

# ABNM HR

# NEWSLETTER

## AUGUST 2023

## BULLYING IN WORKPLACE

### WHAT IS WORKPLACE BULLYING?

Bullying is usually seen as acts or verbal comments that could psychologically or 'mentally' hurt or isolate a person in the workplace. Sometimes, bullying can involve negative physical contact as well. Bullying usually involves repeated incidents or a pattern of behaviour that is intended to intimidate, offend, degrade or humiliate a particular person or group of people. It has also been described as the assertion of power through aggression.

Bullying is a workplace issue. In Nigeria, occupational health and safety laws include the concept of due diligence. Due diligence means that employers shall take all reasonable precautions, under the particular circumstances, to prevent injuries or incidents in the workplace. Every person should be able to work in a safe and healthy workplace.

### WHAT ARE EXAMPLES OF WORKPLACE BULLYING

This list shown below tells us examples of bullying in the workplace.

Examples include:

- Spreading malicious rumors, gossip, or innuendo.
- Excluding or isolating someone socially.
- Intimidating a person.
- Undermining or deliberately impeding a person's work.
- Physically abusing or threatening abuse.
- Removing areas of responsibilities without cause.
- Constantly changing work guidelines.
- Establishing impossible deadlines that will set up the individual to fail.

### Newsletter Highlights

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**BULLYING IN  
WORKPLACE**

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**INVESTIGATIVE  
AUDIT**

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**INTERNATIONAL  
DRUG OVERDOSE  
AWARENESS DAY**

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**SOME TIPS ON HOW  
TO START YOUR DAY**

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## HERE'S SOME TIPS ON HOW TO START YOUR DAY AT WORK

- Follow the work guidelines from your Boss/ Management.
- When you're the “new person” at work, the best way to learn is to observe.
- Develop self-discipline always.
- Re-prioritize each day, and start it strong.
  - Think like the owner.
- Hold the team interests higher than your own.

## HOW CAN BULLYING AFFECT AN INDIVIDUAL?

People who are the targets of bullying may experience a range of effects. These reactions include:

- Shock.
- Anger.
- Feelings of frustration and/or helplessness.
- Increased sense of vulnerability.
- Loss of confidence.
- Physical symptoms such as:
  - Inability to sleep.
  - Loss of appetite.
  - If you are a victim of bullying in the workplace make sure you report.

# INVESTIGATIVE AUDIT

Investigative auditing refers to verification and clarification of transactions in accounting departments and organizations in general. Investigative auditors gather evidence regarding fraudulent or abusive activity affecting organization. Their audits are designed to detect and deter the misappropriation of organizations assets and to reduce future fraud risks. ABNM HR provides a successful investigative auditing process that has exceptional analytical skills to study financial documents, processes and systems and draw accurate findings.

Our investigative auditing process not only works toward detecting fraud, but also producing sufficient evidence that incriminates the suspects.

The advantages of using ABNM HR Investigative auditing is to employ accountants who do this work on a regular basis. As such, they know what to look for and as well not to be partial (anyone who has no personal or professional relationship with your employees is likely to conduct the audit in an impartial manner). This is important, as these investigations can lead to criminal prosecution.

# INTERNATIONAL DRUG OVERDOSE AWARENESS DAY

## WHAT IS OVERDOSE?

An overdose is when you take a toxic (poisonous) amount of a drug or medicine. It is important to remember that not all overdoses are fatal or life threatening, however medical advice should always be sought if overdose is suspected or has occurred.

International Overdose Awareness Day is the world's largest annual campaign to end overdose and remember those who have died without stigma and acknowledge the grief of the family and friends left behind and renew our commitment to end overdose related harm.

The goals of International Overdose Awareness Day are:

- To provide an opportunity for people to publicly mourn loved ones.
- To send a strong message to people who use drugs and people in recovery that they are valued.
- To inform people around the world about the risk of drug overdose.
- To provide basic information on the range of support services that are available.
- To prevent and reduce drug-related harm by supporting evidence-based practice.

## HOW TO RECOGNIZE AN OVERDOSE

Recognizing an overdose can be difficult. If you aren't sure, it is best to treat the situation like an overdose—you could save a life. Call for help immediately. Administer naloxone, if it's available.

Do not leave the person alone. Signs of an overdose may include:

- Small, constricted "pinpoint pupils"
- Falling asleep or loss of consciousness
- Slow, weak, or no breathing
- Choking or gurgling sounds
- Limp body
- Cold and/or clammy skin
- Discolored skin (especially in lips and nails)

## CLINICIAN'S ROLES

As a healthcare professional, you can reduce risks of overdose deaths by

- Educating patients and their caregivers on factors that increase the risk for overdose.
- Raising awareness about the benefits and availability of naloxone.
- Encouraging patients who are at risk and their caregivers to carry naloxone.
- Explaining how and when to administer naloxone.
- Highlighting the importance of follow-up care for overdose.

This is to create awareness in the workplace to enable employers and employees know the effect of taking overdose of drugs. You will no longer be effective on the job. There is lack of concentration when an employee takes drugs and overdose, it leads to poor output in workplace. If an employee cannot perform well in his or her place of place, why then keep them?

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**ASK DR METETE  
WITH LAN  
HEALTH  
INITIATIVE FOR  
MENTAL  
HEALTH  
CHALLENGES**

**QUESTION:** from Mrs Fidelia from Lagos

Dear Dr Metete, I have a daughter who is in JSS 3. Lately, anytime she returns from school, I have noticed that she is withdrawn and not being her usual jovial self. I asked her if anything was wrong and she denied saying that everything was okay. She loves doing chores at home during the weekend and playing with her siblings but she has lost interest in that too. Please advice me on what to do.

**ANSWER:** Dear Mrs Fidelia, I think you need to make out time to have a proper conversation with your daughter. Being a school age child, she might be going through bullying. Let her know that she can trust you and you are also her advocate. If this does not solve the problem, then I suggest you reach out to a Therapist.