

Nurse Burnout in the Emergency Department

*By: Julianna Ellings, Blake Hammond, Breanne
Parries & Kaylan Rude*

Background

“Is a state of physical, emotional, and mental exhaustion caused by long term involvement in emotionally demanding situations.”

- Ayala



*“Frank just up and exploded.
I hope I never get that burned
out.”*

Background

- Study found 82% of Emergency Department (ED) nurses had moderate to high levels of burnout.
- 86% had moderate to high levels of compassion fatigue.
- Study compared oncology and ICU nurses as well and found them to be about the same.

(Hooper, Craig, Janvrin, Wetsel, & Reimels, 2010)

Symptoms

- Dreading going to work
- Loss of interest or little energy in work
- Feeling of purposelessness
- Easily irritated by coworkers
- Thoughts of quitting
- Blaming others for your mistakes

(Avoiding burnout: Maintaining a healthy and successful career, 2013)

Problem/Question

- What is the amount of burnout and/or compassion fatigue in the ED?

Objective

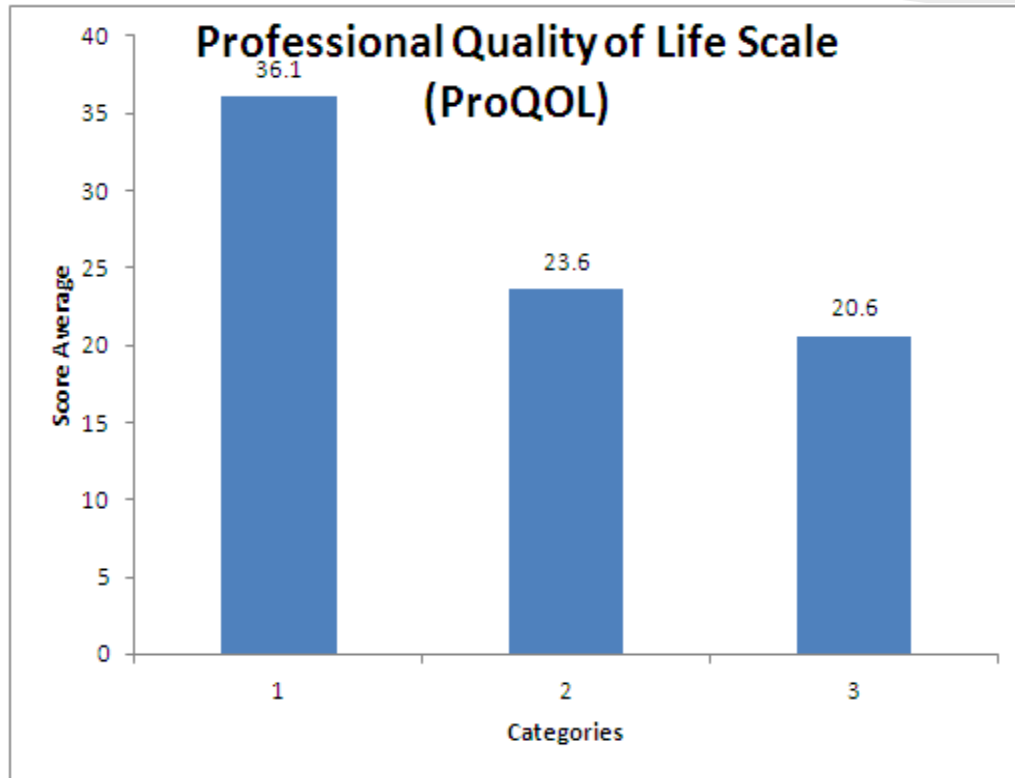
- Evaluate the burnout and compassion fatigue of ED nurses.

Methods

- Professional Quality of Life Survey (ProQOL) filled out by 15 working nurses within the ED

(Stamm, 2012)

Results



1- Compassion Satisfaction
(>50 = high satisfaction from work and <40 = low satisfaction from work)

2- Burnout
(<43 = low burnout and >57 = high burnout)

3- 2nd traumatic Stress
(>57 = high traumatic stress and <43 = low traumatic stress)

(Stamm, 2012)

Results cont.

- Average compassion satisfaction score: 36.1
 - (Range 27-45)
- Average burnout score: 23.6
 - (Range 15-35)
- Average 2nd Traumatic stress: 20.6
 - (Range 14-33)
- ****Average years as a nurse- 13.125**
 - (Range 2.5 - 34)

**There's no relation between increased years worked and increased burnout.

Discussion

- Compassion satisfaction score reflected decrease satisfaction in ED nurses
 - Cronbach's alpha score reliability of compassion satisfaction = 0.88
- Burnout score and 2nd degree traumatic stress score did not reflect high incidence of burnout or traumatic stress
 - Cronbach's alpha score reliability of burnout = 0.75
 - Cronbach's alpha score reliability of 2nd degree traumatic stress = 0.81

KEY:

High stakes

- Cronbach's Alpha: 0.90 or higher (excellent)

Medium stakes

- Cronbach's Alpha: 0.70 or higher (good/acceptable)

Low stakes

- Cronbach's Alpha: The higher the better but not always possible to get high values (e.g., short formative quizzes)

Recommendations

Ask ED nurses ways to decrease burnout and compassion fatigue

Additional Recommendations:

- Think three positive thoughts per day (Duke University)
- Restricting number of 12-hour shifts in a row (Walsh, 2013)
- Recognition of accomplishments for ED staff
- Relaxation room

References

- Hooper, C., Craig, J., Janvrin, D. R., Wetsel, M. A., & Reimels, E. (2010). Compassion satisfaction, burnout, and compassion fatigue among emergency nurses compared with nurses in other selected inpatient specialties. *Journal Of Emergency Nursing: JEN: Official Publication Of The Emergency Department Nurses Association*, 36(5), 420-427. doi:10.1016/j.jen.2009.11.027
- The Journal of Nursing (2007). *How severe is nurse burnout in the emergency department?* Retrieved from: <http://www.asrn.org/journal-nursing/234-how-severe-is-nurse-burnout-in-the-emergency-department.html>
- Nicole, F. C., (2011). Strategies to assist prevention of burnout in nursing staff. *Art and Science*, 26(14), 35-39.
- Smith, C., (2013). Avoiding burnout: Maintaining a healthy and successful career. Retrieved from: <http://www.mindtools.com/pages/article/avoiding-burnout.htm>
- Stamm, B. H., (2010). The Concise ProQOL Manual, 2nd Ed. Pocatello, ID: ProQOL.org.
- Walsh, R., (2013). Nurse fatigue. *Emergency Nurses Association*. Retrieved from: <http://www.ena.org/practice-research/research/Documents/NurseFatigueWhitePaper2013.pdf>