

The new anti-bullying amendments will, if passed by the Senate (which is expected), take effect on 1 January 2014. These amendments were initially to take effect on 1 July 2013.

The amendments will allow workers to make an application to the FWC if they reasonably believe they are being bullied.

The FWC will have the power to make any orders (other than monetary orders) it considers appropriate to prevent bullying.

This new jurisdiction will provide workers and unions with another avenue to challenge an employer's management and practices. This will mean that employers will need to ensure its processes are thorough and transparent and there is a paper trail to support the action taken.

The Revised Draft Bullying Code is now subject to a second public consultation period. Submissions need to be received by 15 July 2013.

Next steps for employers:

- Implement or update anti—bullying policies
- Train managers and others who may receive complaints
- Train all employees on what is and what is not workplace bullying and the complaints process under the anti bullying policy
- Ensure appropriate processes are in place to assist officers of organisations to exercise due diligence to inform themselves of the bullying risks and anti-bullying safety processes in their organisations

Our team can provide in-house anti-bullying training for managers, all employees or train the trainer style sessions.