

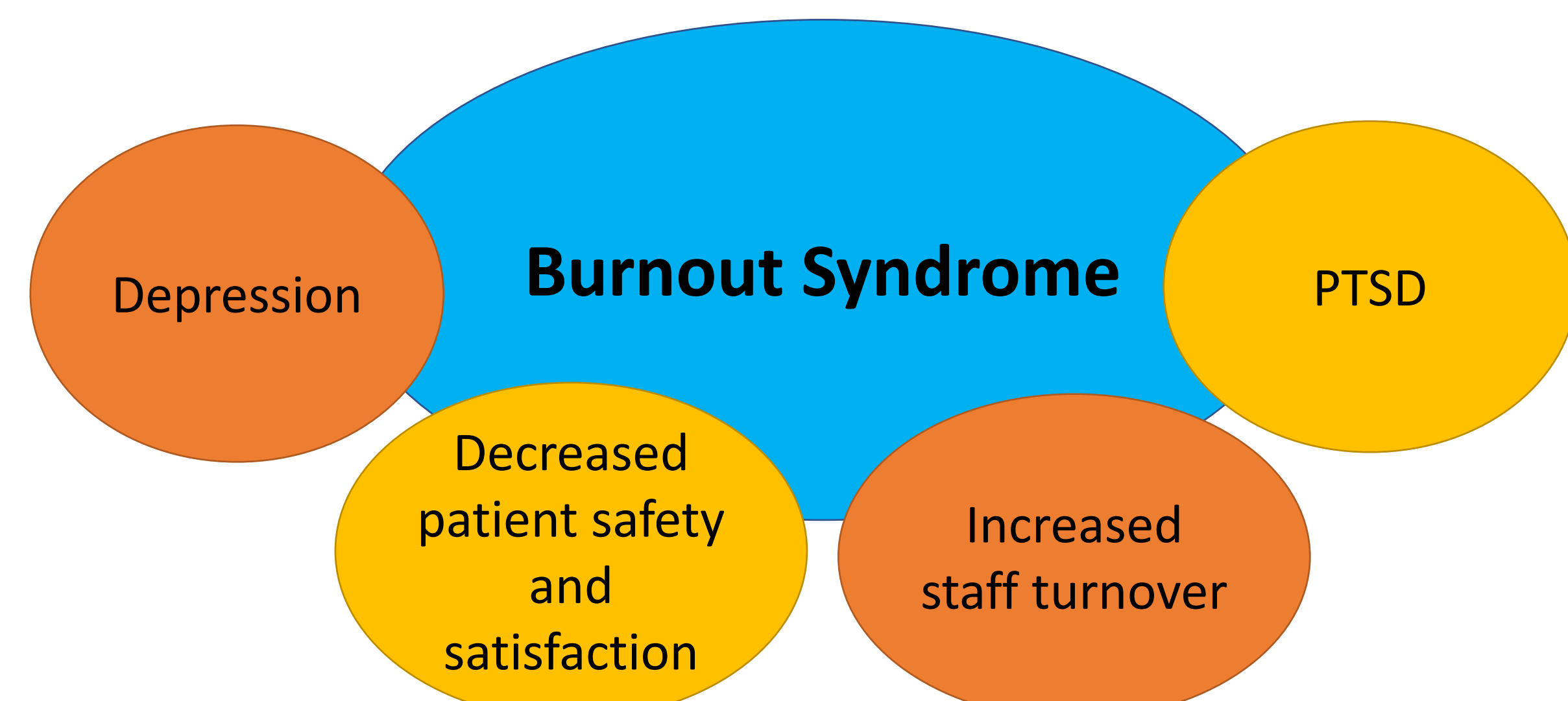
Burnout Syndrome an Occupational Hazard for Nurses

Background

- **Burnout syndrome:** characterized by emotional exhaustion, depersonalization, and low sense of personal accomplishment
 - Healthcare workers are at an increased risk
- Can be caused by grueling working conditions, understaffing, lack of support, inadequate leadership, high nurse to patient ratio, and a toxic workplace culture



Importance of Issue



- Burnout syndrome decreases quality of patient care, increases patient mortality, and increases staff turnover
- Associated with increased occurrence of hospital acquired urinary tract and surgical site infections.

Framework

Iowa Model

- Utilizes the evidence-based practice process for implementation
- Follows a basic problem-solving approach using the scientific process

Key Concepts & Outcomes

Working environments for nurses will be safe, healthy and supportive.

Healthcare professionals will be educated on self-care strategies and demonstrate understanding.

Reported job satisfaction for nurses will increase by 50% within 6 months

Interventions & Solutions

Individual

- Nurses will take a course on mindfulness training
- Nurses will be educated about self-care strategies to decrease stress

Leadership

- Leaders/Administrators will be educated about how to enhance communication techniques
- Leaders will promote a workplace culture of appreciation
- Leaders will communicate and listen to staff and address any issues that arise
- Leaders will ensure that staff have all the tools necessary to perform their job safely and effectively

Policy

- The prevalence of burnout syndrome, signs and symptoms and strategies to cope will be taught in all pre-licensure nursing programs

Key Players

Population: Registered Nurses, Licensed Vocational Nurses, Nursing Assistants, Physicians, Healthcare Professionals

Key Players: Staff, Leaders/Administrators, Nursing Faculty

Community Partners: Hospitals, Legislators, Schools of Nursing

Evaluation

Outcomes will be evaluated using surveys and questionnaires

- Survey/questionnaire to assess learning.
- Survey/questionnaire to assess if self-care strategies effective
- Survey/questionnaire to assess if leadership is improved (communication/transparency)
- Pre/post questionnaire to assess if students understand concepts of burnout syndrome

References

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