

Nurse Burnout in the Emergency Department

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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

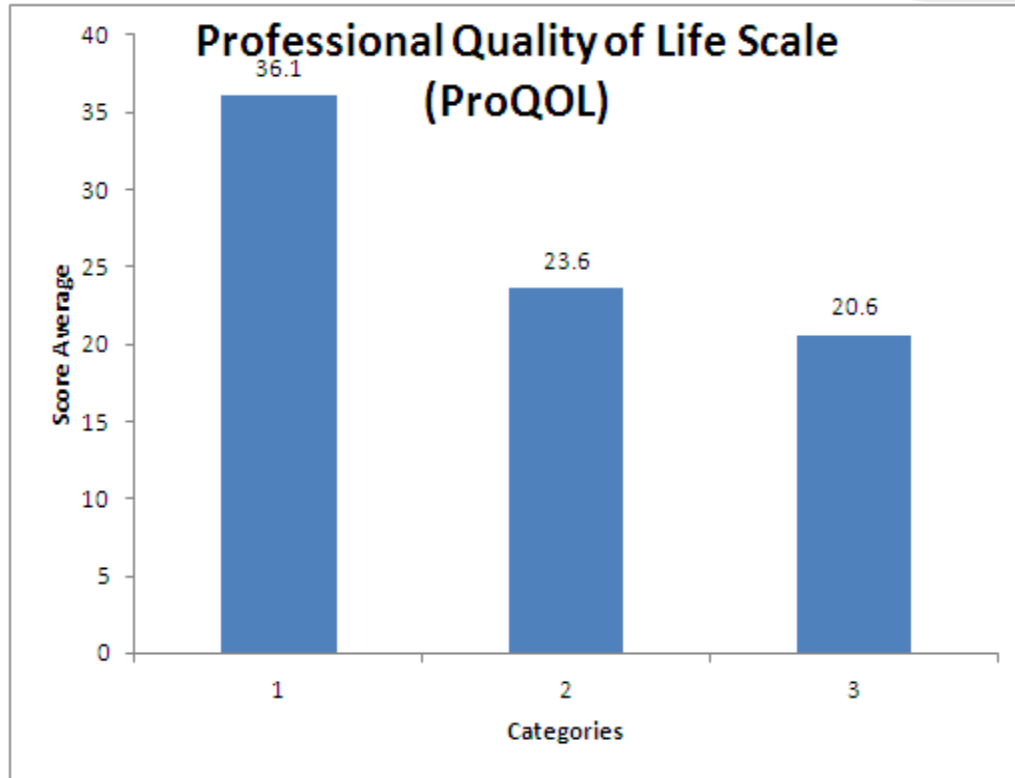
- Evaluate the burnout and compassion fatigue of ED nurses.

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

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