

Creating respectful workplaces for nurses in regional acute care settings

ACTRN12618002007213

Status	RECRUITING
Sponsor	The University Of Newcastle
Enrollment	228 participants

Plain Language Summary

This study looks at whether workplace training workshops can make hospital environments more respectful and supportive for nurses in regional areas of New South Wales. Disrespectful behaviour at work — such as bullying or incivility — is a known problem in healthcare, and it can harm both staff wellbeing and patient care. The Hunter New England Local Health District has developed workshops to address this, and this research is testing how effective those workshops actually are.

The study involves three types of nurses: newly graduated nurses in their first year of work, experienced registered nurses on medical and surgical wards, and nurse unit managers who lead those wards. All participants attend face-to-face workshops and then researchers measure whether workplace culture becomes more respectful over time.

You may be eligible if you are a registered nurse or nurse unit manager working in a medical or surgical ward at a participating hospital in the Hunter New England region, working at least 0.6 full-time equivalent, and you have not previously attended these workshops. New graduate nurses must be in their Transition to Practice Program and employed for under one year.

Key Eligibility Criteria

Inclusion (17)

-) Acute Hospital within HNELHD
-) Low percentage of previous attendance at Respectful Workplace Workshops.
-) Run or Provide a Transition to Practice Program (TPP)
-) Located in one of nominated hospitals
-) Is a medical/surgical ward.

... and 12 more (see full listing online)

Exclusion (12)

-) Those that are speciality wards (i.e. ED, NICU, Paediatrics, ICU)
-) Community health and mental health
-) Wards with Acting NUMs or wards with expected change of leadership over the study period.
-) Employed over 2 years
-) Not on TPP

... and 7 more (see full listing online)

Locations (4 total)

Tamworth Rural Referral Hospital - Tamworth, NSW, Australia
Manning Rural Referral Hospital (Taree) - Taree, NSW, Australia
Armidale Rural Referral Hospital - Armidale, NSW, Australia

... and 1 more locations

<https://www.anzctr.org.au/Trial/Registration/TrialReview.aspx?ACTRN=ACTRN12618002007213>

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