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### Policy and Guidance

**UK Government**

**Ebola virus: UK government response**

**Department of Health**

**Guidance**
EAGA guidance on HIV post-exposure prophylaxis
From: Department of Health
First published: 19 September 2008
Last updated: 8 September 2014, see all updates
Part of: Protecting patients from avoidable harm

Updated guidance on occupational HIV post-exposure prophylaxis (PEP) from the UK Chief Medical Officers' Expert Advisory Group on AIDS (EAGA).

**National Institute for Health and Care Excellence (NICE)**

Exercise referral schemes to promote physical activity
NICE guidelines [PH54] Published date: September 2014

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### New and Updated Cochrane Systematic Reviews

**New Reviews – August 2014**

- Manual therapy and exercise for adhesive capsulitis (frozen shoulder)
- Motivational interviewing for alcohol misuse in young adults
- Pharmacological interventions for sleepiness and sleep disturbances caused by shift work

**Updated Reviews – August 2014**

- Exercise interventions for smoking cessation
- Exit interviews to reduce turnover amongst healthcare professionals
Removal of nail polish and finger rings to prevent surgical infection

New Reviews – September 2014

Repetitive transcranial magnetic stimulation (rTMS) for panic disorder in adults

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1. A pilot study to evaluate mindfulness as a strategy to improve inpatient nurse and patient experiences
Citation: Applied Nursing Research, Aug 2014, vol. 27, no. 3, p. 198-201, 0897-1897 (August 2014)
Author(s): Horner, Janice K.; Piercy, Brigit S.; Eure, Lois; Woodard, Elizabeth K.
Abstract: The purpose of the Mindful Nursing Pilot Study was to explore the impact of mindfulness training for nursing staff on levels of mindfulness, compassion satisfaction, burnout, and stress. In addition, the study attempted to determine the impact on patient satisfaction scores. The pilot was designed as a quasi-experimental research study; staff on one nursing unit participated in the 10-week mindfulness training program while another,
similar nursing unit served as the control group. The intervention group showed improvement in levels of mindfulness, burnout, and stress as well as patient satisfaction while the control group remained largely the same. This pilot provides encouraging results that suggest that replication and further study of mindfulness in the workplace would be beneficial. [PUBLICATION] 9 references

Source: BNI

2. A review of best work-absence management and return-to-work practices for workers with musculoskeletal or common mental disorders.

**Citation:** Work, 01 August 2014, vol./is. 48/4(579-589), 10519815

**Author(s):** Durand, Marie-José; Corbière, Marc; Coutu, Marie-France; Reinharz, Daniel; Albert, Valérie

**Language:** English

**Abstract:** BACKGROUND: Workplace absenteeism is still a curse for developed countries, and more systematic practices need to be adopted to address this issue. OBJECTIVE: To review the literature on best practices for managing work absences related to musculoskeletal or common mental disorders. METHODS: A review was conducted by performing a search in bibliographic databases and on work-disability research institute websites. Recommendations regarding work-absence management and return-to-work practices were extracted from all the retained documents and organized within a chronological framework. RESULTS: In total, 17 documents were analyzed, leading to identification of common work-absence management and return-to-work practices, the importance of a worker support approach, and recommended roles and responsibilities for stakeholders. These practices were then integrated into a six-step process: (1) time off and recovery period; (2) initial contact with the worker; (3) evaluation of the worker and his job tasks; (4) development of a return-to-work plan with accommodations; (5) work resumption, and (6) follow-up of the return-to-work process. CONCLUSIONS: Based on this review, we constructed a comprehensive work-absence management and return-to-work process designed to assist organizations. Our results indicate that such a process must be included within a broader policy of health promotion and job retention. Adaptations will be required for implementation in the workplace.

**Publication Type:** journal article

**Source:** CINAHL

3. An Integrative Review: Fatigue Among Nurses in Acute Care Settings

**Citation:** Journal of Nursing Administration, Sep 2014, vol. 44, no. 9, p. 487-494, 0002-0443 (September 2014)

**Author(s):** Smith-Miller, Cheryl A; Shaw-Kokot, Julia; Curro, Brooke; Jones, Cheryl B

**Abstract:** Smith-Miller and Shaw-Kokot examine current research related to nurse fatigue and identify effective prevention strategies. Nurses experience high rates of fatigue. Shifts longer than 12 hours contribute to increased fatigue and errors, but the evidence was inconsistent with regard to age and fatigue level. Individual lifestyle, unit culture, and organization policies influence the prevalence and intensity of work-related fatigue.

