Developing an Evidence-Based Workplace Wellness Program for a Native Hawaiian Clinical Partner

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Clinical Nursing Education

Do you provide clinical experiences for BSN students?

Do you work in nursing education (teaching clinical) - acute or community settings?
Nursing Education Challenge

Nursing Programs

- Ongoing, unrelenting need for student clinical placement
- Indebted to partners
Nursing Education Challenge

Clinical sites

○ Priority: Meet mission/ goals
○ On-going placement requests from nursing programs
○ Staff can develop ‘teaching fatigue’
Showing Appreciation

- Students/instructor bring food gifts
- Nursing programs give certificates of appreciation
- Usually no money or significant gifts
- Others?
At a BSN program in Hawaii, faculty and senior students collaborate with community-based clinical partners to identify clinical problems, generate evidence-based practice projects in a two-semester course.
Employs and serves predominantly Native Hawaiians on five islands: Oahu, Maui, Kauai, Molokai, Hawaii (Big Island)
Johns Hopkins Nursing EBP Model

Practice Question

Evidence

Translation
Developing the Practice Questions

- Faculty contacted Tūtū and Me for EBP opportunity
- Team of six senior students met with management
- What were the practice problems?
Developing the Practice Questions

- Employee health
- Staff wellness: physical fitness and well-being
  - Mobile educational program
  - Equipment and materials transported and set up at different sites daily
Developing the Practice Questions

Tūtū and Me previous Employee Health attempts

- Staff given Fitbits for Christmas
- Discussed proper body mechanics for lifting
- No formal employee health program existed
PICO

P: Tūtū and Me employees (predominantly Native Hawaiian)
I: Educational program and resources related to proper body mechanics, diet, exercise, & mental health with Native Hawaiian cultural foundation
C: none
O: Tūtū and Me employees will enhance their work performance using resources to promote a healthy lifestyle
EBP Question
What are the best practices for promoting and enhancing wellness at a holistic level for employees of the Native Hawaiian community?
Searching the Evidence

Diet, exercise (body mechanics), and quality of life
Native Hawaiian cultural health and healing practices
Employee health programs
Translation to Practice

La’au Lapa’au
E Ola Pono
Fitbit Challenge
Body Mechanics/ Exercises
Online “health book”
La’au Lapa’au
(Hawaiian healing methods for mind, body, and soul)

‘AWAPUHI (ginger)
uses: anti-inflammatory
treats cuts, bruises,
sores, various body
aches / headaches, skin
issues

KĪ (ti leaf)
uses: psychological / spiritual healing with
leaves dipped in water with
pa‘a kai and ‘ōle‘ana, treat
shortness of breath, fresh
leaves used around head
to relieve headache, young
leaves used as sterile
covering for wounds

Nōnī
uses: immunity, skin
infections, ripe
mashed nōnī treat
constipation, leaves
as tea used as tonic,
used as salve for
head lice

‘ŌLENA (Turmeric)
uses: anti-bacterial, anti-
viral, anti-inflammatory
treats rashes, skin sores,
sinus infections,
congestion (ear and
nose)
E Ola Pono

(A Nutritious Recipe Book)

Oven-Smoked Kalua Pig

Poi Stew

Sweet Potato Haupia Pie
Fitbit Challenges
(Focus: decreasing stress, improving nutrition)
8 EXERCISES YOU CAN DO AT WORK
Get in shape at your desk with these exercises.

1. THIGH STRETCHES
Sit on right side of chair and pull your right ankle up toward the bottom of the seat. Switch sides.

2. SHOULDER SHRUGS
Pull your shoulders as high as you can and roll them forward. Do 10 reps forward and 10 reps backward.

3. LEG SQUATS
Stand in front of your chair and repeat the act of sitting down without actually touching the chair. Do 10 reps in a set and complete three 3 times a day.

4. CHAIR DIPS
Squat with your hands on the edge of the chair behind you and slowly lower your torso past the seat. Lift your body by straightening your arms. Do 10 reps in a set and complete 3 sets a day.

5. DESK PUSHUPS
Lean against your desk and push your body away. Do 10 reps in a set and complete 3 sets a day.

6. LOWER-BODY LIFTS
Sitting upright in your chair, stretch one leg straight out and hold it for 10 seconds. Repeat 6 times with both legs.

7. CUBICLE WALL-SITS
Lean your back perfectly against your cubicle wall and lower yourself into an invisible chair. Keep your legs and knees together. Hold for 15 to 60 seconds.

8. CHAIR PICK-UPS
Face your chair and bend at the waist to grab the arms of the chair. Keep your abs tight and your arms slightly bent. With your back flat, slowly lift the chair. Do 20 reps and complete 2 sets a day.
Exercise for the Soul
Implications for Practice and Me

- Standard workplace wellness approaches can be incorporated with cultural practices of employees.
- Online ‘health book’ creates ownership by employees - available to all employees - can add new recipes, holistic treatments, and exercises.
- Management commitment to oversee full implementation and on-going support.
Implications for Practice

Nursing Education

Collaboration between nursing programs and community-based clinical partners may improve:

- Employee health and resiliency
- Nursing student EBP experience
- Relationships between schools and partners