

APPLY LIBERALLY FOR AN **IMPROVED** WORKLIFE.



EVERYONE DESERVES RESPECT

Your colleagues, boss, staff, patients and public.
How you behave towards them matters.
Respect means treating everyone
as you'd want to be treated yourself.

There's simply no place in NHS Scotland
for negative behaviour, confrontation or obstruction.

Unfortunately, it can surface in all sorts of ways.
Criticising colleagues to others.
Keeping someone out of the information loop.
Bombarding a person with emails.
Ganging up on someone or spreading gossip.

Victims of such behaviour often suffer deep emotional stress.
Far beyond work, it can destroy their life.
If you see it happening, don't tolerate it – challenge it.
You're right to speak up and nip it in the bud.

In the end, it's all down to rights and responsibilities.
You've every right to be treated with respect.
And you have an equal responsibility to act with respect,
even in situations when respect isn't being shown to you.

Mutual respect improves your working life
Mutual respect builds a dignified workplace
And that takes patient care to an altogether higher level

When you work at it, respect works.

To find out more about Dignity at Work visit
www.staffgovernance.scot.gov.uk