[PUBLICATION] 62 references

**Source:** BNI

4. Antecedents, consequences and interventions for workplace bullying

**Citation:** Current Opinion in Psychiatry, September 2014, vol./is. 27/5(364-368), 0951-7367;1473-6578 (September 2014)

**Author(s):** Kemp V.

**Language:** English

**Abstract:** PURPOSE OF REVIEW: The issue of workplace bullying has become an area of research interest in the last 3 decades. Much of the extant literature is published in the business management journals. This is problematic as the targets of workplace bullying may need psychiatric treatment; as a discipline, therefore psychiatrists may benefit from a deeper understanding of the nature of workplace bullying and its sequelae. RECENT FINDINGS: There is still no agreed upon definition, although most definitions include similar criteria. Managers and human resources personnel frequently have difficulty identifying and effectively managing workplace bullying. The consequences for the targets of bullying can be severe; they may need psychiatric treatment and it can have a lifelong impact. There is a paucity of research into effective prevention and intervention programs. Preventive measures that focus on the whole workplace culture or on targets alone have mixed results. Workplace policies and procedures may lessen the prevalence and incidence of bullying, but often competing interests of senior management, human resources personnel, supervisors and workers may mitigate any antibullying interventions. SUMMARY: Although psychiatrists are likely to treat the targets of bullying, bullying has yet to attract much attention as a research topic in psychiatry. Although the consequences of bullying can be severe for both targets and workplaces, prevention strategies are
hampered by competing interests. 2014 Wolters Kluwer Health | Lippincott Williams & Wilkins.
Publication Type: Journal: Review
Source: EMBASE

5. Assessment of exposure to shiftwork mechanisms in the general population: The development of a new job-exposure matrix
Citation: Occupational and Environmental Medicine, October 2014, vol./is. 71/10(723-729), 1351-0711;1470-7926 (01 Oct 2014)
Author(s): Fernandez R.C.; Peters S.; Carey R.N.; Davies M.J.; Fritschi L.
Language: English
Abstract: Methods Occupational history and shiftwork exposure data were obtained from a population-based breast cancer case-control study. Exposure to light at night, phase shift, sleep disturbances, poor diet, lack of physical activity, lack of vitamin D, and graveyard and early morning shifts, was calculated by occupational code. Three threshold values based on the frequency of exposure were considered (10%, 30% and 50%) for use as cut-offs in determining exposure for each occupational code. JEM-based exposure classification was compared with that from the OccIDEAS application (job-specific questionnaires and assessment by rules) by assessing the effect on the OR for phase shift and breast cancer. Using data from the Australian Workplace Exposure Study, the specificity and sensitivity of the threshold values were calculated for each exposure variable.
Publication Type: Journal: Article
Source: EMBASE
Full text: Available Highwire Press at Occupational and environmental medicine

6. Burden of reduced work productivity among people with chronic knee pain: A systematic review
Citation: Occupational and Environmental Medicine, September 2014, vol./is. 71/9(651-659), 1351-0711;1470-7926 (September 2014)
Author(s): Agaliotis M.; Mackey M.G.; Jan S.; Fransen M.
Language: English
Abstract: Objective: The aims of this systematic review were to determine the prevalence of reduced work productivity among people with chronic knee pain as well as specifically categorise determinants of work productivity losses into individual, disease and work-related factors, conduct an evaluation of study methodological quality and present a best-evidence synthesis. Methods: We searched the literature using combinations of key words such as knee pain, knee osteoarthritis, absenteeism (days taken off work) and presenteeism (reduced productivity while at work) for observational studies published in English. Methodological quality appraisal and a best-evidence synthesis were used to pool the study findings. Results: The studies were conducted exclusively in high income countries of North America, Western Europe and Hong Kong. 17 studies were included in the review, 10 measuring absenteeism and six measuring presenteeism. Of the 10 studies reporting absenteeism, seven found a 12-month absenteeism prevalence ranging from 5% to 22%. Only two studies evaluated presenteeism prevalence and reported a range from 66% to 71%. Using best-evidence synthesis: three high quality cohort studies and three cross-sectional studies provided strong evidence that knee pain or knee osteoarthritis was associated with absenteeism; two high quality cross-sectional studies and one cohort study provided limited evidence for an association with presenteeism; one cross-sectional study provided limited evidence for an association among age, high job demands and low coworker support and absenteeism among nurses with knee pain. No studies examined individual or work-related factors associated with presenteeism. Conclusions: A number of high quality studies consistently demonstrated that chronic knee pain or knee osteoarthritis is associated with absenteeism. However, data are lacking regarding presenteeism and individual or work-related risk factors for reduced work productivity among older workers with chronic knee pain. Systematic review registration number: PROSPERO registry number: CRD42013004137.
Publication Type: Journal: Review
Source: EMBASE
Full text: Available Highwire Press at Occupational and environmental medicine

