

Do Nurses Eat their Young?

A Bullying Prevention Program for Nursing Profession: Integrative Review



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Background

- A growing body of scientific evidence reports increased prevalence of workplace incivility, lateral violence, and bullying
- Occupational Safety and Health Administration (OSHA) reports over 50 percent of registered nurses and nursing students were verbally abused in a 12-month period
- Such events are negatively associated with physical, psychological and professional spheres of the victims

Aims

- Examine various programs designed to promote civility in academic and clinical settings for nursing students/ nurses
- Identify the nature of intervention, outcomes, and impact, and effectiveness

Methods

Identification of studies via databases

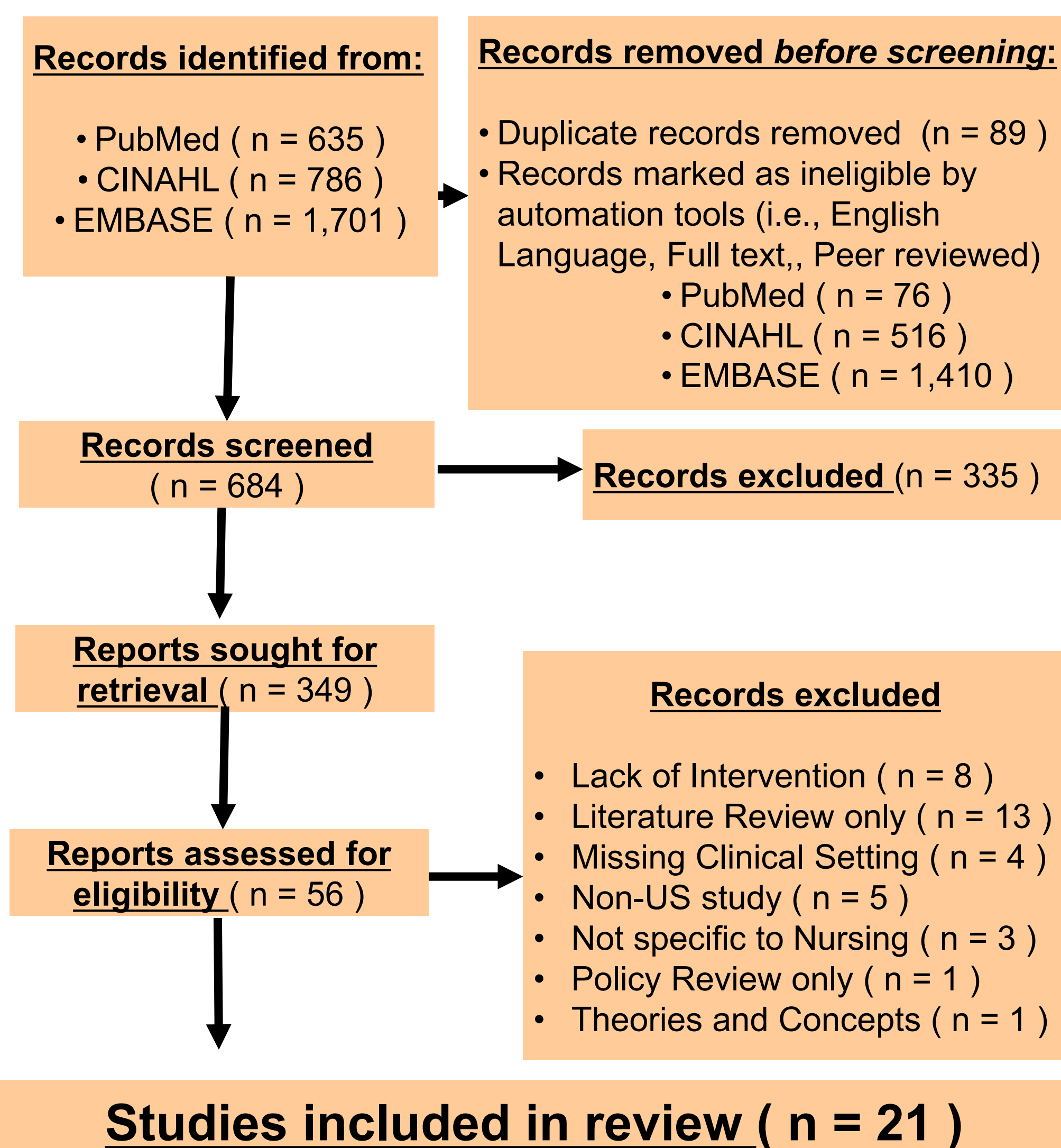


Figure 1. PRISMA Flow Diagram

Methods (cont.)

- Utilizing three electronic databases, scientific studies which included interventions designed to increase civility (e.g., anti-bullying program) in nursing profession was identified
- All relevant articles were screened for eligibility, using title/ abstract review and full-text review
- Eligibility criteria were
 - Peer review research articles; Written in English; Included at least one intervention targeting civility training and/or anti-bullying programs; Described intervention outcomes and/ or effectiveness

