

PRESENTERS



Calum Cartwright, Mahony Horner Lawyers, Wellington

Until recently Calum was a Senior Associate at Cullen – The Employment Law Firm. Since Cullen joined Mahony Horner Lawyers Calum has continued his practice of employment law there. He is experienced in all aspects of employment law and is regularly involved in resolving bullying complaints for both employers and employees.



Dr Emily Cooney, Cognitive Behaviour Therapy Clinic, Wellington

Emily is a clinical psychologist, with over 20 years' experience working with adults, adolescents and families across a wide range of problems. She provides individual therapy to adults, clinical supervision and training workshops. Emily uses cognitive behaviour therapy (CBT) and dialectical behaviour therapy (DBT) to support people to get the life they want.

She is a senior lecturer and CBT course director at the Otago School of Medicine at Wellington, and an assistant clinical professor adjunct at the Yale School of Medicine. Emily's research is in trauma, family violence, and suicidal behaviour.

CONTENTS

1. INTRODUCTION	1
2. THE LEGAL FRAMEWORK REGARDING BULLYING	3
3. ISSUES ARISING FROM THE DEFAULT INVESTIGATIVE APPROACH	5
RELUCTANCE TO RAISE COMPLAINTS	5
LARGE VOLUME OF INFORMATION RELEVANT TO BULLYING COMPLAINTS	5
NEED TO APPOINT AN INDEPENDENT INVESTIGATOR	6
DISTRESS CAUSED TO THE COMPLAINANT	6
DISTRESS CAUSED TO THE ALLEGED BULLY	6
DIFFICULTY PROPOSING NUANCED SOLUTIONS TO FACTORS CONTRIBUTING TOWARDS BULLYING COMPLAINTS	7
ADVERSARIAL PROCESS MAKES FINDING SOLUTIONS MORE DIFFICULT	7
AMBIGUITY IN BULLYING DEFINITIONS CREATING UNCERTAINTY FOR PERSONS PERFORMING THEIR ROLE	8
CONCLUDING COMMENTS	8
4. THE LEGAL BASIS FOR RESERVING FORMAL EMPLOYMENT INVESTIGATIONS TO SERIOUS CASES OF BULLYING	9
GENERAL OBLIGATIONS ARISING UNDER HEALTH AND SAFETY LAW	9
THE REASONS FOR FORMAL EMPLOYMENT INVESTIGATIONS BECOMING A PRIMARY INTERVENTION	10
OTHER LEGAL CONSIDERATIONS WHEN TAKING “REASONABLY PRACTICABLE STEPS TO MANAGE BULLYING”	11
5. RECOMMENDATION FOR AN ALTERNATIVE FRAMEWORK	15
6. DETERMINING THE APPROPRIATE TRACK TO MANAGE ALLEGATIONS OF BULLYING	17
7. INTERVENTIONS UNDER TRACK ONE	19
CLEAR INSTRUCTIONS AND/OR GUIDANCE REGARDING COMMUNICATION AND/OR THE ALLOCATION OF DUTIES;	19
MEDIATION	20
TRAINING IN COMMUNICATION	21
REVIEW OF PERFORMANCE STANDARDS:	21
WHAT IF THE COMPLAINTS CONTINUE?	21
8. CONCLUSION	23
9. BIBLIOGRAPHY	25
CASES	25
<i>Court of Appeal</i>	25
<i>High Court</i>	25
<i>Employment Court</i>	25
<i>Labour Court</i>	25
<i>Arbitration Court</i>	25
<i>Employment Relations Authority</i>	26
BOOKS	26
JOURNAL ARTICLES	26
OTHER SOURCES	27