

No part of the candidate evidence in this exemplar material may be presented in an external assessment for the purpose of gaining credits towards an NCEA qualification.

2

91238



912380



NEW ZEALAND QUALIFICATIONS AUTHORITY  
MANA TOHU MĀTAURANGA O AOTEAROA

QUALIFY FOR THE FUTURE WORLD  
KIA NOHO TAKATŪ KI TŌ ĀMUA AO!

SUPERVISOR'S USE ONLY

## Level 2 Health, 2017

### 91238 Analyse an interpersonal issue(s) that places personal safety at risk

2.00 p.m. Friday 10 November 2017  
Credits: Four

Achievement	Achievement with Merit	Achievement with Excellence
Analyse an interpersonal issue(s) that places personal safety at risk.	Analyse in depth, an interpersonal issue(s) that places personal safety at risk.	Analyse comprehensively, an interpersonal issue(s) that places personal safety at risk.

Check that the National Student Number (NSN) on your admission slip is the same as the number at the top of this page.

**You should attempt ALL parts of the question in this booklet.**

Pull out Resource Booklet 91238R from the centre of this booklet.

If you need more room for any answer, use the extra space provided at the back of this booklet.

Check that this booklet has pages 2–10 in the correct order and that none of these pages is blank.

**YOU MUST HAND THIS BOOKLET TO THE SUPERVISOR AT THE END OF THE EXAMINATION.**

High  
Merit

TOTAL

6

ASSESSOR'S USE ONLY

## INSTRUCTIONS

In this examination, you are required to analyse the issue of **workplace bullying and harassment**.

Read **Resource Booklet 91238R** before answering the question in this booklet. Refer to the resource material and the information given in the scenario, as well as your own knowledge, to support your analysis when answering (a) to (c).

Space for planning your answers is provided on page 3.

Begin your answers on page 4.

### Padraig's Scenario

Padraig recently immigrated to New Zealand from Ireland with his family. He is a qualified builder and has moved to Christchurch to help with the rebuild after the earthquake. He was recruited by a building company that sponsored his working visa to get him out to New Zealand.

He works under the supervision of an experienced builder, Jake, and alongside a 17-year-old apprentice, Aiden. The boss of the company works in an office and visits the building site only every so often to check on the builders' progress.

In his leadership role, Jake delegates the jobs to Padraig and Aiden, checks their workmanship, and advises them on changes they need to make to ensure the work is consistently of a high quality. At first, Padraig found Jake and Aiden welcoming, and enjoyed working alongside them. Over the last month, however, Padraig has begun to feel uncomfortable at work. Jake is constantly copying or making fun of Padraig's accent. He regularly tells jokes about Irishmen and frequently mispronounces Padraig's name. Padraig has tried a number of times to correct Jake, and is either ignored, or mocked.

Jake has also begun to give Padraig tasks to complete that are unachievable and cannot be completed in the time frame given. Padraig is an experienced builder and feels he is being set up to fail. Jake then gets angry with him, and belittles him by calling him lazy, and then saying that's just what he expects from an Irishman. Padraig feels hurt and humiliated, as he takes a lot of pride in his work, and his culture.

Aiden is always present and will laugh at Jake's jokes, but does not join in ridiculing Padraig. He can see Padraig is uncomfortable and embarrassed, but does not do anything to discourage Jake's behaviour.

Padraig is unsure what to do, as he does not enjoy going to work anymore, and finds it hard to concentrate on his job. Padraig does not find the boss of the company approachable, and fears he may not get any support if he went to see him. He is also under the impression that because the company sponsors his work visa, he is in no position to raise his concerns about the way Jake is treating him.

**PLANNING (OPTIONAL)**ASSESSOR'S  
USE ONLY

Personal, interpersonal, and societal influences contributing to the bullying and harassment:

Short-term and long-term consequences for the well-being of Padraig, others directly affected by the bullying and harassment in the scenario, and for the workplace:

Personal, interpersonal, and societal strategies to manage the situation of bullying and harassment in the scenario, and to promote well-being in the workplace:

## QUESTION

- (a) Explain how **personal, interpersonal, and societal influences** might contribute to the bullying and harassment in the scenario.

