

Addressing Burnout in Emergency Room Nurses

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INTRODUCTION

Burnout is a widespread problem affecting healthcare professionals worldwide. Through the COVID-19 pandemic, feelings of burnout and exhaustion are even further rising, specifically affecting the emergency nursing population.

The **purpose** of this study was to perform an informative session to emergency nurses at University of Cincinnati Medical Center regarding the topic of nursing burnout and answer the question of do Emergency Department nurses at UCMC who receive education about burnout compared to nurses who do not receive education have higher perceived abilities to identify and cope with feelings of burnout?

LITERATURE SEARCH

Databases: CINAHL, PubMed

Search Parameters: Peer reviewed articles, published in the last 10 years

Keywords: nursing, burnout, emergency department or emergency room, emergency medicine, satisfaction, burnout prevention

CURRENT EVIDENCE

25 articles were included to form the content of the educational presentation and to gain understanding of the topic.

"...there is little published data about burnout in health care professionals who care for patients after traumatic injury, particularly in trauma nurses... Despite the limited available data, there is consensus that caring for traumatically injured patients creates a demanding, emotional, and high-intensity workplace" (Higgins, et. al 2020).

"Poor interpersonal relationships at a workplace have been previously identified to be a risk factor for decreased job satisfaction . Furthermore, cohesive and supportive coworkers are vital determinants of satisfaction in nurses" (Munnangi et. al, 2018)

"high prevalence of burnout may be...stress from working with critically ill patients, moral distress, and compassion fatigue. Recent studies indicate that workplace climate may play a role in the development of burnout among nurses" (Swamy et. al, 2020).

EDUCATION PLAN & IMPLEMENTATION

An informative PowerPoint presentation was created and presented at change of shift at University of Cincinnati Medical Center on March 30th and 31st of 2021.

In total, fifteen nurses attended the presentation and completed the pre test and the post test.

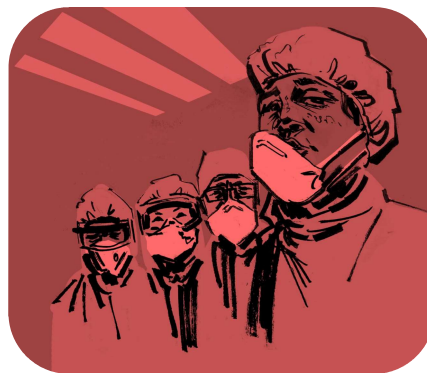
The pretest was provided to the nurses, the presentation was given, and then the post test was taken by the nurses.

Pretest

- How often the nurse experiences feelings of burnout within a two-week period
- Reasons why the nurse might feel symptoms of burnout
 - Self assessed ability to deal with burnout
- Feelings regarding how UC Health supports its nurses regarding burnout

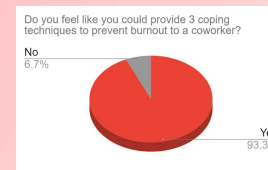
Post Test

- Assessed the nurses' level of comfort in teaching a coworker about signs of burnout and coping techniques
- Whether the nurses found the information to be useful in their practice
- The nurses' willingness to join a committee dedicated to combating burnout



FEEDBACK

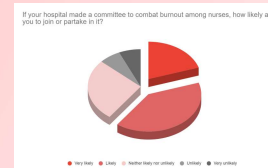
After the education session, 93.3% of nurses surveyed reported that they felt they could provide teaching to a coworker about prevention of burnout.



13 out of 15 nurses reported they would use the information provided in their daily practices.



The majority of nurses surveyed stated that they would be interesting in joining a committee dedicated to combatting burnout.



Additionally, every nurse surveyed, when polled, stated that they thought the information in the presentation was useful and did not have any information that they believed to be missing from the education tool.

LESSONS LEARNED & LIMITATIONS

- Presenting to several different shifts of nurses might have allowed for a larger sample size
- Chance for response bias due to wanting to give presenters a favorable response
 - Limited to one locations emergency department

RECOMMENDATIONS

- Create a class to educate nurses in the hospital about burnout and how to combat it. It could possibly be added to new hire orientation material
- Create a nursing-led committee to proliferate ideas on how to prevent burnout
- Examine resources currently made available by the hospital and add additional ones as suggested by nursing staff

REFERENCES

