular responsibility to promote dignity in the workplace by being subject to inappropriate behaviour and dealing promptly with incident or complaints of bullying and harassment.

Full policy details can be found on www.hsea.ie