

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'



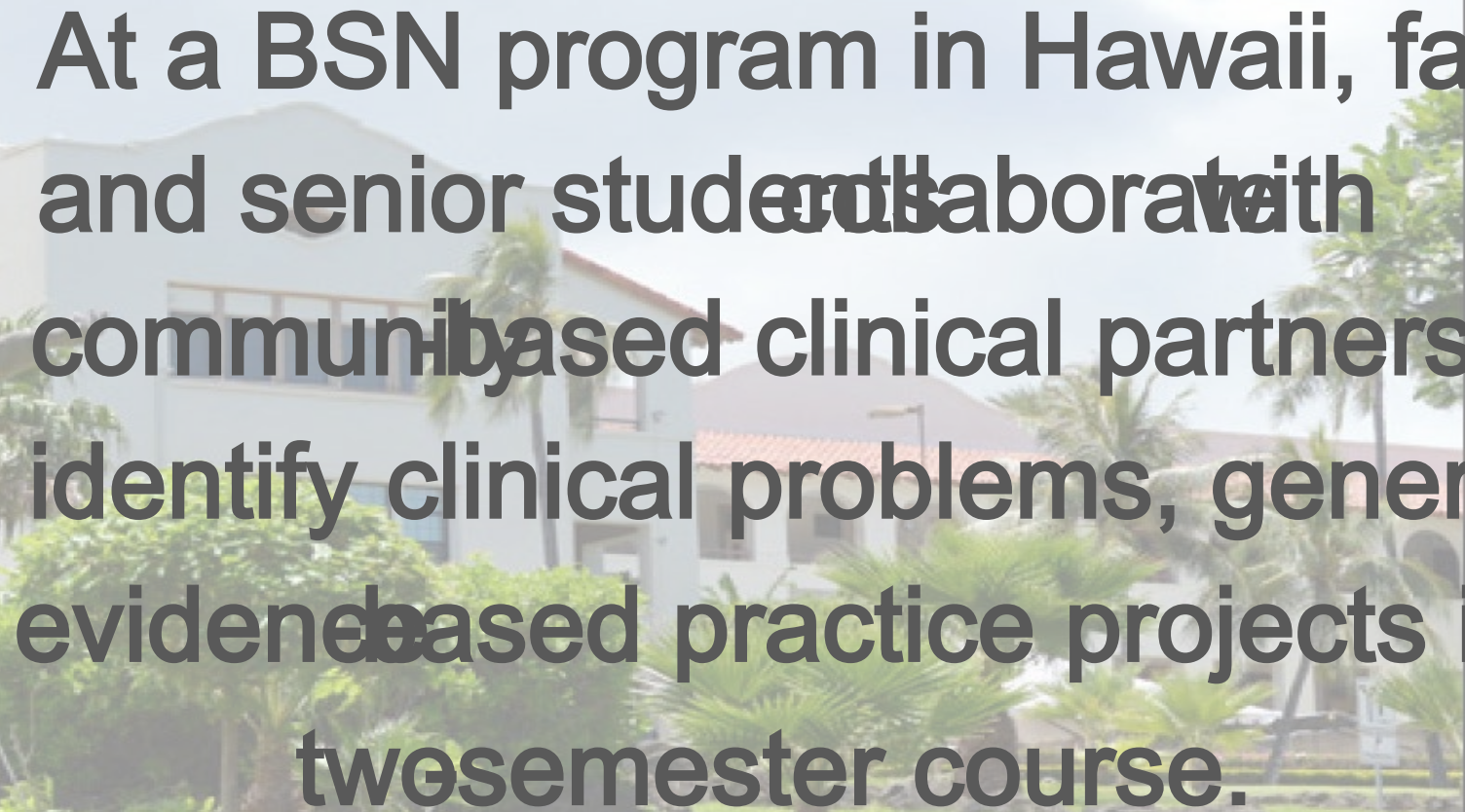


Showing Apprecia



- Students/ instructor bring food gifts
- Nursing programs give certificates of appreciation
- Usually no money or significant gifts
- Others?



