Launching A Novel Comprehensive Nurse Wellness Program

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Abstract

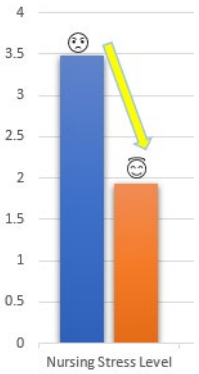
Nursing can be a fulfilling career but can also be one of the most stressful professions due to the emotional nature of patient demands, extended working hours and ongoing regulatory and technology requirements to safely care for patients. In the last 2 years, extra layer of Covid-19 pandemic produced more stress to the nursing profession.

Problem Statement: A comprehensive wellness program is essential to improve staff burnout and engagement, which leads to valuable nurse retention outcomes in the organization. Mount Zion (MZ) Nurse Wellness Program includes dedicated on-site space that offers free integrative health activities such as yoga, art therapy, breathing exercises, music, massage therapy, nursing poetry and gratitude journaling offered all-year round. The off-site aspect of the program sends nurses to a 3-day weekend focusing on healing and Covid-19 trauma. The program is evaluated using the Gallup RN satisfaction survey, Maslach Burnout Inventory and likert score stress levels. Gallup Staff Engagement question of "How often do you feel burned out at work?" shows improvement from 2022 to 2023. Maslach Burnout Inventory show improvement on nursing teams' professional efficacy and personal accomplishments. Teams rated higher on questions "I have full of energy," "I look after my colleagues' or clients' problems very calmly" and "Through my work, I feel that I have positive influence on people" compared to baseline data. Pre-intervention Qualtrics show 94.55% of nurses reported mild to high level of stress. Post-intervention Qualtrics demonstrate improvement of 80% of nurses scored mild to zero stress. Baseline stress level before intervention was 3.49, and post-intervention stress level improved down to 1.93.

Significance & Impact: The MZ Nurse Wellness program has improved staff burnout, engagement and inspired other wellness projects such as Code Lavender and Mindful Minute practices to be initiated at Mount Zion Hospital.

Image

1-year Qualtrics Pre and Post Interventions.



1-year Maslach Burnout Inventory.

Maslach Burnout Inventory	Baseline	1-year Data
Emotional Exhaustion	baseline	↓
Depersonalization	baseline	↓
Professional Efficiency and Personal Accomplishments	baseline	↑

Recent Publications

1. Moss M, Good VS, Gozal D, Kleinpell R, Sessler CN. An official Critical Care Societies Collaborative statement: burnout syndrome in critical care health care professionals: a call for action. Am J Crit Care. 2016;25(4):368-376.
2. Dall'Ora et al. Burnout in nursing: a theoretical review. Human Resources for Health (2020) 18:41
3. Dall'Ora C, Ball J, Recio-Saucedo A, Griffiths P. Characteristics of shift work and their impact on employee performance and wellbeing: a literature review. Int J Nurs Stud. 2016;57:12–27
4. Buchanan, T.M.; Reilly, P.M.; Vafides, C.; Dykes, P. Reducing anxiety and improving engagement in health care providers through an auricular acupuncture intervention. Dimens. Crit. Care Nurs. 2018, 37, 87–96.
5. Kleinpell R, Moss M, Good VS, Gozal D, Sessler CN. The critical nature of addressing burnout prevention: results from the critical care societies collaborative's national summit and survey on prevention and management of Burnout in the ICU. Crit Care Med. 2020;48:249–253.



Biography

Lourdes Moldre is a Master's degree prepared Registered Nurse/Nurse Practitioner and nurse executive leader, with over 20 years of patient care and operational management experience. She currently leads hospital operations at a top ranked U.S. News and World Report Best Hospital organization. Ms. Moldre is an expert in multi-site, Magnet designated, large and complex academic institutions, including management of union-represented multidisciplinary team members, while optimizing and achieving key strategic and financial goals. Her specialty includes effective staff engagement, nursing retention and professional development for nurses. Ms. Moldre mentors leaders in various clinical settings, while focusing on female leaders of color. Additionally, she was recognized by San Francisco Business Times as a 2022 honoree for 40 under 40, given to young leaders across the region. She is also the Philippine Nurses Association of Northern California President-Elect.

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