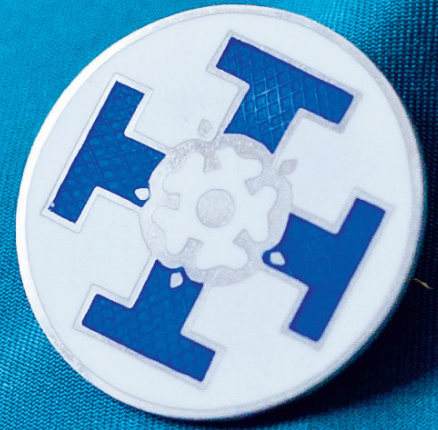


Nurses' Collegiality Guidelines



The purpose of Collegiality Guidelines is to support collegiality among nurses*) in their daily work. The guidelines obligate us to work collegially with one another.

Our collegiality as nurses is an equal and reciprocal relationship between members of the profession. It supports our professional work, and aims to achieve a common objective – the best patient care possible. Collegiality influences the profession's internal cohesion and status in society.

Collegiality is based on professional ethics

- We respect and esteem our colleagues.
- We treat our colleagues fairly.
- We trust our colleagues and are trustworthy ourselves.
- We comprise a unified profession.

Communication is collegial

- We speak about our colleagues and to our colleagues respectfully and politely.
- Communication between us is open, honest and confidential.
- We give and receive constructive feedback.
- We defend and support colleagues in unfair or difficult situations.
- As nurses, we create a working community in which grievances and conflicts can be dealt with.

Cooperation strengthens skills

- We recognise and acknowledge our colleagues' skills.
- We consult with our colleagues on a reciprocal basis.
- We share responsibility, decision-making and duties equally and fairly.
- We support our colleagues in work tasks and decision-making.
- It is our responsibility as nurses to intervene in a colleague's actions, if they pose a threat to patient safety.

Everyone is responsible for collegiality

- We are responsible by our own example for the collegiality of the profession in and outside the workplace.
- Our nursing managers are responsible for creating structures that support collegiality.
- Our profession is responsible for teaching and fostering collegiality.

* The term nurse is used to refer to a registered nurse, public health nurse, midwife or paramedic (with bachelor's degree).