1

00:00:07,560 --> 00:00:12,010

I think I'd probably analyze what the situation

is and if I think I can handle or not

2

00:00:12,010 --> 00:00:17,070

and if I feel like I won't be able to

handle it in an appropriate and safe manner

3

00:00:17,070 --> 00:00:19,000

then I definitely wouldn't do it

4

00:00:19,000 --> 00:00:23,220

I would consult with my supervisor to find out if

5

00:00:23,240 --> 00:00:25,680

it's safe to perform the task.

6

00:00:25,700 --> 00:00:29,951

If I was in a situation where my boss asked me to do something that wasn't safe,

7

00:00:29,951 --> 00:00:32,291

I would say to him "no"

8

00:00:32,300 --> 00:00:38,600

Unless it's an evident threat, I wouldn't know the danger. So I would just do it.

9

00:00:38,600 --> 00:00:42,780

Firstly if it's unsafe I would go through it with my boss.

10

00:00:42,780 --> 00:00:46,540

Only being I'm the one who's going to get injured.

11

00:00:46,540 --> 00:00:51,020

I would say no, to be honest with you. I know my rights

12

00:00:51,020 --> 00:00:55,060

I know what I'm entitled to so I would definitely say no and tell her the reasons why.

13

00:01:00,190 --> 00:01:03,190

I think it's well within my legal rights. So I have to

14

00:01:03,190 --> 00:01:05,080

act full of myself.

15

00:01:05,120 --> 00:01:08,720

If we said no we'd probably be in a lot of trouble.

16

00:01:08,860 --> 00:01:12,960

but I guess you have to stick to what you think is right.

17

00:01:13,060 --> 00:01:19,570

The boss would certainly be upset and disappointed but I don't feel like I would lose my job over it

18

00:01:19,580 --> 00:01:23,860

If I feel like I did (lose my job over it) then I could put in a complaint somewhere.

19

00:01:23,860 --> 00:01:27,640

It's just not worth doing something that you don't feel safe doing.

20

00:01:27,640 --> 00:01:31,300

An employer has to follow specific rules and

21

00:01:31,300 --> 00:01:34,620

they're not allowed to exploit you or

make you feel unsafe.

22

00:01:34,620 --> 00:01:41,660

I have the right to say no but it's probably a little bit of a grey zone.

23

00:01:41,660 --> 00:01:45,140

Obviously my job could be on the line

24

00:01:45,210 --> 00:01:49,050

You have the right to say no and you can't be fired for it either.

25

00:01:58,560 --> 00:02:01,560

I'm not entirely sure what happens if you get injured at work

26

00:02:01,570 --> 00:02:07,530

I think the company should cover for you because it may be in your line of work.

27

00:02:07,530 --> 00:02:11,470

If you get injured it might not be your fault. It might be the line of work you do.

28

00:02:11,700 --> 00:02:16,160

I know that you can seek workers compensation. If you're injured at work.

29

00:02:16,160 --> 00:02:18,940

and that means you're not paying for your own fees.

30

00:02:19,300 --> 00:02:23,460

I think it depends on whether you get

injured at work. Or outside of work and whether

31

00:02:23,460 --> 00:02:27,140

it's related to your work.

32

00:02:29,540 --> 00:02:33,200

Some companies have their own insurance policies.

33

00:02:33,200 --> 00:02:36,920

They provide you with health care.

34

00:02:36,920 --> 00:02:40,640

I know that you can get some sort of compensation.

35

00:02:45,520 --> 00:02:47,440

Depending on the severity, I think

36

00:02:47,440 --> 00:02:52,390

home reconciliations good at the beginning

and then slow assimilation

37

00:02:52,390 --> 00:02:55,080

back into work, up to what you can do.

38

00:02:55,080 --> 00:02:58,080

It depends what the injury is. If it is a

broken foot

39

00:02:58,080 --> 00:03:01,260

because you tripped over something at work and

40

00:03:01,380 --> 00:03:03,800

your job is just sitting on a chair and using a computer.

41

00:03:03,820 --> 00:03:06,340

Then you can recover while you're at work.

