

Reasonable Management Action, Organisational Justice Problem, or Bullying?

A management action has been taken and you have been adversely affected.

Is there a workplace policy relating to what took place?

No Yes Was the policy followed? Was the reasoning for the action communicated clearly and publicly? No Yes No Yes Has the policy been applied equally for everyone? While there should be policies and procedures in place, it doesn't Yes seem like this was an instance of bullying or particularly poor No There does not seem organisational justice. Work with to be a problem. your HSR to make sure future decisions are made according to policy rather than manager discretion. Are you the only one that has Without policies or transparency been adversely affected? in decision making, the potential for bullying is greatly increased. No Yes Was this an isolated incident?

No / Yes

This sounds like it might be a case of bullying. Talk to your HSR about what can be done to address the issue. This may be a case of poor organisational justice. If repeated, however, it may constitute bullying.

Your workplace has organisational justice problems. Procedures need to be transparent and applied equally across the board in order to avoid a psychosocial hazard.

This could be either bullying or poor organisational justice. If the pattern is repeated and unreasonable, it is most likely bullying. If not, it is still a psychosocial risk and must be addressed.