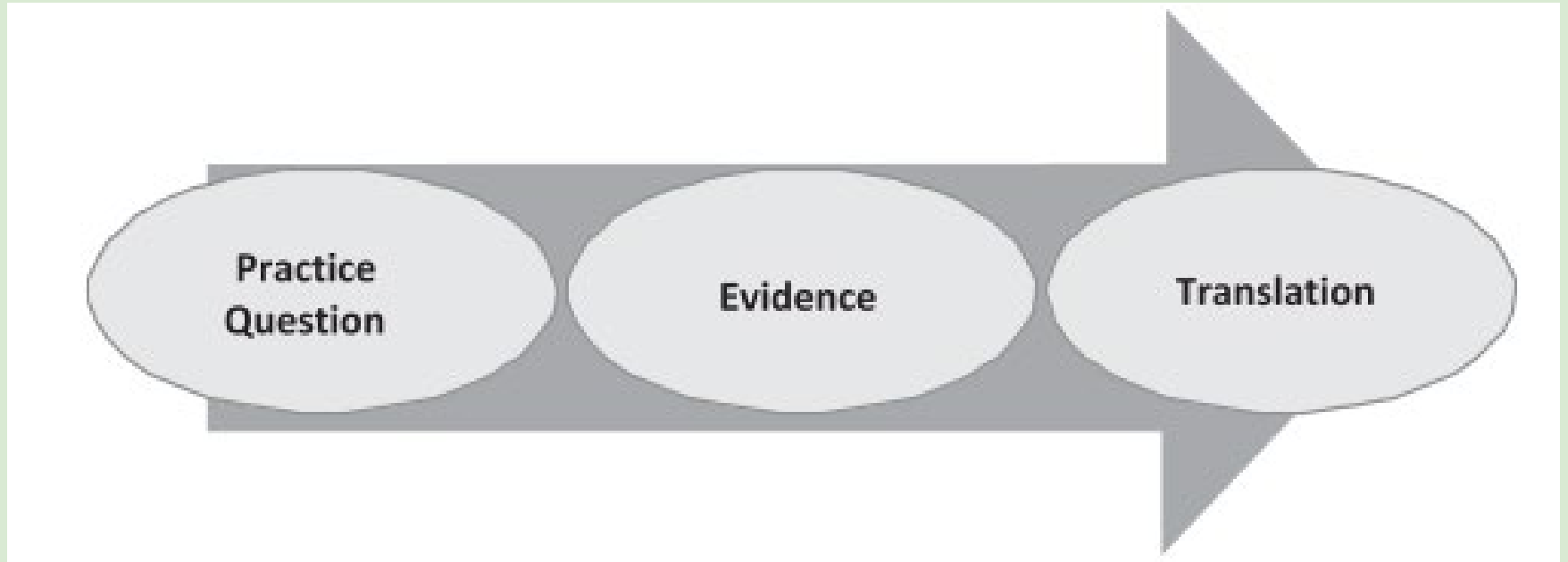
The background image shows a tropical campus setting. On the left, there is a large, dark-colored statue of a person in traditional attire, possibly a scholar or leader, standing on a rocky base. Behind the statue and to the right, there is a multi-story building with a light-colored facade and a red-tiled roof. The scene is surrounded by lush greenery, including palm trees and other tropical plants. The sky is bright and clear.

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, Mblokai, Hawaii (Big Island)

Johns Hopkins Nursing EBP Model



Developing the Practice Ques

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



Developing the Practice Ques

- 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



Lifting Heavy Objects from the Floor

Back muscles
must lift the
object and half
of the body



Legs and thighs
do the lifting



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, bruise,
sores, various body
aches / headaches, skin
issues



KI (ti leaf)

uses : psychological /
spiritual healing with
leaves dipped in water with
pa'a kai and 'ōlena, treat
shortness of breath, fresh
leaves used around head
to relieve headache, young
leaves used as sterile
covering for wounds



'ŌLENA (Turmeric)

uses : anti-bacterial, anti-
viral, anti-inflammatory
treats rashes, skin sores,
sinus infections,
congestion (ear and
nose)

NONI

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



E Ola Pono

(A Nutritious Recipe Book)



Oven-Smoked
Kalua Pig



Poi Stew



Sweet Potato
Haupia Pie

Fitbit Challenges

(Focus: decreasing stress, improving nutrition)

| WEEK 1 |  STRESS |
|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| DAY 1 | <input type="checkbox"/>  MEDITATE FOR 10 MINUTES |
| DAY 2 | <input type="checkbox"/>  GO FOR A 15 MINUTE WALK OUTSIDE |
| DAY 3 | <input type="checkbox"/>  DRINK A DECAF CUP OF TEA |
| DAY 4 | <input type="checkbox"/>  LISTEN TO MUSIC THAT MAKES YOU HAPPY |
| DAY 5 | <input type="checkbox"/>  DO AN "EQUAL BREATHING" EXERCISE |
| DAY 6 | <input type="checkbox"/>  WRITE ABOUT YOUR DAY IN A JOURNAL |
| DAY 7 | <input type="checkbox"/>  TAKE TIME TO SOCIALIZE |