42

00:03:06,420 --> 00:03:12,190

Some jobs you can recover

at work. For instance my Dad was involved in a car crash

43

00:03:12,190 --> 00:03:17,310

whilst he was at work. Then he was taken

aside from his normal day-to-day job

44

00:03:17,310 --> 00:03:19,380

and put in more of an office job.

45

00:03:19,380 --> 00:03:25,810

It definitely depends what your situation is. Obviously it would be great if you could do

46

00:03:25,810 --> 00:03:29,300

some time at work and some time at home. But it just depends, I think.

47

00:03:29,910 --> 00:03:32,510

I think it's definitely important to get back

48

00:03:32,510 --> 00:03:37,280

out there after you've been hurt or injured

depending on how you feel emotionally.

49

00:03:37,280 --> 00:03:40,510

You shouldn't put yourself under a lot of

stress just to get back into the

50

00:03:40,510 --> 00:03:42,290

workplace if you don't feel like you're

ready.

51

00:03:47,240 --> 00:03:52,200

Providing the right support. Say you injure your back, just a new chair. To help you sit down.

52

00:03:52,360 --> 00:03:59,060

Regular breaks if you need to take medication or have rest.

53

00:03:59,060 --> 00:04:03,180

Just being very considerate that the worker might not be able to

reach their full potential at that time.

54

00:04:03,190 --> 00:04:04,819

and that you're helping them

55

00:04:04,820 --> 00:04:07,780

get to where they can be in the future.

56

00:04:07,780 --> 00:04:13,700

Maybe a lighter work load maybe part-time work.

57

00:04:13,700 --> 00:04:18,340

Make sure that they can always talk to someone

58

00:04:18,350 --> 00:04:21,400

if they have any problems or issues.

59

00:04:21,400 --> 00:04:26,040

To recover at work, maybe provide some sort of physiotherapy services

60

00:04:26,040 --> 00:04:29,980

or some free consultations.

61

00:04:29,980 --> 00:04:33,540

So let the other employees

know that I'm unfit to do certain things.

62

00:04:33,559 --> 00:04:37,519

and perhaps let them cater for the shortfalls of that.

63

00:04:37,519 --> 00:04:40,619

I guess helping them ease into their job, maybe

64

00:04:40,659 --> 00:04:45,240

if their job requires more strenuous work

maybe let them work their way towards it.

65

00:04:45,240 --> 00:04:48,000

until they're feeling comfortable to work.

66

00:04:48,000 --> 00:04:52,660

Making sure they're happy with the hours they're doing. They're not getting too exhausted

67

00:05:03,160 --> 00:05:07,000

I feel like bullying is a form of harassment but harassment is not exactly a form of bullying.

68

00:05:08,720 --> 00:05:11,320

I'd say yes, bullying is a form of harassment.

69

00:05:11,330 --> 00:05:13,430

I feel like they're on similar terms.

70

00:05:13,430 --> 00:05:21,070

Definitely, you know, people being up in your grill, people being in your personal space.

71

00:05:21,070 --> 00:05:25,190

Bullying would probably rather be from your work colleagues.

72

00:05:26,960 --> 00:05:32,020

It could be from any level of the organisation.

73

00:05:32,020 --> 00:05:34,700

Maybe harassment is a little bit stronger.

74

00:05:34,700 --> 00:05:43,920

Bullying is something that I can cope with, I can find a way to solve the problem

75

00:05:43,920 --> 00:05:47,240

but harassment is definitely on another level.

76

00:05:59,660 --> 00:06:03,660

I'd probably let them know to stop or I'd go see a boss.

77

00:06:03,660 --> 00:06:09,100

I'd try to see the reasoning behind his motive to bully me.

78

00:06:09,100 --> 00:06:15,300

and I guess if it's something that we

can't meet eye to eye, maybe get a third party

79

00:06:15,300 --> 00:06:19,440

to see, maybe a mediator to see whether

we can fix the problem.

80

00:06:19,860 --> 00:06:21,940

If a co-worker was bullying me

81

00:06:21,940 --> 00:06:24,150

I would speak to them about it

82

00:06:24,160 --> 00:06:29,830

and if they didn't believe it was going

on I would speak to my boss.

83

00:06:29,830 --> 00:06:33,480

If my boss didn't accept that I have to go above them with a formal complaint of some form.