7. Carers need care too
Citation: Nursing Standard, Aug 2014, vol. 28, no. 51, p. 63., 0029-6570 (August 20, 2014)
Author(s): Kendall-Raynor, Petra
Abstract: Nurses who work part time may experience reduced access to occupational health services, especially if they work night shifts. [PUBLICATION] 3 references
Source: BNI
8. Championing mental health at work: emerging practice from innovative projects in the UK

Citation: Health Promotion International, Sep 2014, vol. 29, no. 3, p. 583-595, 0957-4824 (September 2014)

Author(s): Robinson, Mark; Tilford, Sylvia; Branney, Peter; Kinsella, Karina

Abstract: This paper examines the value of participatory approaches within interventions aimed at promoting mental health and wellbeing in the workplace. Specifically the paper explores data from the thematic evaluation of the Mental Health and Employment project strand within the Altogether Better programme being implemented in England in the Yorkshire and Humber region, which was funded through the BIG Lottery and aimed to empower people across the region to lead better lives. The evaluation combined a systematic evidence review with semi-structured interviews across mental health and employment projects. Drawing on both evaluation elements, the paper examines the potential of workplace-based 'business champions' to facilitate organizational culture change within enterprises within a deprived regional socio-economic environment. First, the paper identifies key policy drivers for interventions around mental health and employment, summarizes evidence review findings and describes the range of activities within three projects. The role of the 'business champion' emerged as crucial to these interventions and therefore, secondly, the paper examines how champions' potential to make a difference depends on the work settings and their existing roles, skills and motivation. In particular, champions can proactively coordinate project strands, embed the project, encourage participation, raise awareness, encourage changes to work procedures and strengthen networks and partnerships. The paper explores how these processes can facilitate changes in organizational culture. Challenges of implementation are identified, including achieving leverage with senior management, handover of ownership to fellow employees, assessing impact and sustainability. Finally, implications for policy and practice are discussed, and conclusions drawn concerning the roles of champions within different workplace environments. [PUBLICATION]

Source: BNI

Full text: Available Oxford University Press NHS Pilot 2014 (NESLi2) at Health Promotion International

9. Comparative cost-effectiveness of two interventions to promote work functioning by targeting mental health complaints among nurses: Pragmatic cluster randomised trial.

Citation: International Journal of Nursing Studies, 01 October 2014, vol./is. 51/10(1321-1331), 00207489

Author(s): Noben, Cindy; Smit, Filip; Nieuwenhuijzen, Karen; Ketelaar, Sarah; Gärtner, Fania; Boon, Brigitte; Sluiter, Judith; Evers, Silvia

Language: English

Abstract: Background: The specific job demands of working in a hospital may place nurses at elevated risk for developing distress, anxiety and depression. Screening followed by referral to early interventions may reduce the incidence of these health problems and promote work functioning. Objective: To evaluate the comparative cost-effectiveness of two strategies to promote work functioning among nurses by reducing symptoms of mental health complaints. Three conditions were compared: the control condition consisted of online screening for mental health problems without feedback about the screening results. The occupational physician condition consisted of screening, feedback and referral to the occupational physician for screen-positive nurses. The third condition included screening, feedback, and referral to e-mental health. Design: The study was designed as an economic evaluation alongside a pragmatic cluster randomised controlled trial with randomisation at hospital-ward level. Setting and participants: The study included 617 nurses in one academic medical centre in the Netherlands. Methods: Treatment response was defined as an improvement on the Nurses Work Functioning Questionnaire of at least 40% between baseline and follow-up. Total per-participant costs encompassed intervention costs, direct medical and non-medical costs, and indirect costs stemming from lost productivity due to absenteeism and presenteeism. All costs were indexed for the year 2011. Results: At 6 months follow-up, significant improvement in work functioning occurred in 20%, 24% and 16% of the participating nurses in the control condition, the occupational physician condition and the e-mental health condition, respectively. In these conditions the total average annualised costs were €1752, €1266 and €1375 per nurse. The median incremental cost-effectiveness ratio for the occupational physician condition versus the control condition was dominant, suggesting cost savings of €5049 per treatment responder. The incremental cost-effectiveness ratio for the e-mental health condition versus the control condition was estimated at €4054 (added costs) per treatment responder. Sensitivity analyses attested to the robustness of these findings.