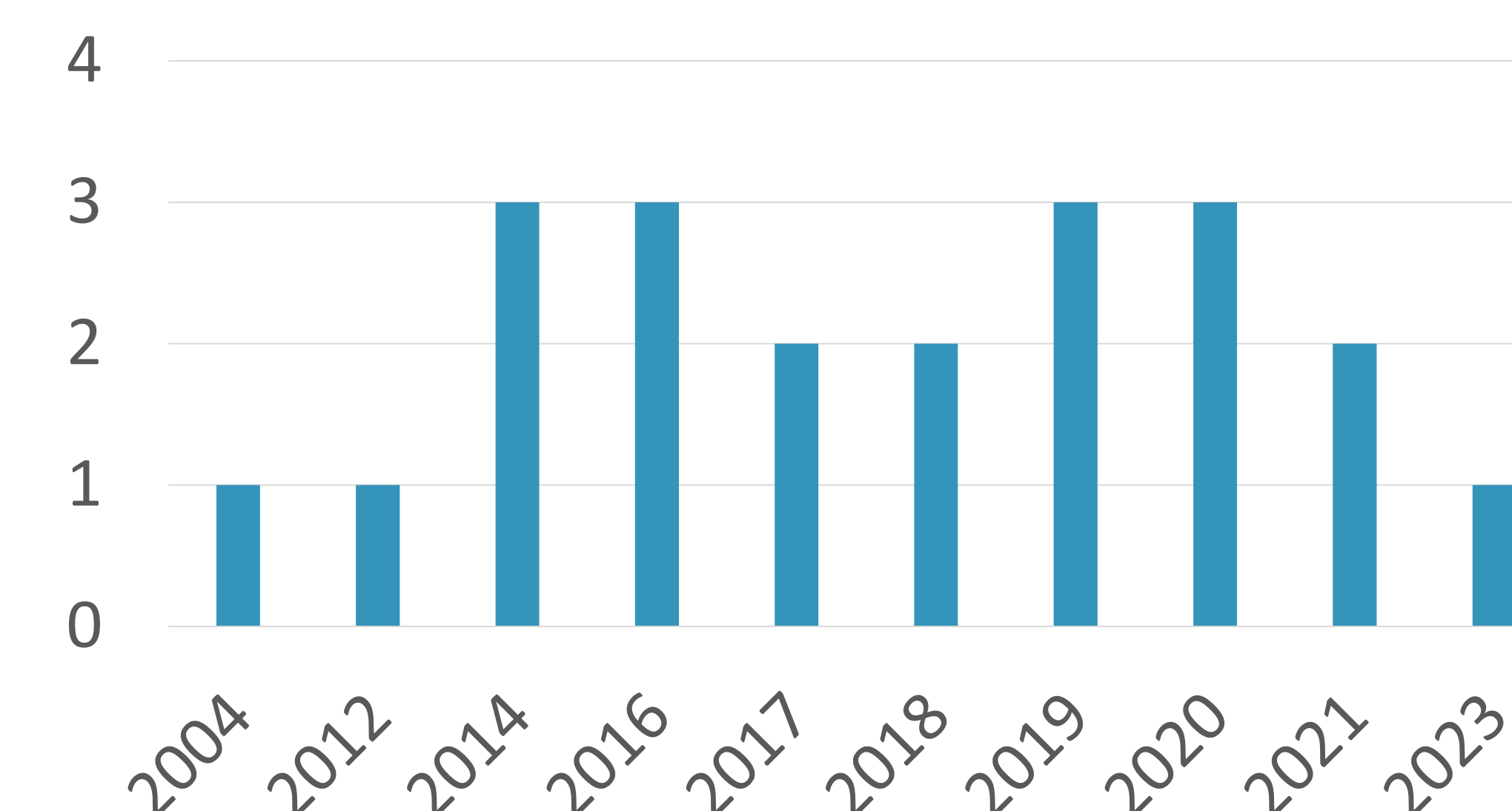
Results

- Included studies aimed to identify whether intervention/ training implemented had impact on increased awareness, and knowledge of incivility in nursing profession
- Majority of studies (n = 13; 62%) included clinical nursing staff as study participants, while only 14% (n = 3) of the studies included New Grad Nurses as study participant
- Only 19% (n = 4) of studies implemented civility training and/ or anti-bullying curriculum for undergraduate nurse students (e.g., senior and sophomore)
- Cognitive Rehearsal (CR) was the most widely used method in civility training. CR is rooted in behavioral science, and individuals work with a skilled facilitator to discuss and rehearse effective ways to address a particular problem or social situation
- Duration of intervention varied; ranging between one session (total of 25-minutes) to a day
- Workplace Incivility Scale was most commonly used to examine effectiveness of intervention and/or to assess if significant changes pre-, post intervention
- All studies that were conducted in a hospital setting were unit-specific (e.g., Medical Surgical, Emergency room)

Table 1. Study Participants

Mean	1,179
Median	26
Mode	16
Mimumum	8
Maximum	22,385
Range	8 - 22,385
Total (N)	23,567

Chart 1. Number of Publications per year



Discussion

- Damaging consequences of incivility and bullying in nursing profession are evident
- External factors (e.g., unit specific factors) may influence effectiveness of programs
- A few studies shared statistically significant changes in perception, and positive changes in behaviors (e.g., increased collaboration amongst nurses)
- Studies with no significant difference shared that there might be a positive culture shift, where importance of civility is widely understood

Conclusion

- Various programs and trainings for bullying prevention are available for academic and clinical settings
- Implementation of such programs pose potential to improve civility in nursing

Recommendations

- Incorporating civility, and conflict resolution training in nursing curriculum is needed
- Longitudinal studies are warranted to identify most effective interventions for nurses of all experiences (e.g., student, new grad, novice, and seasoned nurses)
- Rigorous research activities is needed to design evidence-based and strategic program to foster culture of civility
- Identifying facilitating vs. hindering factors in implementing anti-bullying program might guide the next step to in changing the culture of *Nurses Eat their Young*

