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Nursing Emergency
 High Dependency
 Intensive Care
Research Infection
 Antibiotic Resistance
 Regenerative Medicine

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Submission on Terms of Reference

Dear Educating the Nurse of the Future Secretariat,

In 2017 a group of young and motivated nurses, myself among them, formed a research group called *Inedible Nurses*; so-called due to the ever-prevalent saying "nurses eat their young". We believed that there was a strong loss in the young domestically educated nursing workforce due to a culture of workplace bullying and the related sequelae.

It is well laid out in numerous research articles through Australia and the world that lateral violence among nursing staff is disproportionate to other professions, however it is not well documented how this relates to workforce deterioration in Australia. In our research we attempted to draw connections to the student/novice nurse population (nursing students and nurses with less than 5 years' experience) and their experiences in the workplace with respect to lateral violence.

Our results (n=512) offered the following conclusions relevant to your review:

- (1) Lateral violence was a substantial factor in motivating student nurses to abandon their nursing studies.**
- (2) Lateral violence was a substantial factor in motivating approximately 5% of novice nurses to permanently leave the field of nursing to pursue something else.**
- (3) Lateral violence was reported to occur in 75% of student and novice nurses in our sample.**

Please consider in your review in the trainer-employer gap, that even past the employer's front door turmoil still lingers for novice nurses. There are isolated reports of suicide directly attributed to this matter, plenty more not overtly reported to be linked, and even in our small study, many admitted to maladaptive practices to cope such as excessive drinking, drug use, and self-harm. Whilst your review does not have the scope to cover the welfare of the nurses, **it is surely of note that the poor health that these nurses end up being in both mentally and physically lead to countless lost work days.**

Our data remains unpublished as our project remains incomplete due to the multitudes of issues that come with attempting to pursue independent research unsupported. You are welcome to receive the comprehensive report which discusses mental health outcomes, types of bullying experienced, as well as a detailed demographic breakdown, if you would so wish; the data are also at your disposal should you wish to also receive them.

Unfortunately, I was only alerted of this review recently and missed the registration for consultations in my area. As a very passionate nurse who feels targeted sometimes, and watching my fellow colleagues suffer the same or worse treatment, it is entirely understandable why the loss of workforce directly attributed to this problem is as high as it is, **one in twenty**. Personally, I have moved on to microbiology & research as my predominant vocation nursing only infrequently; this may be a prime example of nurses leaving nursing.

If you would like to discuss this any further please do not hesitate to contact me, preferably by email.

Kind regards,

Robbie R. Haines
Registered Nurse