Dealing with workplace bullying in the Australian health context: - a health management trainees' perspective

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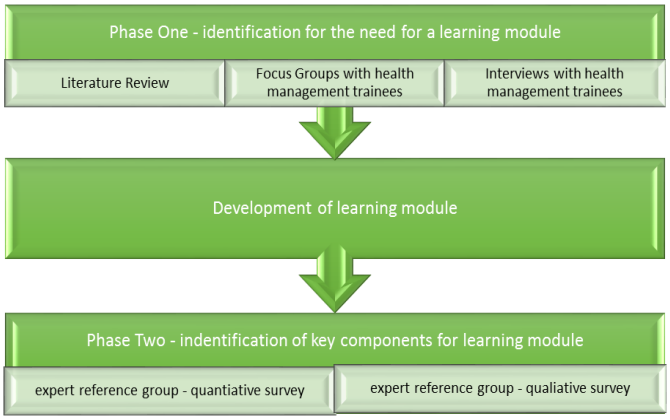
Abstract (300 word limit)

Statement of the Problem: Studies demonstrate workplace bullying is a significant issue, and one which warrants an increased research focus. Workplace bullying is increasingly an issue in the health sector. One identified means of addressing workplace bullying is changing organisational culture through education and awareness raising. There is a sparse literature regarding the perceptions of health management trainees in Australia. Given their role as future leaders in this sector, this is a significant gap. Current literature explores the causes of workplace bullying but does not investigate how health management trainees feel about this behaviour, particularly in an Australian context.

Methodology & Theoretical Orientation: Focus Group and Individual semi-structured interviews were conducted with a range of health management trainees over a one month period. Open ended questions explored participants' views on: definitions; perceptions and attitudes; types of behaviours; effects and impacts and organisational responses to workplace bullying incidents. This two phase mixed method study design employed a literature review and a focus groups to collect data. An international expert reference group (ERG) was formed to review a customised designed learning module and provide feedback on key components and concepts. Participants included international researchers and academics in both Australia and internationally in the field of health and/or workplace bullying.

Conclusion & Significance: Investigating health management trainees' perceptions of workplace bullying identified gaps in the literature particularly from an Australian context. The findings lead to the development of a professional learning module. Assisting organisations to change attitudes towards workplace bullying is vital if we are to deal effectively with the increase in, and the impact of, workplace bullying in Australia.

Image



Recent Publications (minimum 5)

- Chadwick, S. and Travaglia, J. 'Workplace bullying in an Australian health context: a systematic review'. Journal of Health Organisation and Management, Vol 3, Issue 3, August 2017
- Chadwick, S. 'Impacts of Cyberbullying: Building Social and Emotional Resilience in Schools'. Springer Education. January 2014.
- Chadwick, S. and Franklin, N. 'The Impact of Workplace Bullying in Nursing.' Australian Nursing Journal, Vol 21, No 1, July 2013
- Chadwick, S. 'They Can't Hurt Me - a peer-led approach to bullying'. VDM Publishing. April 2010.

Photograph



Biography (150 word limit)

Sharlene Chadwick JP, BEd, MPET, MPET (research thesis), PhD candidate

Sharlene is an experienced educator, speaker and author and has been involved in professional education and training for over 30 years focusing on workplace bullying, cyberbullying, resilience, emotional intelligence, wellbeing and leadership.

She is currently a PhD candidate at the University of Technology Sydney Australia investigating workplace bullying in an Australian health context. She has had several articles published in educational and health journals and various print media with anti-bullying being the key expertise. Sharlene has authored and published books based on her research , *they can't hurt me - a peer-led approach to bullying* and *Impacts of Cyberbullying: Building Social and Emotional Resilience for Schools* for Springer Education.

She is a member of the International Association for Workplace Bullying and Harassment. Email: Sharlene.chadwick@gmail.com