

FIRST SUPPLEMENT TO THE GIBRALTAR GAZETTE

No. 4962

GIBRALTAR

Friday 27th May 2022



I ASSENT,
DAVID STEEL,
GOVERNOR.

26th May 2022.



GIBRALTAR

No. 3 of 2022

AN ACT to amend the Employment (Bullying at Work) Act 2014.

ENACTED by the Legislature of Gibraltar.

Short title.

1. This Act may be cited as the Employment (Bullying at Work) (Amendment) Act 2022.

Commencement.

2. This Act comes into operation on the day of publication.

Amendments to Act.

3.(1) The Employment (Bullying at Work) Act 2014 is amended in accordance with the provisions of this section.

(2) In section 4-

(a) in subsection (2) for the words “includes” substitute “means”;

(b) after subsection (2) insert the following subsection-

“(2A) For the purposes of subsections 4(2)(b), (c) and (d), the conduct in question must include behaviour which is offensive, intimidating, abusive, malicious or insulting.”.

(3) After section 7 insert the following section-

“7A.(1) Subject to subsection (2), anything done by a person in the course of his employment shall be treated for the purposes of this Act as done by his employer as well as by him, whether or not it was done with the employer's knowledge or approval”.

“7A.(2) An act done by a person in the course of his employment shall not be treated as done by his employer if in proceedings brought under this Act the employer proves that he took such steps as were reasonably practicable to prevent the employee from doing that act, or from doing in the course of his employment, acts of that description”.

Passed by the Gibraltar Parliament on the 25th day of May 2022.

S.C. GALLIANO,
Acting Clerk to the Parliament.