The Hopkins Centre
Research for Rehabilitation and Resilience

Workplace factors that contribute to nurses' wellbeing in tertiary mental health care: A scoping review

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Introduction

Responsive, integrated, safe and effective (i.e., quality) care depends on individual nurses' professional practice together with the practice environment (Stallings-Welden & Shirey, 2015).

A sense of personal wellbeing, shared decision-making, leadership, safety, quality and professional development are six service standards that support quality nursing care (Dans, Pabico, Tate & Hume, 2017).

Wellbeing has been linked with job satisfaction, personal assessment of own health, and measures of work engagement. Nurses' wellbeing was identified by mental health nurses as a priority area for action within tertiary services.

Research Question

What workplace factors contribute to nurses' wellbeing in tertiary mental health care?

Method

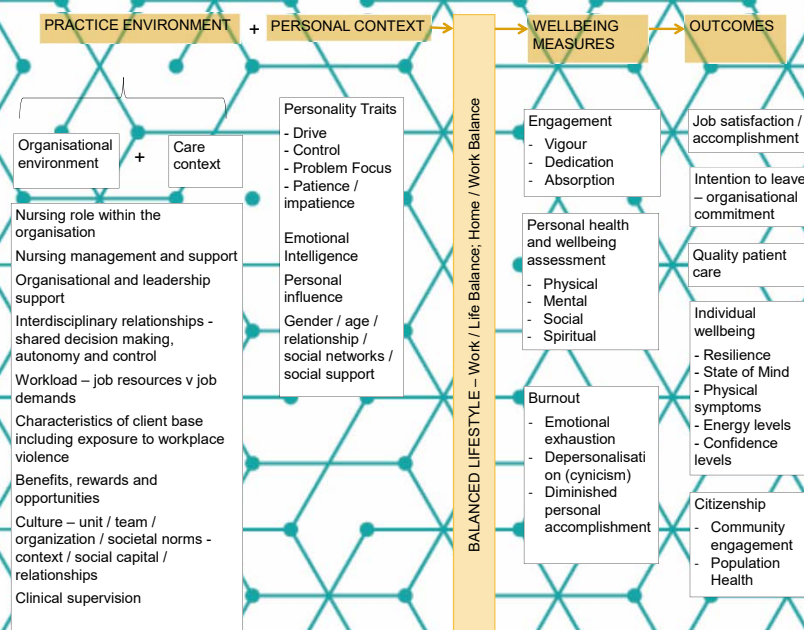Scoping review as per Arksey and O'Malley (2005) and as refined by Colquhoun, Levac et al (2014).

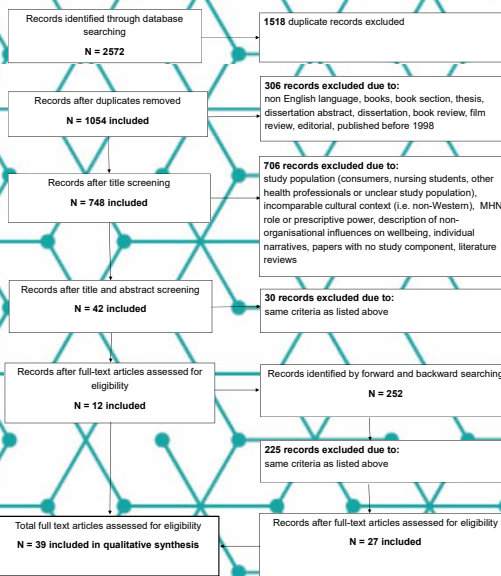Figure 1: Literature informed framework of nurses' wellbeing

Figure 2: systematic selection of studies for inclusion

Results

Structuring care provision:
Mental health nurses working in acute care environments appear more stressed than nurses working in other contexts. The way that care is organised within the system creates more or less possibilities for healthy and sustainable workplaces that do or do not support nurses' wellbeing.

Practice environment
Five factors in the practice environment that influence nurses' wellbeing were identified: (1) Scope and clarity of nurses' roles; (2) Managerial leadership style; (3) Communication and appropriate flow of information; (4) Working conditions (staffing, pay, work hours, regulations, administration and opportunities for career advancement); and (5) Interdisciplinary relationships (i.e., strength of relationship, level of conflict, efficacy of teamwork).

Caring work
Identified factors that influence wellbeing and are associated with nurses' care work include: (1) Patient characteristics; (2) Occupational violence; (3) Workload; and (4) Social support.

Discussion/Conclusion

Managerial support is key for optimising wellbeing outcomes of nurses. A transformational leadership style is encouraged.

A sense of being supported is important for nurses within organisational and direct care contexts. Appropriate personal and social support that extends beyond organisational and care contexts is necessary. Therefore, nurses need easy access to multiple support systems if their wellbeing is to be optimised.

References

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Dans, M., Pabico, C., Tate, M., & Hume, L. (2017). Understanding the New Pathway to Excellence® Standards. *Nurse Leader, 15*(1), 49-52. doi:https://doi.org/10.1016/j.mnl.2016.09.010

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