Publication Type: journal article

Source: CINAHL

10. Do Workplace Health Promotion (Wellness) Programs Work?
Abstract: Objective: To respond to the question, “Do workplace health promotion programs work?”
Methods: A compilation of the evidence on workplace programs' effectiveness coupled with recommendations for critical review of outcome studies. Also, reviewed are recent studies questioning the value of workplace programs.
Results: Evidence accumulated over the past three decades shows that well-designed and well-executed programs that are founded on evidence-based principles can achieve positive health and financial outcomes.
Conclusions: Employers seeking a program that “works” are urged to consider their goals and whether they have an organizational culture that can facilitate success. Employers who choose to adopt a health promotion program should use best and promising practices to maximize the likelihood of achieving positive results.

11. Hands4U: The effectiveness of a multifaceted implementation strategy on behaviour related to the prevention of hand eczema - A randomised controlled trial among healthcare workers

Abstract: Objectives: To investigate the effects of a multifaceted implementation strategy on behaviour, behavioural determinants, knowledge and awareness of healthcare workers regarding the use of recommendations to prevent hand eczema. Methods: The Hands4U study is a randomised controlled trial. A total of 48 departments (n=1649 workers) were randomly allocated to the multifaceted implementation strategy or the control group (minimal implementation strategy). Within the departments designated to the multifaceted implementation strategy, participatory working groups were set up to enhance the implementation of the recommendations for hand eczema. In addition, working group members were trained to become role models, and an education session was given within the department. Outcome measures were awareness, knowledge, receiving information, behaviour and behavioural determinants. Data were collected at baseline, with a 3- and 6-month follow-up. Results: Statistically significant effects were found after 6 months for awareness (OR 6.30; 95% CI 3.41 to 11.63), knowledge (B 0.74; 95% CI 0.54 to 0.95), receiving information (OR 9.81; 95% CI 5.60 to 17.18), washing hands (B -0.40; 95% -0.51 to -0.29), use of moisturiser (B 0.29; 95% CI 0.20 to 0.38), cotton under gloves (OR 3.94; 95% CI 2.04 to 7.60) and the overall compliance measure (B 0.14; 95% CI 0.02 to 0.26), as a result of the multifaceted implementation strategy. No effects were found for behavioural determinants. Conclusions: The multifaceted implementation strategy can be used in healthcare settings to enhance the implementation of recommendations for the prevention of hand eczema.

12. Health effects of employment: A systematic review of prospective studies

Abstract: Conclusions This systematic review indicates that employment is beneficial for health, particularly for depression and general mental health. There is a need for more research on the effects of employment on specific physical health effects and mortality to fill the knowledge gaps.

13. Help out of the habit
14. Hospitals told to ban junk food and offer staff incentives to lose weight

Author(s): Keogh, Kat
Abstract: NHS England chief executive Simon Stevens says staff should slim down to set an example to patients. But how has his edict been received? [PUBLICATION] 0 references
Source: BNI
Full text: Available Nursing Standard at Nursing Standard

15. Impact of organizational policies and practices on workplace injuries in a hospital setting

Citation: Journal of Occupational and Environmental Medicine, August 2014, vol./is.56/8(802-808), 1076-2752;1536-5948 (August 2014)
Author(s): Tveito T.H.; Sembajwe G.; Boden L.I.; Dennerlein J.T.; Wagner G.R.; Kenwood C.;Stoddard A.M.; Reme S.E.; Hopcia K.; Hashimoto D.; Shaw W.S.; Sorensen G.
Language: English
Abstract: Objective: This study aimed to assess relationships between perceptions of organizational practices and policies (OPP), social support, and injury rates among workers in hospital units. Methods: A total of 1230 hospital workers provided survey data on OPP, job flexibility, and social support. Demographic data and unit injury rates were collected from the hospitals’ administrative databases. RESULTS:: Injury rates were lower in units where workers reported higher OPP scores and high social support. These relationships were mainly observed among registered nurses. Registered nurses perceived coworker support and OPP as less satisfactory than patient care associates (PCAs). Nevertheless, because of the low number of PCAs at each unit, results for the PCAs are preliminary and should be further researched in future studies with larger sample sizes. Conclusions: Employers aiming to reduce injuries in hospitals could focus on good OPP and supportive work environment. Copyright 2014 by American College of Occupational and Environmental Medicine.
Publication Type: Journal: Article
Source: EMBASE

