



Aaron Bloxsome <aaron@clearcopywriting.com>

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## An issue you probably don't know how to approach

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**Workplace Bulletin** <no-reply@employment-law-handbook.com.au>  
To: AARON BLOXSOME <aaron@clearcopywriting.com>

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Workplace conflict is an often hidden problem that no KPI yardstick can properly measure.

It is an aspect of employee management that really does put the 'human' in human resources.

But approaching this issue requires much more than humanity.

Workplace conflicts are usually uncomfortable and awkward to confront and can quite often emotionally drain everyone involved.

For this reason, many managers simply avoid dealing with such situations.

This can spell disaster.

Sit on your hands for too long, or ignore the issue completely and you could have a resignation letter from a valued employee land straight on your desk – or even worse, find out that they've spoken to a lawyer.

Workplace conflicts can create well-known health and safety risks and if they result in employees being injured or becoming ill, *you* will be liable.

How you respond to workplace conflict not only reflects your proficiency as a leader – but also your potential exposure to expensive legal claims and penalties.

This is why all managers must be properly *and legally* equipped to tackle workplace conflicts head-on, before they are left to intensify.

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Waterman Business Centre Level 2, UL40/[1341 Dandenong Road Chadstone, 3148](#)

