

Over the last decade, the acknowledgement that workplace bullying is a major barrier to organisational growth and effectiveness has prompted a rise in the commitment to eradicate it.

But while the moral reasons for tackling unacceptable behaviour in the workplace are recognised, some organisations still ask the question – why should we invest in strategies that prevent bullying from occurring, particularly when there are no clear compliance guidelines?

The Dignity at Work Partnership Project exists not only to campaign against workplace bullying; it will promote the premise that there is a compelling business case for organisations to take seriously and adopt anti-bullying strategies.

Enough evidence exists to demonstrate that bullying costs UK industry. Research from the Department of Health indicates that the cost of sickness absence for stress is more than £5 billion a year and it is estimated that bullying, a major cause of stress, costs the UK economy £1.3 billion a year.

The effects of bullying behaviour

Organisations are under constant pressure to change to meet global demands and society's differing needs. The strain of restructuring, increased productivity and more competitive working climates often generate negative consequences – and bullying can often be a damaging consequence of these changes.

The harmful effects of bullying behaviour on organisations and individuals should not be underestimated. They include:

- An increase in absenteeism and ill-health
- Loss of trained, experienced employees and an increase in recruitment costs
- Ineffective management processes and an increase in poor management styles
- Unhealthy working climate and elevated conflict in teams
- Loss of management time
- Poor customer service
- Poor industrial relations
- A rise in expensive employment tribunal claims
- Loss of public image and reputation damage.

Continued on reverse

Working together for dignity at work

The business case for Dignity at Work

The **Working Together for Dignity at Work** Project can prove that there are real benefits to be gained through adopting and implementing best practice policies and procedures that create a more effective working environment. These benefits include:

- Improvement in working relationships and increased levels of trust
- Reduced employee turnover and higher retention rates
- Higher quality productivity
- Ethical and socially responsible management practices
- Improved customer loyalty
- Enhanced well-being of employees and healthier working climates

Our commitment to promoting the business case for dignity at work starts with the principle of partnership working. Through collaboration between employers and employee representatives we believe we can confidently address the pervasive nature of bullying and attain the benefits of a positive working environment.

Involvement in the project is a tangible demonstration that your organisation takes this issue seriously. For those of you who are interested in joining us, we hope that you will be able to recognise that in adopting anti-bullying strategies, there is value in Working Together for Dignity at Work.

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Amicus – DTI partnership project

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