16. Influenza: disease, epidemiology and the importance of vaccination uptake by healthcare workers

Citation: Primary Health Care, Aug 2014, vol. 24, no. 7, p. 33-38, 0264-5033 (August 26, 2014)
Author(s): Goodband, Adam; Oakley, Simon; Rayner, Judith; Toms, Jessica; Brostoff, Josh
Abstract: Continuing professional development article no. PHC860. Influenza viruses present challenges to healthcare systems and vaccination co-ordinators around the world. Global surveillance of this potentially devastating pathogen is ongoing and vaccine producers alter their products accordingly each year. While the impact of influenza pandemics is profound and such events are planned for, the impact of seasonal epidemic events should not be underestimated. In some cases, the cumulative death toll from seasonal outbreaks is greater than that caused by far rarer pandemic events. A critical programme for limiting the impact of seasonal outbreaks in the UK is the vaccination of front line healthcare workers against influenza. This article will outline the clinical impact of influenza viruses and examine why healthcare staff need to be vaccinated. [PUBLICATION] 25 references
Source: BNI
Full text: Available Primary Health Care at Primary Health Care

17. Interventions to reduce injuries when transferring patients: A critical appraisal of reviews and a realist synthesis.

Citation: International Journal of Nursing Studies, 01 October 2014, vol./is. 51/10(1381-1394), 00207489
Author(s): Thomas, David R.; Thomas, Yoke Leng N.
Language: English
Abstract: Objectives: There has been extensive investment in programmes to reduce injuries among health care staff caused by moving and handling patients or residents. Given conflicting evidence regarding the effectiveness of such programmes, the present paper conducted a critical appraisal of systematic reviews assessing the effectiveness of interventions in reducing back pain and injuries among healthcare staff. A realist synthesis was conducted
on a second set of reports to identify best practices for moving and handling programmes. Design: A critical appraisal of systematic reviews and a realist synthesis to identify best practices for moving and handling programmes. Data sources: A literature search of five databases (Medline, EMBASE, CINAHL, PsycINFO and ScienceDirect) located 150 reports assessing programme outcomes published in refereed journals between 2000 and 2013. Review methods: The critical appraisal included six systematic reviews. The realist synthesis included 47 studies that provided descriptive information about programme mechanisms. Results: Five of the six systematic reviews covered interventions involving either staff training or training and equipment supply. One review covered multi-component interventions. All concluded that training staff by itself was ineffective. There were differing conclusions regarding the effectiveness of training and equipment interventions and multi-component programmes. The reviews provided little information about the content of programme components. The realist synthesis noted the need for management commitment and support, and six core programme components; a policy requiring safe transfer practices, ergonomic assessment of spaces where people are transferred, transfer equipment including lifts, specific risk assessment protocols, adequate training of all care staff, and coordinators coaches or resource staff. These programme components are likely to be synergistic; omitting one component weakens the impact of the other components. Conclusions: Five systematic reviews provided little information regarding the core components of effective programmes. Given the absence of experimental trials for multi-component programmes, the best available evidence for the effectiveness of multi-component programmes is from pre-post studies and large-scale surveys. The realist synthesis provided detailed information about the core components for effective programmes. Further studies, which include qualitative data, are needed to provide evidence about the specific mechanisms through which components contribute to effective patient handling programmes.

