



Nurses in the Middle East (NME) Position on Safety and Security in the Workplace

Nurses in the Middle East are committed to providing care to all patients and communities equally without prejudice and with love, dignity and respect, while at the same time protecting themselves. Governments and health care systems should be required to secure and ensure safe workplace environments where nurses can continue to practice provide quality patient care without concern knowing that their own safety and security are protected.

United in caring we, the Nurses in the Middle East and the Partners United in Caring of the Watson Caring Science Institute believe:

- Nurses have the right and the duty to learn and empower themselves and demand workplaces that provide safety and security. This empowerment starts in Nursing schools and educational systems and extends to active political participation to represent and have a voice in policies and regulations that affect the settings/environments where nurses practice. Safety and security for all, “all” includes nurses themselves as a start.
- Systems/facilities/governments are responsible for creating and enforcing policies that ensure environments where nurses can practice while their own safety and security are protected. This translates into securing resources, supplies, training, access to information, continuous education and physical measurements that enable nurses to practice while feeling safe and secure.
- We, the Nursing Leaders in the Middle East are determined to: Create and maintain a culture of safety and quality throughout the (organization). That we as Leaders should assist our organizations to develop a code of conduct that defines acceptable behavior and behaviors that undermine a culture of safety. And that we, as Leaders help to create and implement a process for managing behaviors that undermine a culture of safety.

Watson Caring Science Institute 3rd Annual Conference of Nurses in the Middle East – Human Caring in a Time of World Crisis: Transcending Culture and Boundaries brought together nurses from across the Middle East – Palestine, Jerusalem, Israel, Bahrain, Iran, Saudi Arabia and Dubai – and the USA to discuss the issues that face us daily.

In aligning ourselves with Joint Commission International, the WHO and other leading nursing organizations around the globe, the concept of a “Just Culture” was discussed – where do the rights of the individual stop and the rights of the other begin?

The American Nurses Association position stated:

“A Healthy Work Environment is one that is safe, empowering, and satisfying. Parallel to the World Health Organization definition of health, it is not merely the absence of real and perceived threats to health, but a place of “physical, mental, and social well-being,” supporting optimal health and safety. A culture of safety is paramount, in which all leaders, managers, health care workers, and ancillary staff have a responsibility as part of the patient centered team to perform with a sense of professionalism, accountability, transparency, involvement, efficiency, and effectiveness. All must be mindful of the health and safety for both the patient and the health care worker in any setting providing health care, providing a sense of safety, respect, and empowerment to and for all persons.”

It was identified that the threats nurses face daily present a challenge to the profession in their commitments to the ethical principles of beneficence, malfeasance and self-preservation. Nurses are constantly put on the spot to make quick decisions about their commitments to these principles.

We, the members of NME recognize that Nurses need to be more proactive and become leaders rather than followers when it comes to their own safety and security. We, as nurses, recognize that these threats should be considered seriously in relation to balancing personal and social liberties and personal rights and public rights. And that We, as NURSES are dedicated to the prevention of violence in the health care setting by identifying high risk areas and those who are perpetrators of violence towards our patients.

References

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