

S.T.O.P. Drop it at the Door: Reducing Caregiver Burnout in the Emergency Room

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Background

- Burnout negatively associated with quality, safety, patient satisfaction, nurses' organizational commitment, productivity
- Mindfulness meditation may decrease stress, improve all aspects of burnout, and increase compassion satisfaction
- ER staff often vocalize feelings of high stress and anxiety, some burnout and low compassion satisfaction

Purpose

- To reduce burnout and increase compassion satisfaction in ER staff after education on practical, easy to implement mindfulness meditation techniques

Acknowledgments

- Belinda Leos, ER Educator
- Julie Lisbin, ER Manager
- Stephanie Scott, ER Manager
- ER RNs, PCTs, and all ER staff

Methods

- Pre-education free response and ProQOL surveys distributed to staff on voluntary response basis (71 respondents)
- Over 2-weeks, education to all ER staff (RNs, PCTs, HUCs, management) on S.T.O.P. (Stop, Take a Breath, Observe, Proceed) a simple mindfulness meditation technique: staff huddles, micro-education, posted education, email
- To help promote use and implementation of mindfulness meditation, staff encouraged to integrate own adaptations of S.T.O.P. technique
- Post-education (1 month) free response and ProQOL surveys (44 respondents); outcomes – 1. reports of any use of mindfulness meditation, 2. level of compassion satisfaction (CS), 3. level of burnout (BO)

Results

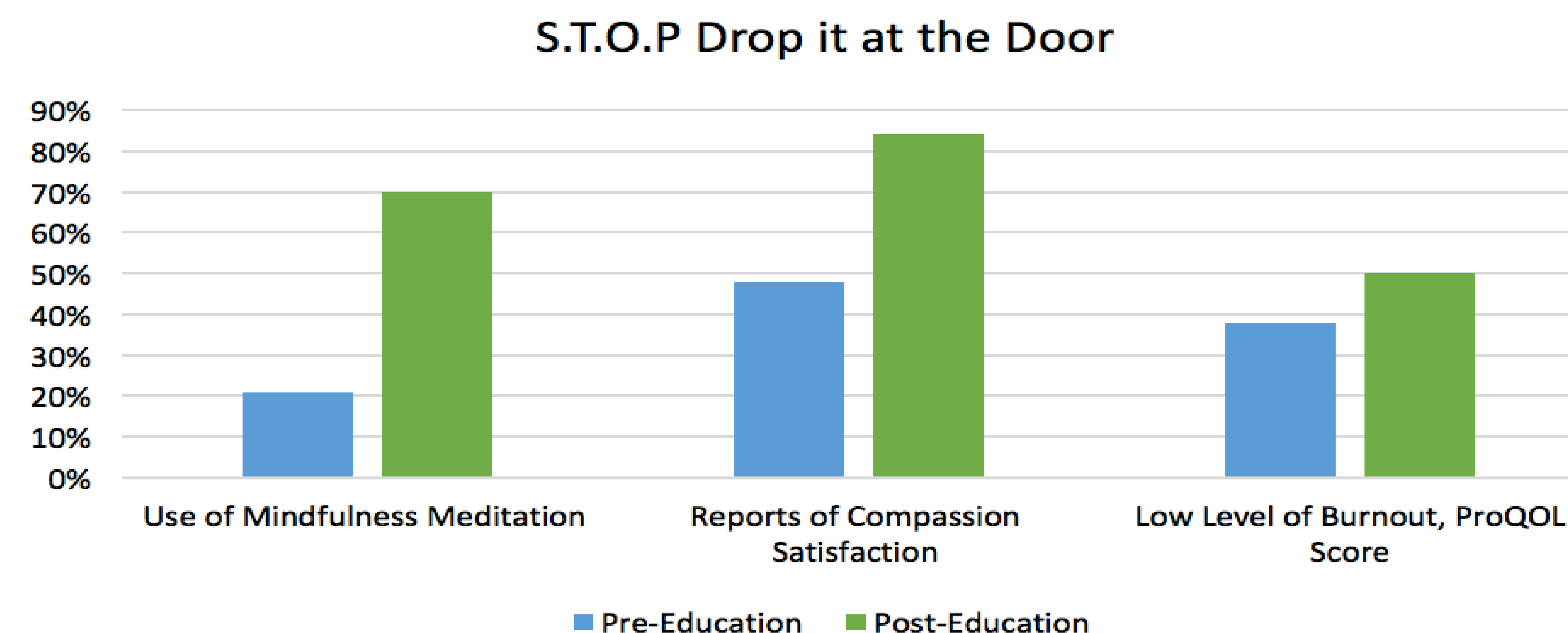
- Mindfulness meditation use increased: 21% pre- to 73% post-education. Use varied in timing
- Increased proportion of staff reported 'high' levels of CS: 48% to 84%
- Increased proportion of staff of "low" levels of BO: 38% to 50%

Discussion

- With increased use of mindfulness meditation, staff reported higher levels of compassion satisfaction, showed improvement in burnout

Implications for Practice

- Educating staff on a simple, easy to implement mindfulness meditation technique can benefit staff and can be integrated into periodic education to caregivers



References available upon request.