18. Join our campaign to make workplace meals healthier
Citation: Nursing Standard, Sep 2014, vol. 29, no. 3, p. 14-15, 0029-6570 (September 17, 2014)
Author(s): Keogh, Kat; Osborne, Katie
Abstract: As we begin our drive to help nurses eat well, Kat Keogh and Katie Osborne look at the food served in hospital canteens
Source: BNI
Full text: Available Nursing Standard at Nursing Standard

Citation: Journal of Occupational & Environmental Medicine, 01 July 2014, vol./is. 56/7(721-731), 10762752
Author(s): Aikens, Kimberly A.; Astin, John; Pelletier, Kenneth R.; Levanovich, Kristin; Baase, Catherine M.; Yeo Yung Park; Bodnar, Catherine M.
Language: English
Abstract: Objective: The objective of this study was to determine whether a mindfulness program, created for the workplace, was both practical and efficacious in decreasing employee stress while enhancing resiliency and well-being. Methods: Participants (89) recruited from The Dow Chemical Company were selected and randomly assigned to an online mindfulness intervention (n = 44) or wait-list control (n = 45). Participants completed the Perceived Stress Scale, the Five Facets of Mindfulness Questionnaire, the Connor-Davidson Resiliency Scale, and the Shirom Vigor Scale at pre- and postintervention and 6-month follow-up. Results: The results indicated that the mindfulness intervention group had significant decreases in perceived stress as well as increased mindfulness, resiliency, and vigor. Conclusions: This online mindfulness intervention seems to be both practical and effective in decreasing employee stress, while improving resiliency, vigor, and work engagement, thereby enhancing overall employee well-being.
Publication Type: journal article
Source: CINAHL

Citation: Journal of Health Care Chaplaincy, 01 July 2014, vol./is. 20/3(95-108), 08854726
Author(s): Raab, Kelley
Language: English
Abstract: The relationship between mindfulness and self-compassion is explored in the health care literature, with a corollary emphasis on reducing stress in health care workers and providing compassionate patient care. Health care professionals are particularly vulnerable to stress overload and compassion fatigue due to an emotionally exhausting
environment. Compassion fatigue among caregivers in turn has been associated with less effective delivery of care. Having compassion for others entails self-compassion. In Kristin Neff’s research, self-compassion includes self-kindness, a sense of common humanity, and mindfulness. Both mindfulness and self-compassion involve promoting an attitude of curiosity and nonjudgment towards one’s experiences. Research suggests that mindfulness interventions, particularly those with an added lovingkindness component, have the potential to increase self-compassion among health care workers. Enhancing focus on developing self-compassion using MBSR and other mindfulness interventions for health care workers holds promise for reducing perceived stress and increasing effectiveness of clinical care. 

Publication Type: journal article
Source: CINAHL

21. Professional practice skills for nurses
Citation: Nursing Standard, Sep 2014, vol. 29, no. 1, p. 51-59, 0029-6570 (September 3, 2014)
Author(s): Groves, Winnifred
Abstract: Nurses work in a healthcare system in which different partners in care have different expectations of them. Demands to provide compassionate care that is patient-centred and responsive while adhering to budget constraints are contributing to 'compassion fatigue' and adversely affecting nurses' mood and effectiveness. This article discusses how an understanding of professional practice skills, communication skills and teamwork can help nurses to cope with these conflicting demands and compassion fatigue while performing their professional roles and responsibilities. This approach is discussed in the context of nursing discourse and related professional and government recommendations. [Continuing Professional Development, NS759] [PUBLICATION] 40 references
Source: BNI

Full text: Available Nursing Standard at Nursing Standard

22. Quiet please, for our health's sake
Citation: Nursing Standard, Sep 2014, vol. 29, no. 1, p. 20-21, 0029-6570 (September 3, 2014)
Author(s): Dean, Erin
Abstract: As patients' acuity has increased and hospitals have become busier, noise levels have increased. Excessive noise at night can have negative physiological and psychological effects on patients, delaying their recovery. It can also affect staff wellbeing and performance. Noise can be reduced by educating staff and making simple changes to the clinical environment. [PUBLICATION] 0 references
Source: BNI

Full text: Available Nursing Standard at Nursing Standard

23. Sharps injury watch
Citation: Nursing Standard, Sep 2014, vol. 29, no. 3, p. 63., 0029-6570 (September 17, 2014)
Author(s): De Raeve, Paul
Abstract: Paul De Raeve explains the EU regulation on protecting healthcare workers [PUBLICATION] 3 references
Source: BNI

