



Irish Nurses and Midwives Organisation
Working Together

INMO Code of Advice

Be

S.A.F.E.

FROM BULLYING

- S** – Stay calm and walk away
- A** – Act to document incidence
- F** – Follow bullying procedures
- E** – Engage support

S – Stay calm and walk away from bullying behaviour with alleged perpetrator

- Remove yourself from inappropriate behaviour and walk away. To interrupt you can draw on a phrase such as: “Will you excuse me, but I need to see a patient/patient’s family”; “Excuse me: I need to go”; “sorry I feel you are being very confrontational at the moment, I am going to leave and ask that we talk about this later”.
- Examples of what may constitute bullying behaviour: Constant humiliation; Verbal abuse; Hostility through sustained exclusion; Inappropriate overruling of a person’s authority; Persistently finding fault with a person’s work and causing humiliation; Constantly picking on a person (HSE D&R Policy).

A – Act to document incidence of bullying behaviours

- Record incidences of bullying behaviours by alleged perpetrator.
- Include dates and location.
- Note if there are observers/bystanders to the bullying.
- Note how the behaviour made you feel.
- These notes become your journal/diary – keep in a safe place; keep at home.

F – Follow bullying procedures

- Check the organisation’s bullying policy for steps on how to report bullying behaviour. The HSE ‘Dignity at Work’ Policy is available from www.hse.ie and www.inmo.ie

E – Engage support

- Employment support contact person, the organisation’s HR Dept; Family and friends; your GP (you must stay healthy); your INMO representative.