| WEEK 2 |  NUTRITION |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DAY 1 | <input type="checkbox"/>  ADD AN EXTRA VEGGIE TO YOUR PLATE |
| DAY 2 | <input type="checkbox"/>  STOCK UP ON HEALTHY SNACKS |
| DAY 3 | <input type="checkbox"/>  DRINK A GLASS OF WATER BEFORE EACH MEAL |
| DAY 4 | <input type="checkbox"/>  PUT YOUR MEALS ON A SMALL PLATE |
| DAY 5 | <input type="checkbox"/>  KEEP HALF YOUR PLATE GREEN |
| DAY 6 | <input type="checkbox"/>  REPLACE CANDY OR SUGARY SNACKS WITH FRESH FRUIT |
| DAY 7 | <input type="checkbox"/>  TAKE NOTE OF PORTION SIZES |

Strengthening on the

Safe Lifting & Carrying

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 Practicing Nursing Education

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

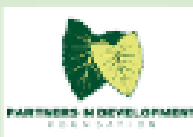
- Employee health and resiliency
- Nursing student EBP experience
- Relationships between schools and partners



Best Practices for Promoting and Enhancing Wellness at a Holistic Level for Employees of the Native Hawaiian Community

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QUESTIONS

Clinical Problem

- Clinical Problem and Its Importance:** The main outcomes of Tiki and Me is to the staff's overall health and well-being, along with physical demands of the job.
- Current Problem or Clinical Gap:** Tiki and Me and fitness programs.
- Gap Problem was Identified:** Lei Furtado, Operations manager identified common problems, health issues, and concerns of staff.
- Factor:** Maintaining a healthy lifestyle and practicing techniques that will help improve safety and efficiency.
- Scope of the Problem:** Enhance health and well-being for the staff, body and soul, while incorporating the Native Hawaiian value and culture, essential to the problem of the program.

PICO

- P:** Tiki and Me employees ages 18 - 60 years old
- I:** Provide education and techniques related to proper body mechanics, and provide resources for spiritual workshops focused on mental health.
- C:** N/A
- O:** Tiki and Me employees will be able to apply a healthy lifestyle to their life to enhance their work performance.

Evidence Appraisal

- Utilizing the JCEM model, each article of evidence was appraised and given a level rating of I to V and a quality rating of A, B, or C.
- The JCEM model set the standard that only pieces of high quality evidence be utilized in this research project.
- Each piece of evidence was classified into one of four evidence categories:
 - Narrative
 - Expertise
 - Practice
 - Education
 - Overall Health
- In total, 14 pieces of evidence were appraised by the EBP team.
- The types of evidence included: literature reviews, qualitative studies, experimental study, randomized controlled trial (RCT), systematic review of RCTs, quasi-experimental study, non-experimental study, qualitative study.

EBP Question

What are the best practices for promoting and enhancing wellness at a holistic level for employees of the Native Hawaiian community?



E Ola Pono



E Ola Pono (paper)
was used in a literature review to identify key concepts related to holistic health and wellness, which influenced the design.



E Ola Pono (video)
was produced by the team of Tiki and Me and was used to educate staff on the importance of holistic health and wellness, which influenced the design.

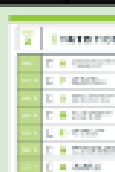
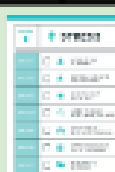


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Fitbit Challenge



Translation to Practice (Practice Recommendation Only)

Planning:

- Johns Hopkins Nursing EBP Model utilized
- Designed a pilot of change and education that would address issues regarding health promotion in the workplace.
- Based on evidence, education covers benefits of diet and healthy eating patterns, friendly competition to engage in physical activity, and proper body mechanics.

Implementation:

- In tandem to site managers reviewing pilot:
 - Proper body mechanics
 - Fitness incorporated to encourage healthy competition between each division
- Online health handbook created for employees to take home:
 - Local recipes
 - Healthy eating resources

Evaluation:

- Performance objectives met
- Lei Furtado, operations manager will:
 - initiate recommendations in each division
 - evaluate learning
 - determine helpfulness of take home items for employees

Implications for Practice:

- Standard workplace wellness approaches can be incorporated with cultural practices.
- Collaboration between nurses and the community can improve health.
- The online health handbook will be available to each staff member, where they will be able to add new recipes, health resources, and exercises.

References

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