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| Bullying - Video Transcript |
| Department of Health and Human Services |

[Music throughout the video]

[Female voice narrating the video]

[Animation of nurse Ravi in hospital setting]

Ravi is a nurse. He has been working at a hospital for 5 years,   
He loves his work and looking after the patients in his care.

But recently things have not been the same for Ravi.

He’s noticed he was excluded from meetings and ward rounds.  
And at handovers the Nurse Unit Manager repeatedly rolled her eyes and cut off Ravi when he provided patient information.

[Kinetic text on screen]

Is this Bullying?

Yes

[Animation of staff in hospital setting]

According to WorkSafe Victoria, workplace bullying is repeated, unreasonable behaviour directed toward a worker, or group of workers, that creates a risk to health and safety.  
But it’s not just the behaviours Ravi experienced.

[Kinetic text on screen]  
Bullying can be both subtle and more overt behaviours like repeated:

Verbal abuse

Intimidation and threats

Withholding information that is essential for someone to do their job

Isolating others

Interfering with someone’s personal property, or work equipment

Humiliating comments

Practical jokes

And unjustified criticism

[Animation of staff in hospital setting)

Unfortunately Ravi isn’t alone.  
1 in 6 healthcare workers report being bullied.

[Kinetic text on screen]  
That’s 17% of healthcare workers.

[Animation of Ravi at home and in hospital setting]

As a result of bullying.  
Ravi feels anxious about coming to work and every handover   
his heart starts racing worrying about how he might be humiliated.

He is taking more sick days, has trouble sleeping at night, and is more irritable.

His family, too have noticed the changes and are worried for him.   
And even though Ravi’s colleagues have observed how he is treated by the Nurse Unit Manager, they are too scared to speak up.

[Kinetic text on screen]

Bullying impacts everyone:

It affects the health and wellbeing of the individual

the work atmosphere among Colleagues

the level of care patients receive

and the families of all those affected

Bullying can make you feel:

stressed

anxious

scared

undervalued

depressed

[Animation of icons depicting these issues)

and it can have a range of health impacts:

Headaches

Mental illness such as depression and anxiety

High blood pressure

Sleep disturbance

And gastrointestinal issues

[Kinetic text on screen]

Did you know?  
Research showed that in 2016 hospital workers were off work for over 11,000 days due to bullying claims.

Research also shows patient outcomes are negatively impacted by work environments that allow bullying.

[Animation of Ravi at home and in hospital setting]

Thankfully, Ravi realised that the bullying culture at his workplace is having a significant impact on his health and wellbeing . And he decided to speak up!

[Kinetic text on screen]

If you’ve experienced, or witnessed bullying, you need to speak up about it.  
Raise the issue with:

Your Manager or a senior staff member/

Your Human Resources unit

Employee Assistance Program

A Union representative

Worksafe Victoria’s Advisory Service

Or the Fair Work Commission

[Kinetic text on screen]  
Bullying and harassment. They stop here.  
Find out more at health.vic.gov.au/KnowBetterBeBetter

[Victorian Government Logo and Authorisation ]