Personal influences that might contribute to the bullying and harassment is that Jake ~~may~~ has have developed personal beliefs of intolerance for people from different countries, such as Irish people like Padraig. He expresses these beliefs by bullying and harassing ~~Padraig~~<sup>him</sup>. Jake may also feel jealous of Padraig as he is an experienced builder like him. ~~To~~ Because Jake is the supervisor, he may feel the need to show Padraig that he is the one with the power, and does this by making Padraig feel powerless by bullying and harassing him. ~~Jake may also which is an~~ Jake may also have a low self-esteem, so he may feel the need to bully and harass people to make him feel better about himself and may allow him to feel like he is in control. //

An interpersonal influence that might contribute to the bullying and harassment is that Jake may want to impress the apprentice, Aidun, to show him that he is the better, experienced builder by giving Padraig unachievable tasks, to make him seem like a bad worker.\* Another interpersonal influence is that Jake's friends or family may have beliefs that people from other countries, such as Ireland, should be treated differently ~~to~~ because they //

\* Jake may think that this will make the apprentice look up to him, and will give Jake some attention.



are different. So Jake may have been influenced to bully/harass Padraig because he has <sup>been influenced</sup> ~~agreed~~ <sup>by</sup> ~~with~~ his friends/family's opinions.

A societal influence that may have contributed to the bullying/harassment <sup>is</sup> ~~was~~ that in New Zealand we have 'Tall Poppy syndrome', where many people put others down because they are doing well, just like Padraig is doing well in his career. Jake may feel the need to put Padraig down, so that he feels like he is not doing well in his career. Jake may also be <sup>societally</sup> influenced by the media, such as TV shows, <sup>the things shown in</sup> as <sup>the media may</sup> influence people like Jake to <sup>think that</sup> ~~make it seem like~~ it is okay to treat people badly if they are different.

- (b) Explain the **short-term and long-term consequences** for the well-being of Padraig, others directly affected by the bullying and harassment in the scenario, and for the workplace.

Short-term consequences for the well-being of Padraig could be feeling isolated, <sup>and powerless</sup> ~~and alone~~. He may feel like no one else is experiencing what he's going through because he is from a different country. He may feel embarrassed of his Irish culture, due to constantly being made fun of it.

He will feel discouraged to go to work.

As resource A states, Padraig will be feeling 'increased stress levels, decreased emotional well-being, reduced coping strategies and lower work performance.'

An increase of stress can lead to long-term effects on Padraig such as depression, insomnia,

As the Centre for Adolescent Health states, 'people who are bullied are 3 times more likely to develop depressive symptoms.'

Part (b) continues on the next page



could also occur due to stress,

and bad eating habits which will negatively effect his well-being. Short-term consequences for others directly affected by the bullying, such as Aiden, could be feeling guilt as he has not tried to stop the bullying, even though he has noticed that it makes Padraig feel uncomfortable. Aiden may also feel afraid of Jake and as he might worry that he could start bullying and harassing him to. Aiden may also stop enjoying his work as he might not enjoy how ~~his~~ others such as Padraig are being treated there and he may lose enthusiasm for his job. A short-term consequence for the workplace could be that it may start to lose customers as they may see the builders<sup>are</sup> not working well. A long-term consequence on Padraig is that he may lose his job and his sponsored work visa because he is being made to seem like a bad worker.

This will make it difficult for him to earn an income, and will affect his well-being. It could also cause Padraig to have a difficulty to cope with other issues that could arise<sup>in his life</sup>, as the bullying and harassment may have caused him to have a low self-esteem and self worth as he could start believing what Jake is saying about him, making it difficult for him to believe that he can overcome any problems in his life. He may also have a difficult time ~~but~~ making future relationships, in fear that the people may treat him similar to how ~~Pad~~ Jake treated him.

A long-term consequence on the well-being of Aiden

\* To: main thing that this will make the apprentice  
A positive consequence could be that the boss may become more involved to ensure that the bullying stops. This will allow the boss to become more approachable.



- (c) Explain **personal, interpersonal, and societal strategies** that could be put in place to manage the bullying and harassment in the scenario, and to promote well-being in the workplace.

ASSESSOR'S  
USE ONLY

Within your answer, consider the influences and consequences you have explained in (a) and (b).

