

TOBIE

Tackling Oppressive Behaviour in Employment

Reasonable Management Action

It is important to distinguish between a person reasonably exercising their legitimate authority at work in a proper and reasonable way, and instances of bullying. Managers need to manage and Supervisors need to supervise staff.

That may mean that they identify shortfalls in performance, put in place measures to deal with shortfalls and monitor progress.

They are responsible for monitoring workflow and providing feedback to employees on their work performance.

It is important to remember Feedback provided properly with the intention of assisting staff to improve performance or behaviour does not constitute bullying.

Care should be taken, however, to ensure that any performance problems are identified and dealt with in an objective and constructive way that is neither humiliating nor threatening.

Web link : <http://www.tobie.org.uk>