

Ageism directed at older nurses in their workplace: A systematic review

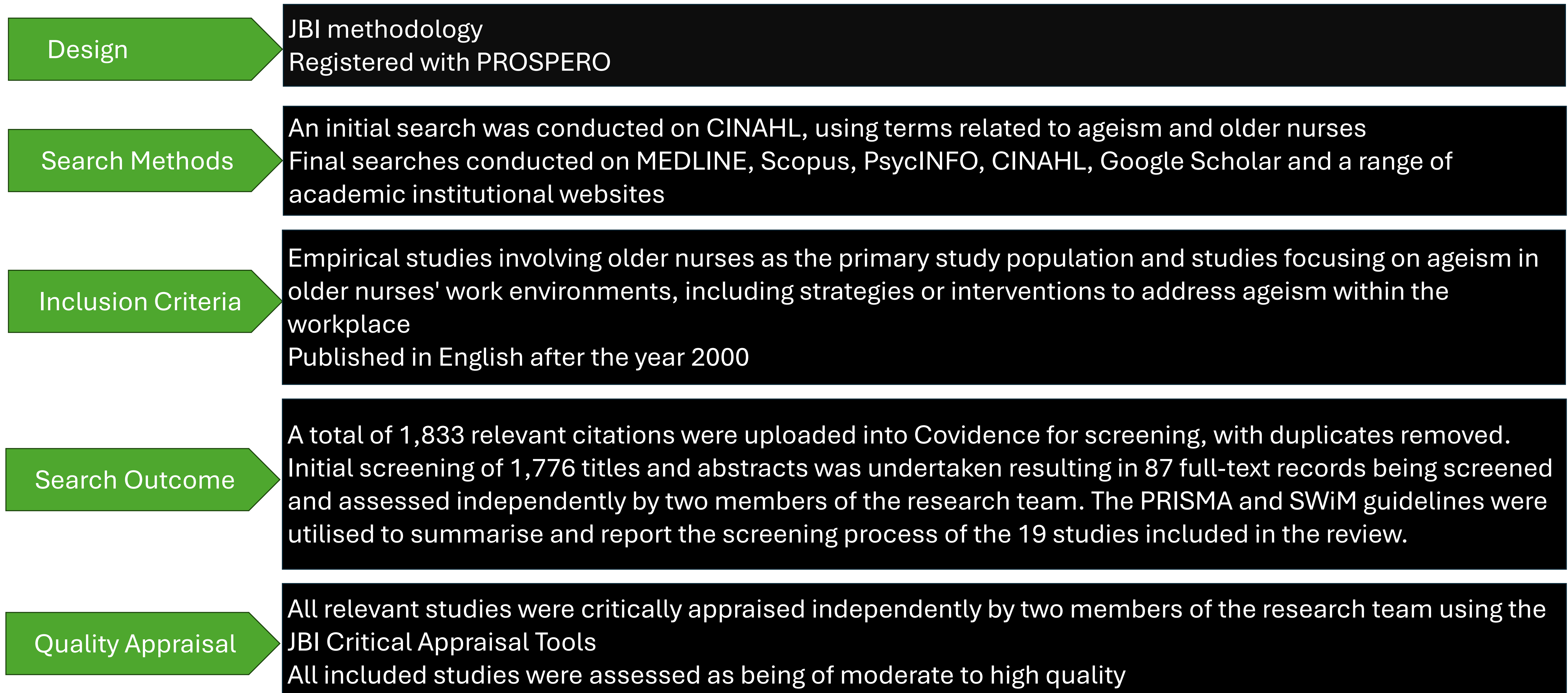
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Background:

Global population ageing has triggered significant demographic changes across various sectors, including nursing, where the average age of nurses has been steadily increasing in many countries. While research has extensively documented the detrimental effects of ageism on older workers (Nilsson et al., 2016; Thorsen et al., 2016; Weber et al., 2019), there remains limited understanding of ageism directed at older nurses in their work environments.

Aim:

To identify and synthesise evidence related to ageism in older regulated nurses' practice settings.



Finding 1: Manifestation of ageism in older nurses' practice settings

Ageist beliefs held by younger colleagues, nurses themselves and managers

Finding 2: Impacts of ageism on older nurses

Hindered access to training and promotions; not consulted on potential organisational changes; ageism associated with older nurses' continuation of practice

Finding 3: Support for older nurses' continuation of practice

Positive perspective on ageing; fostering positive relationships with supervisors and peers; workplace environment that values all ages

This review forms the foundation for research aimed at reducing ageism in older nurses to support their continuation of practice. Researchers and policymakers can build upon these findings to develop targeted interventions and policies to support nurses of all ages in the clinical setting. Healthcare organisations must address ageism, develop and implement age-inclusive practices to support older nurses' continuation of practice. For example, incorporating anti-ageism professional development opportunities for all staff to promote a more age-inclusive health workforce.

Chen, C., Shannon, K., Napier, S., Neville, S., & Montayre, J. (2024). Ageism directed at older nurses in their workplace: A systematic review. *Journal of Clinical Nursing*. Advance online publication. <https://doi.org/10.1111/jocn.17088>

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Weber, J., Angerer, P., & Müller, A. (2019). Individual consequences of age stereotypes on older workers: A systematic review. *Zeitschrift Fur Gerontologie Und Geriatrie*, 52(3), 188–205. <https://doi.org/10.1007/s00391-019-01506-6>