A personal strategy that Padraig could put in place is to learn to be assertive by using 'I' statements and practising what he could say in the mirror. By doing this it will address the influence, Jake, by allowing him to know that the bullying and harassment is not right by telling him how it makes him feel and that, as resource B states 'it can range from that causing slight embarrassment through to criminal acts.' Padraig can also use good communication skills and assertiveness to let Aiden know that he is just as bad as the bully and by laughing at Jake's harassment, it is allowing it to continue happening. This will address the consequence of Padraig feeling powerless, stressed <sup>and</sup> ~~and~~ embarrassed as he stands up to the bully, allowing him to be aware of his actions and helping to create social justice, along with positively promoting well-being in the workplace, <sup>as it could</sup> ~~as it could~~ stop <sup>ing</sup> ~~stop~~ Jake from bullying and will let him realise that what he is doing is wrong. An inter personal strategy that could be put in place is Padraig could approach his boss and let him know about the bullying and harassment that has

Part (c) continues on the next page



the boss may then take action and fire Jake and let him know that what he was doing was wrong. The boss may also realise that he is not as involved \*

been occurring! This will address the influence as it will allow Jake to realise that how he was acting was not okay and may stop him from bullying and harassing people in the future. It may allow Jake to change his beliefs about people from different countries. Jake could also attend a support group with others like him who had been bullied/harassed because they were different too. These interpersonal strategies will allow Padraig to feel like he is not alone anymore, and will allow him to become proud of his Irish culture again as he ~~has~~ is being supported and the bullying has stopped. It will allow Padraig to enjoy his work again and will decrease his level of stress and will <sup>positively</sup> enhance his wellbeing. It will also allow the building company to gain back a better reputation as the boss becomes more involved to stop bullying from occurring. //

(finished on extra space) //

\* with the building process as he should be. The boss may then become more involved with the building process in the future, which will allow the builders to see him as approachable, and which will then allow him to hear of any issues that occur that could and deal with affect the wellbeing in the workplace. //



Extra space if required.  
Write the part number(s) if applicable.

ASSESSOR'S  
USE ONLY

QUESTION  
PART

b. could be that he may ~~lose enthusiasm in~~ <sup>stop continuing</sup> continuing to work as a builder as he may believe that all builder supervisors, like Jake, bully and harass other workers who are different. Aiden may also be influenced by Jake's beliefs and ~~feel~~ <sup>think that</sup> make him ~~feel like~~ it is okay to bully and harass others who are different, so it could cause more people, <sup>like</sup> Padraig, to become bullied and harassed. //

A long-term consequence for the workplace could be that it gains a bad reputation of people who don't take their job seriously. As resource A states, bullying could 'reduce productivity and disrupt workplaces through: impaired performance, increased absence, low morale, more mistakes and accidents, loss of company reputation, resignations and difficulty recruiting and poor customer service and/or product quality'. This could make it difficult for the building company to succeed as a business, as people may not want to work there as they know work place bullying occurs there and people will not want their builders to build things. //

Extra space if required.  
Write the part number(s) if applicable.

QUESTION  
PART

C. A societal strategy that could be put in place is that Padraig and his friends could create a social media campaign on a social network such as Facebook or Instagram. They could create a page informing people that cultural differences should be celebrated, and informing people that bullying and harassment is not okay, and could lead to many different consequences.\* This addresses the influence as it will bring awareness to the issue that bullying/harassment is not okay. It will allow many people from New Zealand or even the world to see that bullying is not okay, and when they realise this, they might stop. This would stop the consequences of feeling isolated, alone, embarrassed, and guilty and ~~the~~ the workplace gaining a bad reputation as it will encourage people to stop bullying.

\* It could also state, as it says in resource B, 'Harassment is any unwanted or unwarranted behaviour that a person finds offensive, intimidating or humiliating, which is repeated, or significant enough\* as a single incident to have a detrimental effect upon a person's dignity, safety and well-being.'







## Annotated Exemplar

### Merit exemplar 2017

<b>Subject:</b>	<b>Health</b>	<b>Standard:</b>	<b>91238</b>	<b>Total score:</b>	<b>06</b>
<b>Q</b>	<b>Annotation</b>				
a	The candidate clearly identifies and explains in good detail how personal, interpersonal, and societal influences might contribute to the bullying and harassment in the scenario. Each influence has been described in terms of how it might affect Padraig and others in the workplace.				
b	The candidate explains clearly defined links between the short-term and long-term consequences for the well-being of Padraig and others in the workplace affected by the bullying and harassment.				
c	The candidate explains three health-enhancing strategies (personal, interpersonal, and societal) that could be put in place to manage the bullying and harassment in the scenario, and could promote well-being for everyone involved.				
Overall	<b>The candidate provides detailed descriptions and some clear links between the influences, consequences, and health-enhancing strategies for all those involved in the bullying and harassment in the scenario, resulting in an M6.</b>				