Abstract

Nature and project scope

Burnout is linked with poor patient care, negative patient outcomes, and declining job satisfaction and is a significant concern for nurses and care delivering organizations. How would the integration of a resiliency promoting policy (intervention) over an 8 - week period (time) impact nurses (population) in reducing burnout and improve resiliency (outcome) as compared to current practice?

Synthesis and supportive literature analysis

Literature review showed that burnout is a significant concern for nurses, a policy framework is an important consideration when improving nurse resiliency, and that organizations which promote resiliency have a strategic advantage in employee recruitment and retention.

Project implementation

While still in process, project implementation is proceeding along an eight-week timeframe where policy development occurs with a panel of subject – matter experts, is structured and formatted using a point – of – contact individual and presented to the target agency for consideration.

Evaluation criteria

Macro – level evaluation criteria is focused on target agency confirmation of nurse burnout concerns and that resiliency promoting policies are an appropriate organizational response. Micro – level evaluation criteria is focused on improved workplace satisfaction and decreased turnover for nurses after policy adoption.

Outcomes

Process indicators are focused on alignment between subject matter expert contribution in policy development and the required format, structure, and subcommittee consideration by the target agency. It's anticipated that the target agency should report outcome indicators showing increased workplace satisfaction and decreased turnover for nurses after resiliency – promoting policy implementation.

Recommendations

This project shows that employer and employee partnership is needed to successfully combat the negative affects of nurse burnout. A resiliency – promoting policy is an essential component for this partnership providing a framework to manage resources, communication, and responsibilities. Resiliency – promoting policy adoption provides important validation to nurse experience and elevates the resources needed by nurses in providing safe and effective care.

Keywords: mindfulness, mindfulness-based stress reduction, resilience, resiliency, and burnout