



Oil & Gas Solutions Pty Ltd believes that all stakeholders have an individual right to dignity at work and should be able to work in a safe working environment free of bullying or violence. Oil & Gas Solutions Pty Ltd is committed to providing a workplace that is free of bullying of any kind.

Workplace bullying is repeated unreasonable behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by a person or persons against another or others in the course of employment that creates a risk to health and safety. It includes behaviour that harms, threatens, victimises, intimidates, offends, degrades or humiliates a worker, possibly in front of co-workers, clients or customers.

Whilst Oil & Gas Solutions Pty Ltd retains the legal right to direct and control how work is done and it is management's responsibility to monitor workflow and give feedback on performance, it is important to differentiate between a person's legitimate authority at work and abuse or bullying.

The Fair Work Amendment Act 2012 (Amendment Act) introduces new provision regarding workplace bullying in the Fair Work Act 2009. From January 2014 a worker who reasonably believes they have been bullied at work may make an application to the Fair Work Commission for an order to stop the bullying.

Jason Antunovich
Chief Executive Officer