



Enrolled Nurse Section
NEW ZEALAND NURSES ORGANISATION

Keeping Ourselves Safe

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“The Year of the ENrolled Nurse”
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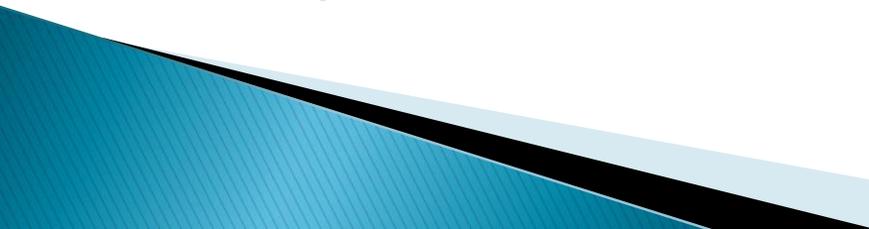
Bullying



The definition of Bullying is where an individual or a group of people with more power, repeatedly and intentionally cause harm or hurt to another person or group of people who feel helpless to respond. Bullying can continue over time, is often hidden and will probably continue if no action is taken.



What Bullying is not

- Single episodes of social rejection or dislike
 - Single episode acts of nastiness or spite
 - Random acts of aggression or intimidation
 - Mutual arguments, disagreements or fights
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Health and Safety; Workplace Bullying

If left unchecked, workplace bullying can affect your worker's health, and damage the workplace culture and profit



Why it matters

Staff who feel safe and healthy are happier, more focused and more productive.

It's easy to think of bullying as something that only happens in the school playground, but workplace bullying is a real issue in New Zealand. It can have a negative impact on everything from people's well being, creativity and innovation to staff retention and profit.

Being bullied can cause psychological harm, and businesses must effectively deal with bullying at work. No one should be made to feel threatened, fearful or unsafe at work. It can create a challenging environment for all, and this leaves the person being bullied unable to focus and more likely to make mistakes.

Bully Behaviour

Direct Bullying

Constantly Criticising

Making belittling remarks

Giving someone the silent treatment

Ridiculing or attacking someone's lifestyle, beliefs or appearance

Indirect Bullying

Taking credit for other people's work

Giving impossible deadlines

Setting people up to fail

Repeatedly giving people belittling tasks that are not in their job description.

To reduce the risk of bullying

- Your workplace should have an anti bullying policy and this should be in every employment agreement
 - Create a workplace culture that encourages people to work together
 - Educate workers, managers, patients and relatives about bullying
 - Ensure workers know how to report unreasonable behaviour
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Keeping Yourself Safe

Fatigue and Shift Work

It's a challenging situation, a catch 22 if you like: nursing is a 24/7 profession but sleep loss, spending extended time awake, working and sleeping at suboptimal times in the circadian body clock cycle, and mental and physical workloads lead to fatigue, which can degrade patient care and increase the risk of clinical error, workplace injuries, and drowsy driving accidents, as well as nursing turnover and healthcare costs.

So what is the solution?



Draft National Code of Practice

This is a new approach which moves the focus from managing the length of shifts to managing the risk of fatigue across different shifts

The draft code encourages DHB's to develop a fatigue and shift work management system (FSMS) to identify hazards, assess risks, mitigate fatigue and monitor fatigue.

Its not just looking at the roster or the shift design. It's a system-based approach that is used in other industries, such as aviation.



Your Health as Nurses

- In relation to nurse's health and safety it is recommended that a minimum of seven hours sleep is attained to maintain health and wellbeing for adults.
 - In otherwise healthy adults, short term consequences of sleep disruption include increased stress responsivity, somatic pain , reduced quality of life, emotional distress and mood disorders, cognitive, memory and performance deficits.
 - Long Term consequences include increased risk of hypertension, cardiovascular disease, weight related issues, metabolic syndrome, type 2 diabetes and colorectal cancer.
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Nurses ask yourself

1. How much sleep have I had?
 2. How long have I been awake?
 3. What time of the day is it?
 4. How well have I been sleeping?
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Conclusions from Safer Nursing 24/7 Project National Survey

With regards to patient safety 49.8% of nurses in the combined category recalled a fatigue-related clinical error.

With regards to nurses' health and safety

In the combined category more than half (51.84%) nurses reported usual sleep of less than 7 hours which is less than recommended for maintaining health & wellbeing.

Hospitals must provide 24/7 nursing cover. The findings of the present survey, together with international research, make a compelling case for a more systematic and effective approach to fatigue and shift work management.

The findings from the NZ survey highlighted the complexity of managing fatigue & shift work across practice areas with different task demands and levels of associated with a fatigue-impaired nurse on duty

Resilience

- Resilience is the ability to bounce back from tough life issues or even positive events and move forward.
 - Resilience is a process in which people show positive behaviour when they run into significant difficulties or trauma.
 - Resilience is the ability for people to find their way through life events both physically and emotionally.
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Resilient People

- Look at things positively
 - Are optimistic
 - Are realistic about themselves and their skills
 - Are determined
 - Accept responsibility for their feelings and actions
 - Manage pressure well
 - Encourage others
 - See problems as challenges
 - Have healthy relationships
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WHAT IS RESILIENCE ?



Being Resilient

Being resilient is helped by getting good amounts of rest and sleep

Some simple tips

- Have your bedroom as dark as possible
 - Cool temperature of 17 to 20 degrees
 - Quiet, use of ear plugs if required
 - A good quality bed
 - Reprioritise your sleep time
 - Enough light exposure during the day to support the body clock
 - Limit screen time
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Thinking Traps

- Jumping to conclusions
 - Blaming ourselves or others for situations for which we are not responsible
 - Making assumptions
 - Making false conclusions about a situation based on how we feel rather than on evidence.
 - Making things bigger or smaller than they are.
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Thinking Skills

- Keeping things in perspective
 - Not dwelling on What-ifs
 - Focusing on the task one step at a time
 - Taking control of the situation, taking time to plan ahead when possible
 - Getting to know our emotions and the impact on peers, patients & families
 - Learning to accept change as part of everyday life at home & work
 - Focusing on teamwork and doing well, being positive brings out the best in us and those around us
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The Head of Resilience



Employer Assistance Programme (EAP)

- We believe that many employers provide EAP and this is a confidential service and your employer does not know who has accessed this service although the employer is charged for the service.
 - We have both accessed EAP with excellent results and made to feel positive about ourselves with good outcomes.
 - Don't be afraid to seek support and guidance, you need to keep yourself safe
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WEBSITES:

www.safernursing24-7.org.nz

www.worksafe.govt.nz

REFERENCES:

National Centre Against Bullying

Worksafe New Zealand

Health Central. NZ Nursing Edition July 2019

Safer Nursing 24/7 Project

Vitae

EAP Services NZ