84

00:06:34,140 --> 00:06:37,880

I would tell them to stop bullying me.

85

00:06:37,880 --> 00:06:43,760

If they kept on doing it I would report it to my boss or someone.

86

00:06:43,760 --> 00:06:51,840

First of all I would tell them to stop maybe not take it too far. If it is ongoing and if it is continuing

87

00:06:51,840 --> 00:06:54,460

then I would have to take it to the boss.

88

00:06:54,460 --> 00:06:58,480

I would probably go to head office or

management if I felt like someone was

89

00:06:58,490 --> 00:06:59,730

being unfair to me.

90

00:07:09,300 --> 00:07:11,740

I would really try and get out of there.

91

00:07:11,740 --> 00:07:14,740

Or maybe go to fair work

92

00:07:16,460 --> 00:07:20,820

If it was a part-time job, I would just quit.

93

00:07:22,480 --> 00:07:25,680

Talk with my other co-workers,

94

00:07:25,680 --> 00:07:28,780

see if they've been put in a similar situation.

95

00:07:28,780 --> 00:07:32,100

If my boss is bullying me it's a little bit more complicated but my

96

00:07:32,170 --> 00:07:36,780

boss theoretically should have a boss and

I should be able to approach them in some way.

97

00:07:36,780 --> 00:07:41,720

If not I know you can go to fair trade act.

98

00:07:41,720 --> 00:07:45,140

First I would probably report him to the boss

99

00:07:45,150 --> 00:07:48,370

or the manager of the work place and if he doesn't do anything about it then I

100

00:07:48,370 --> 00:07:50,870

would report him to the police.

101

00:07:50,900 --> 00:07:54,080

I don't know, go to safework?

102

00:08:04,440 --> 00:08:07,160

If it was effecting my work porformance

103

00:08:07,160 --> 00:08:09,220

or affecting the people around me, yes.

104

00:08:09,220 --> 00:08:13,940

It would probably depend if it were to affect the way I was working.

105

00:08:14,160 --> 00:08:20,590

If it's not going to affect how I work

then probably not. If it were to affect my performance at work then yeah.

106

00:08:20,599 --> 00:08:24,520

I think that would be the best thing to do

straight up. Only so you can get the

107

00:08:24,520 --> 00:08:26,849

right support throughout your job

108

00:08:26,849 --> 00:08:30,489

and then be able to perform at the best of your ability straight away.

109

00:08:30,489 --> 00:08:34,580

I personally would probably keep it hidden for awhile and then if

110

00:08:34,580 --> 00:08:38,500

the treatment or anything would hinder my work then I would let him know.

111

00:08:38,500 --> 00:08:45,240

It depends on what kind of job I would do. If I had to, yes I would definitely tell them.

112

00:08:45,240 --> 00:08:48,880

I think if it was encroaching on your work life then definitely you should.

113

00:08:48,880 --> 00:08:53,860

If you don't feel safe saying it then I don't think you have to necessarily tell them.

114

00:09:03,160 --> 00:09:05,500

I'm not too sure on how far an employer has to go

115

00:09:05,500 --> 00:09:09,120

but I think my role should be made less

stressful and should be some

116

00:09:09,120 --> 00:09:10,500

consideration in place.

117

00:09:10,500 --> 00:09:16,020

Straight away - awareness. Everyone needs to be aware of what a mental illness can be...

118

00:09:16,020 --> 00:09:19,900

even if they're severe or very, very light and then

119

00:09:19,900 --> 00:09:24,660

from that just being sensitive to your co-workers if you know that they have a mental illness.

120

00:09:24,680 --> 00:09:29,879

Definitely letting people know that they

should feel safe and they should fell welcomed

121

00:09:29,880 --> 00:09:35,200

in a working environment that accepts

people that have mental illnesses.

122

00:09:35,200 --> 00:09:40,200

Provide you with time out if you need time out. That's probably my first port of call.

123

00:09:40,200 --> 00:09:44,780

Maybe provide a safe space while you do need a time out.

124

00:09:44,780 --> 00:09:48,500

I guess introduce a zero harm culture.

125

00:09:48,500 --> 00:09:51,740

I would offer counseling at the the workplace.