



Suffering in silence...

One in four staff bullied and almost half of victims failing to raise the issue with anyone. These were the blunt statistics that came out of the AXA Bullying Questionnaire issued towards the end of 2006 by Amicus as part of National Ban Bullying At Work week. Based upon the responses received, Amicus compiled a report with a number of recommendations for AXA to consider to tackle the issue of workplace bullying within the organisation.

The key statistics of the survey were:

- 27% staff have been victims of bullying
- 36% of staff have witnessed bullying
- 54% of bullying was done by a superior
- 41% of cases not reported
- 8% cases successfully resolved

Whilst the survey only provided a snapshot within the organisation, it does back up anecdotal evidence that victims are concerned about raising the issue and there is no effective mechanism within AXA to resolve them.

The recommendations from the report were:

Further options for gathering information should be investigated (e.g. SCOPE) to see if the wider picture is really the same as that painted by the data gathered by this questionnaire.

A review should be undertaken as to why so few bullying related cases are successfully resolved.

More work should also be undertaken by AXA and Amicus to communicate to all employees the seriousness of this issue and promote best practise as a joint initiative under the Dignity At Work banner. In particular managers need to be made aware of the dangers of them crossing the line into bullying behaviours.



Nicolas Moreau has stated that AXA would adopt a "zero tolerance" approach to bullying.

AXA have now committed that in the light of the Union report they will put this into practise by undertaking a number of actions including:

- Collating data on bullying cases raised in the past 2 years
- Anonymous investigation of reported cases to establish causes, actions and successful resolution strategies
- Analyses of exit interviews to identify unreported cases
- Establishment of focus groups
- Link to work being planned by the Group Diversity Forum
- Review data from the Employee Assistance Programme
- Establishing a joint Union-Company action group.

Joint initiative to tackle bullying...



Last September AXA signed up to the Dignity At Work Partnership, committing itself to working with Amicus to ensure it was "providing... employees with the best possible working environment". Having now studied the Amicus report on bullying in AXA, the company has agreed to set up a joint union-company action group to address the issues and devise initiatives to stamp out bullying in our workplace. We will keep you informed on its progress and would welcome any ideas from staff via your local workplace union rep.



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