

Australian Capital Territory

Work Safety (ACT Code of Practice for Preventing and Responding to Bullying at Work at Work) Code of Practice 2010

Disallowable instrument DI2010 - 225

made under the

Work Safety Act 2008, section 18 (Codes of Practice)

Explanatory Statement

Section 18 of the *Work Safety Act 2008* provides that the Minister may approve a code of practice to provide practical guidance about the Act. Section 18(2) provides that before approving a proposed code of practice, the Minister must consult with the ACT Work Safety Council. At its 3rd meeting on 18 June 2010, the Council noted that approval would be sought to have the ACT Code of Practice for Preventing and Responding to Bullying at Work notified as a Code of Practice in the ACT.

The Code provides guidance to prevent incidents of bullying at workplaces. It sets out practical guidance on how to reduce the likelihood of bullying; identify bullying; and how to respond when bullying is identified.

An employer, an owner of premises used as a workplace, a health and safety representative, an OHS professional, a worker or anyone else interested in reducing the incidence and impact of bullying, will implement the recommended procedures for managing the harm that arises from bullying in the workplace.

The objects of the Code are to assist in reducing the incidence of bullying and reduce the impact on workers from bullying.

Following the Code could produce benefits that include-

- improved business performance, efficiency and productivity;
- fewer workers' compensation claims, which may lead to lower premiums;
- faster and easier return to work for workers who do sustain an injury;
- fewer absences from work, and less disruption;
- retention of skilled workers; and
- a safe workplace with a positive safety culture.

This instrument takes effect on 1 October 2010.

An approval under section 18 (1) is a disallowable instrument.