Full text: Available Nursing Standard at Nursing Standard

24. Short rest periods between work shifts predict sleep and health problems in nurses at 1-year follow-up
Citation: Occupational and Environmental Medicine, August 2014, vol./is. 71/8(555-561), 1351-0711;1470-7926 (August 2014)
Author(s): Flo E.; Pallesen S.; Moen B.E.; Waage S.; Bjorvatn B.
Language: English
Abstract: Objectives: We investigated whether the number of work shifts separated by less than 11 hours (quick returns) at baseline (T1) could predict health problems in nurses at 1-year follow-up (T2). Methods: 1224 nurses responded to a questionnaire-based survey in 2009 (T1) and 2010 (T2). Crude and adjusted logistic regression analyses were completed to assess the association between annual number of quick returns at T1 and the following outcome variables at T2: shift work disorder (SWD), excessive sleepiness (Epworth Sleepiness Scale), pathological fatigue (Chalder Fatigue Scale) and anxiety and depression (Hospital Anxiety and Depression Scale), while controlling for age, gender, the corresponding outcome variable at T1, number of night shifts at T1, change in number of quick returns and number of night shifts from T1 to T2. Results: The adjusted analyses showed that the annual number of quick returns at T1 predicted the occurrence of SWD (OR=1.01, 95% CI 1.00 to 1.01) and pathological fatigue (OR=1.01, 95% CI 1.00 to 1.01) at T2. A decreased number of quick returns from T1 to T2 entailed a reduced risk of pathological fatigue (OR=0.67, 95% CI 0.45 to 0.99) at T2. There was no association between quick returns at
T1 and excessive sleepiness, anxiety or depression at T2 in the adjusted analyses. Conclusions: This is the first longitudinal study investigating the associations between quick returns and future health problems. Quick returns increased the risk of SWD and pathological fatigue at 1-year follow-up. Reducing the number of quick returns from 1 year to the next was related to reduced risk of developing pathological fatigue.

Publication Type: Journal: Article
Source: EMBASE
Full text: Available Highwire Press at Occupational and environmental medicine

25. Unacknowledged threats proffered "in a manner of speaking": Recognizing workplace bullying as shaming
Citation: Journal of Nursing Scholarship, July 2014, vol./is. 46/4(281-291), 1527-6546;1547-5069 (July 2014)
Author(s): Dzurec L.C.; Kennison M.; Albataineh R.
Language: English
Abstract: Purpose: The purpose of this study was to examine workplace bullying victims' perceptions of what they heard their bully counterparts say through their use of prosody. Design: From a sampling frame of 89 manuscripts referenced in the authors' previous studies, we identified a subset (n = 10) that included quotes regarding bullying victims' perceptions of communication experiences with their bully perpetrators. Methods: We used hermeneutics and a recursive metasynthesis to interpret quotes embedded in the manuscripts chosen for this study. Findings: Two-thirds of language is expressed nonverbally through prosody or "manner of speaking"-rhythm, stress, intonation, and vocabulary choice. We found that as bullies communicated with their intended victims over time, they used prosody across subtle, linked communications, or boldly and openly in public venues, to establish a context-embedded, one-way communication process of "doublespeak." Conclusions: Bullies' confusing prosodic communication processes served to recontextualize victims' situations and, through mechanisms largely unacknowledged by the victims, to subtly demean their personhood, and to shame them and render them voiceless. Clinical relevance: This study directs formal attention to the language of workplace bullying. Further study might strengthen opportunities to effectively address and curtail the long-term personal, professional, and organizational injuries deriving from workplace bullying. 2014 Sigma Theta Tau International.
Publication Type: Journal: Article
Source: EMBASE
Full text: Available EBSCOhost at Journal of Nursing Scholarship
Full text: Available EBSCOhost at Journal of Nursing Scholarship

26. Workplace stress: What is the role of positive mental health?
Citation: Journal of Occupational and Environmental Medicine, August 2014, vol./is.56/8(814-819), 1076-2752;1536-5948 (August 2014)
Author(s): Page K.M.; Milner A.J.; Martin A.; Turrell G.; Giles-Corti B.; Lamontagne A.D.
Language: English
Abstract: Objective: To examine whether positive mental health (PMH) - a positively focused well-being construct - moderates the job stress-distress relationship. Methods: Longitudinal regression was used to test two waves of matched, population-level data from a sample of older, working Australian adults (n = 3291) to see whether PMH modified the relationship between work stress and later psychological distress. RESULTS: Time 1 work stress was positively associated with distress at both time points. Positive mental health was negatively associated with work stress at both time points. Positive mental health modified the impact of work stress on psychological distress. This effect only occurred for those with the highest levels of PMH. Conclusions: Positive mental health may help protect workers from the effect of workplace stress but only in a small proportion of the population. Therefore, to improve workplace mental health, workplaces need to both prevent stress and promote PMH. Copyright 2014 by American College of Occupational and Environmental Medicine.
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