

Addressing Burnout in Registered Nurses

Background

- **Incidence of burnout as high as 70% in RNs**
 - Burnout is a chronic condition characterized by overwhelm, fatigue, emotional exhaustion, depersonalization, and cynicism towards work
 - Burnout is caused by staff shortages, patient load increases, long hours worked, high staff turnover, healthcare organizational changes, and unsupportive work environments

Importance of Issue

- **RN physical, mental, and emotional health impacted**
- **Medication errors, missed patient care, patient safety being threatened, increase in infection rates, patient dissatisfaction, and higher mortality rates can occur due to burnout**
- More than 250,000 deaths/year occur due to medical errors in the U.S.
- 30% of new RNs will leave their position within their first year
- 1.2 million RN vacancies in the U.S.
- ~\$300,000 financial loss with every percentage increase in RN turnover annually

Framework

The ARCC Model is a framework for behavior change to reach a common goal within an organization

- Considers barriers and strengths to the issue
- Assesses readiness for change
- Encourages mentors and leadership support
- Evidence based practice can be incorporated
- Support and training
- **↓ RN burnout; ↑ resiliency**
- Higher-quality healthcare
- Patient outcomes improve



Key Concepts & Outcomes

- Decrease stress and increase resiliency in RNs to improve burnout in the long term
- Incorporate mindfulness and resiliency training to reduce incidence of stress, increase wellbeing, and decrease turnover intention
- Mindful based patient care can improve patient outcomes
- Organizational culture change to improve work environment

Interventions & Solutions

Individual Interventions

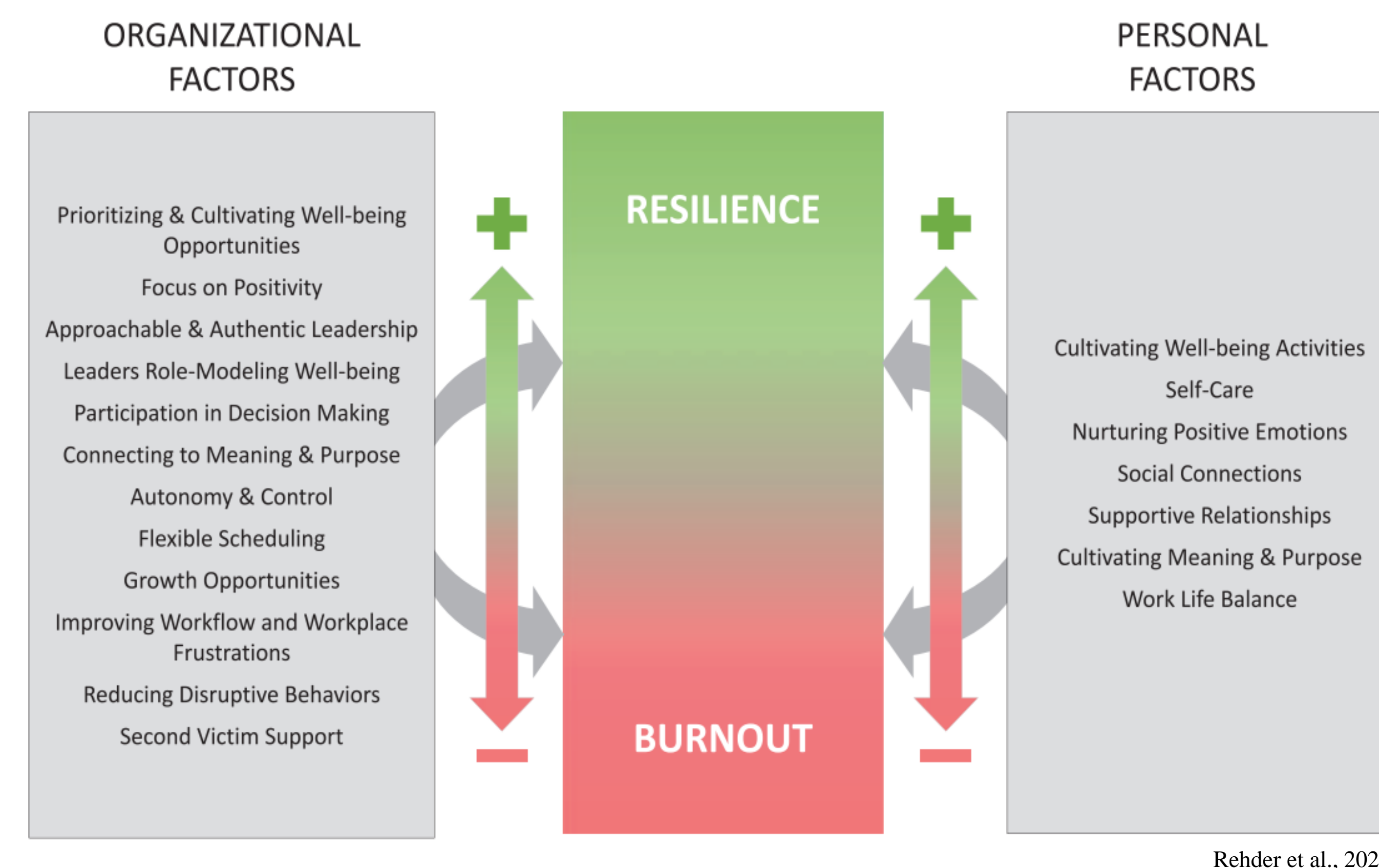
- Mindful breathing, meditation, practice gratitude
- Self-care

Department Interventions

- Resiliency and stress reduction training
- Mindfulness training

Organizational Interventions

- Administrative level wellness officer and support staff
- Culture shift with mindfulness and resiliency training



Rehder et al., 2021

Key Players

Patient Population: All hospitalized patients can be affected by RN burnout

Key Players: Individual RNs, nurse leaders, nurse managers, and administration

Community Partners: Hospitals, organizations, and nursing schools



Evaluation

- Maslach Burnout Inventory to track burnout
- Perceived Stress Scale to track stress levels
- RNs participate in “mindfulness-based timeout intervention” (every 4 hours of each shift)
 - 20 of their patients surveyed
 - Mindfulness Attention Awareness Scale
 - Consumer Emergency Care Satisfaction Scale
- Participants complete Mindful Ethical Practice and Resiliency Academy (six workshops)
 - Brief resilience scale
 - Mindfulness attention awareness scale
 - Moral Distress Thermometer

References

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