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91238



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## 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.**

**TOTAL**

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## 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.

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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

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

Personal- A personal influence that contributes is Padraig's cultural identity. He is constantly joked or made fun of, by the supervisor Jake about his accent, stereotyped about his ~~culture~~ culture of <sup>being an</sup> Irishmen and ~~mis~~ mispronouncing his name. But Padraig does not confront Jake about his behaviour towards him and fears approaching the company boss for help. By Padraig being hurt and humiliated by Jake, he does not stand up for himself which makes Jake continue to harass and bully Padraig.

Interpersonal- An interpersonal influence that contributes is Aiden, who is an 17 year old apprentice. Aiden also works along side Padraig and Jake, He sees the way Jake mistreats Padraig and know Padraig feels uncomfortable and embarrassed by Jack. But Aiden does not defend Padraig by discouraging ~~Jake's~~ Jake's behaviour. Aiden encourages Jake by laughing at his jokes about Padraig ~~which~~ which makes Jake think that it's alright to mock Padraig. //



Society 1 - The company boss, he visits the building site only every often to check on builder's ~~progress~~ progress and works in his office. Padraig fears to approach the boss because he feels he ~~will~~ will not be support by him because he is sponsored by the company for his work ~~visa~~ visa and thinks he has no right to raise concerns about Jake's behaviour towards him. The company having no policy on bullying in the workplace will let Jake to continue his behaviour.

Resource A, reads workplace bullying is a significant hazard in New Zealand and Employers who don't deal with workplace...  
(continue to extra page)

- (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 - A short-term consequences for Padraig and other workers being ~~bully~~ bullied or harassed in their workplace will ~~then~~ start to feel depressed, have less confidents in himself, ~~themselves~~ feel hurt and humiliated.

~~This~~ <sup>This</sup> will cause Padraig and others to stop attending work because they are scared to be ~~work~~ bullied or harassed at work.

By ~~workers~~ <sup>Padraig and</sup> being absence they can face the risk of ~~loss~~ decreasing on their ~~entertainment~~ <sup>Pay</sup> which is not good ~~in~~ if they are supporting

Part (b) continues on the next page

their families and they might lose their jobs.

long-term. — A long-term ~~affected~~ consequence on Padraig and other workers being bullied or harassed will quit or get fired and ~~they might find~~ <sup>might find</sup> it hard to ~~apply~~ apply for another job because they might isolate themselves to stay home and ~~na~~ fear of ~~experiencing~~ <sup>bullying and harassment</sup> the ~~experiencing~~ <sup>bullying and harassment</sup> all over again. By Padraig and other worker isolating themselves away from family and friends they will ~~lose~~ <sup>lose their</sup> ~~relationship~~ <sup>relationship</sup> ~~with~~ <sup>with</sup> them and will live ~~less~~ <sup>to think</sup> less of themselves. This will affect their honour by starting to have disbelief in his and their's cultures, identities, beliefs and feel less valued by others. Become sick mentally and Physically of not eating, poor exercise, being depressed, low self-esteem. These consequences can lead to frustration in wanting to give up on life.



- (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.

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

Personal - A personal strategie padraig can do <sup>to</sup> help him feel safe at work is to have confidences in ~~his~~ himself to ~~be able~~ be able to confront jake about his mistreating towards him and to ~~find~~ find ~~common~~ common ground with Padraig and jakes stituation. By Padraig doing this, he will feel confidence ~~in~~ and safe to want to go to work and ~~not~~ no longer fear being bullied or harrassed.

Interpersonal - An interpersonal ~~strategy~~ strategie is Padraig asking for help from Aiden or talking to the boss about the way jake treats him and getting help and support from them will make ~~in~~ Padraig ~~feel~~ feel valued and to know that he does not have <sup>to</sup> fear approaching the boss and know ~~has~~ he has some to go to for help. This will promote well-being in the work place by other workers seeing they too can seek for help from others and the boss, to know they will be supported.

Part (c) continues on the next page

when in need of help with bullying.

Societal - An societal strategie is the ~~building~~ building company <sup>having</sup> ~~have~~ an policy on no bullying in the workplace. By the company ~~there~~ having a "no" bullying rule and having consequence of bullying behaviour will make ~~works~~ workers think before their action and to know ~~thats~~ the ~~full~~ rules, will help those <sup>who</sup> were ~~for~~ <sup>bullied</sup> ~~bully~~ to know that their work enviroment is safe and they can ~~eat~~ continue to attend work and help support their familys. ~~handwritten~~



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

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QUESTION  
PART

a societal - ... Employers who don't deal with  
workplace bullying risk breaching several laws.

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

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QUESTION  
PART







## Annotated Exemplar

### Achievement exemplar 2017

Subject:	Health	Standard:	91238	Total score:	04
Q	Annotation				
a	The candidate provides some good descriptions on how personal and societal influences might contribute to the bullying and harassment in the scenario, but provides limited descriptions on how interpersonal influences could contribute to the bullying and harassment in the situation.				
b	The candidate provides a few short-term and long-term consequences for the well-being of Padraig and others directly affected by the bullying and harassment in the scenario. The candidate provides some good descriptions of short-term and long-term consequences for well-being in the workplace.				
c	The candidate explains three strategies (personal, interpersonal, and societal) that could be put in place to manage the bullying and harassment in the scenario, but the personal and societal strategies do not provide detailed explanations on how these strategies could promote well-being for everyone involved.				
Overall	<b>The candidate describes in more detail than an A3, resulting in an A4. To gain an M5, the candidate needed to demonstrate an in-depth analysis of the underlying concepts.</b>				