

BACKGROUND

Work environment of nurses involves many stressors, including workload, lack of administrative support, exposure to terminally ill patients, unit-based stressors, lack of education, and lack of preparedness for the emotional and physical impact of the job itself.¹ More than 50% of nurses on the pediatric oncology unit at Primary Children's Hospital have been there less than a year.

- Constantly training new staff creates an even greater burden on the senior staff leading to burnout and low retention.²
- Turnover compromises quality patient centered care.³
- Evidence-based self-care techniques can make a difference in a nurse's quality of life, all while improving job satisfaction and retention.³
- Techniques include attending a support group, practicing mindfulness, utilizing the employee assistance program, and deep breathing exercises.⁴
- Using resources and increasing self-care practices will increase resiliency and job satisfaction, decreasing turnover.

METHODS

Using Spradley's Change Theory as the theoretical framework, six deliverables were designed to help aid in the implementation and success of the project.

- Self-Care for Pediatric Oncology Nurses: PowerPoint
- Pre- and Post-Survey
- QR Code for the EAP
- EBP Self-Care Techniques
- Comfort Crew, Lavender Response, and Support Group flyers
- Timeline for the implementation and evaluation of the project

REFERENCES

- ¹Al Sabei, S. D., Al-Rawajfah, O., AbuAlRub, R., Labrague, L. J., & Burney, I. A. (2022). Nurses' job burnout and its association with work environment, empowerment and psychological stress during COVID-19 pandemic. *International Journal of Nursing Practice*, 28(5). <https://doi.org/10.1111/ijn.13077>
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- ³Williams, S. G., Fruh, S., Barinas, J. L., & Graves, R. J. (2022). Self-care in nurses. *Journal of Radiology Nursing*, 41(1), 22–27. <https://doi.org/10.1016/j.jradnu.2021.11.001>
- ⁴Boyle, D. A., & Bush, N. J. (2018). Reflections on the emotional hazards of pediatric oncology nursing: Four decades of perspectives and potential. *Journal of Pediatric Nursing*, 40, 63–73. <https://doi.org/10.1016/j.pedn.2018.03.007>
- ⁵Chang, S., Han, K., & Cho, Y. (2020). Association of happiness and nursing work environments with job crafting among hospital nurses in South Korea. *International Journal of Environmental Research and Public Health*, 17(11), 4042. <https://doi.org/10.3390/ijerph17114042>
- Image 1: <https://www.denvercollegeofnursing.edu/blog/tips---advice/coping-with-grief-in-the-workplace.html>
- Image 2: <https://www.spectrumhealth.org/services/helen-devos-childrens-hospital/cancer-care-oncology/pediatric-cancers>

INTERVENTIONS

Project Plan

- Step 1: Implementation meeting with the planning committee.
- Step 2: Solidify visual aid tools, select nurses for the comfort crew, and establish a date and time for the monthly support group.
- Step 3: Present the PowerPoint and plan to the rest of the unit during a required education meeting. The pre-survey will be given to gauge learning among nurses.
- Step 4: Educators will set up the bulletin boards with educational materials regarding the things discussed at the education meeting.
- Step 5: 6 months later, the post-survey will be given to the nurses to gauge understanding and learning. Based on results, managers and educators will meet and make changes.
- Step 6: Follow-up and continual evaluation and education will occur. Bulletin boards will continue to be updated with new information.

IMPACTS

- Having more than one resource available for nurses to utilize will significantly impact their well-being.
- When nurses have a positive attitude and outlook regarding their jobs, nursing care improves while turnover and healthcare costs are reduced.⁵
- Happy nurses are more likely to set new goals at work and work towards them actively.⁵
- When nurses are taken care of, they can become immersed in their professional practice, perform their work more efficiently, and positively affect their organization.



CONCLUSIONS

Advances in medicine are happening every year, but advances in the care of nurses still need to be made. Since Covid-19, research on burnout, compassion fatigue, and nurse anxiety is abundant. However, research on the solution still needs to be done. Educating nurses on things that they can do themselves to increase resiliency and overall well-being is just the beginning.