Nursing Violence in the Workplace

The author discusses the issue of bullying and violence in nursing and provides suggestions and reasons.

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Introduction:

Unfortunately, workplace violence and bullying are common phenomena in nursing. They pose a serious threat to nurses' physical and mental well-being and can significantly affect patient care quality. This reflective essay explores my experiences and thoughts on these issues and provides suggestions for new nurses joining the workforce.

Workplace Violence:

Workplace violence refers to any act or threat of physical violence, harassment, or intimidation that occurs in a work setting (Phillips, 2016). It includes everything from verbal abuse to physical assault. I've seen colleagues subjected to aggression from patients, their families, and even other staff members, leading to feelings of fear and anxiety.

Protocol and the Preparations:

Healthcare institutions have developed protocols to manage workplace violence in response to this issue. These include strategies such as staff training, environmental modifications, and incident reporting systems (Gates, Gillespie, & Succop, 2011). Preparing for potential violence includes being aware of these protocols, understanding the warning signs of violence, and knowing how to de-escalate potentially violent situations.

Window of Life:

The 'window of life' concept is a reminder that nurses are often in vulnerable positions when delivering patient care. Being in close proximity to patients and their families when emotions run high can expose nurses to potential workplace violence. Thus, it's crucial for nurses to remain vigilant and to use their training to de-escalate tense situations.

Responsibility of a Nurse in the Scenario:

A nurse's responsibility in a violent scenario is to ensure their own safety, their patients, and the safety of their colleagues. It also involves reporting incidents of violence according to institutional protocols so that appropriate actions can be taken.

Bullying in Nursing:

Bullying is another form of workplace violence that can be particularly damaging. This may include persistent criticism, undermining, or even ostracism by colleagues (Bambi, Foà, De Felippis, Lucchini, & Guazzini, 2018). It can create a hostile work environment and contribute to burnout and decreased job satisfaction.

Reasons why Bullying is a Problem:

Bullying is a significant problem as it impacts the mental health of nurses, decreases job satisfaction, and can lead to high turnover rates. Moreover, it negatively impacts teamwork and communication, crucial for patient safety and quality care.

Suggestions for a New Nurse:

New nurses should familiarize themselves with institutional policies and protocols related to workplace violence. They should also seek guidance and support from experienced colleagues and not hesitate to report any incidents of violence or bullying.

Joining a Movement that Pushes for a Healthy Workforce:

Nurses should also consider joining movements that advocate for a healthier and safer workforce. These movements can provide a platform for collective action, bring attention to these issues, and drive necessary changes at the policy level.

Conclusion:

Workplace violence and bullying are serious issues in nursing that require attention and action. Nurses must ensure a safe, respectful, and supportive work environment.

References:

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