

## **Bullying in nursing: How has it changed over 4 decades?**

Nursing is known to have a culture of bullying. While research describes the nature and prevalence of bullying in nursing, little is known about how bullying has changed over time and why it continues to flourish in the nursing profession. This presentation will describe current research into the phenomenon of bullying in the nursing profession over four decades. In particular, it will focus on the factors that contribute to bullying and allow it to persist. During this presentation, participants will:

Explore the ways in which bullying is manifested in nursing; Discuss how the definition of bullying has been conceptualised over time; Examine factors that may fuel the prevalence of bullying in nursing; Identify strategies for the prevention and effective management of the problem.

Bullying within the nursing profession requires us to not only acknowledge 'the elephant in the room', but also to closely examine the antecedents and impacts of this increasingly pernicious phenomenon. Understanding and recognising bullying will ensure the best possible outcomes for the nursing profession and, more importantly, the patients for whom we provide care.

3-5 points for the key takeaways delegates will learn: The face of bullying has changed  
Bullying needs to be re-conceptualised for it to be effectively managed  
The importance of understanding factors that contribute to the emergence and development of bullying