



Mental health and well-being for nurses amidst the COVID-19 pandemic



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Background/Significance

- COVID-19 has caused, as of January 3rd 2021, a total of 351,682 deaths in the United States
- Healthcare workers are one of the highest risk groups due to repeated exposure
- Nurses in particular because they provide 80% of direct patient care
- Those who have direct contact with patients who have COVID-19 are at higher risk for depression, anxiety, insomnia, and distress
- During events in which there is high mortality, lack of understanding, changing of guidelines, and insufficient levels of organizational support first responders suffer
- Impacts are higher in areas of high risk of infection, lack of access to psychiatric services, and lack of leadership/support from their organizations
- Promoting resilience can contribute to positive mental health outcomes among nurses.
- The ability to manage predictable and controllable stressors has displayed decreased levels of anxiety and depression

Evidence to Support Intervention

Systematic Literature Search

- *collect empirical evidence that fits the research question
- *Steps to this process include:
 - clearly defined research question with inclusion and exclusion criteria
 - systematic search of the literature
 - critical appraisal of studies selected
 - analysis of results
- *25 articles were selected and analyzed.
 - 15 of these studies were excluded due to lack of sufficient scientific evidence or bias.
 - Two articles were excluded due to dates published.
 - 8 remaining articles were selected, analyzed, and results reported

Summary of Literature Part 1

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| Article 1: The Impact
*Supports the prevalence of the issue: mental health impact of nurses during COVID-19.
-suggests symptoms could be addressed through intervention and mechanisms of support | Article 2: Institutional Support
*supports a tiered organizational intervention approach | Article 3: MHFA Military
*MHFA has shown to be effective in assisting military personnel in developing and establishing behaviors such as: confidence, knowledge, behaviors, and stigma | Article 4: MHFA, Student Nurse
*+ results when applying the MHFA program to nursing students' education and curriculum |
|--|--|---|--|

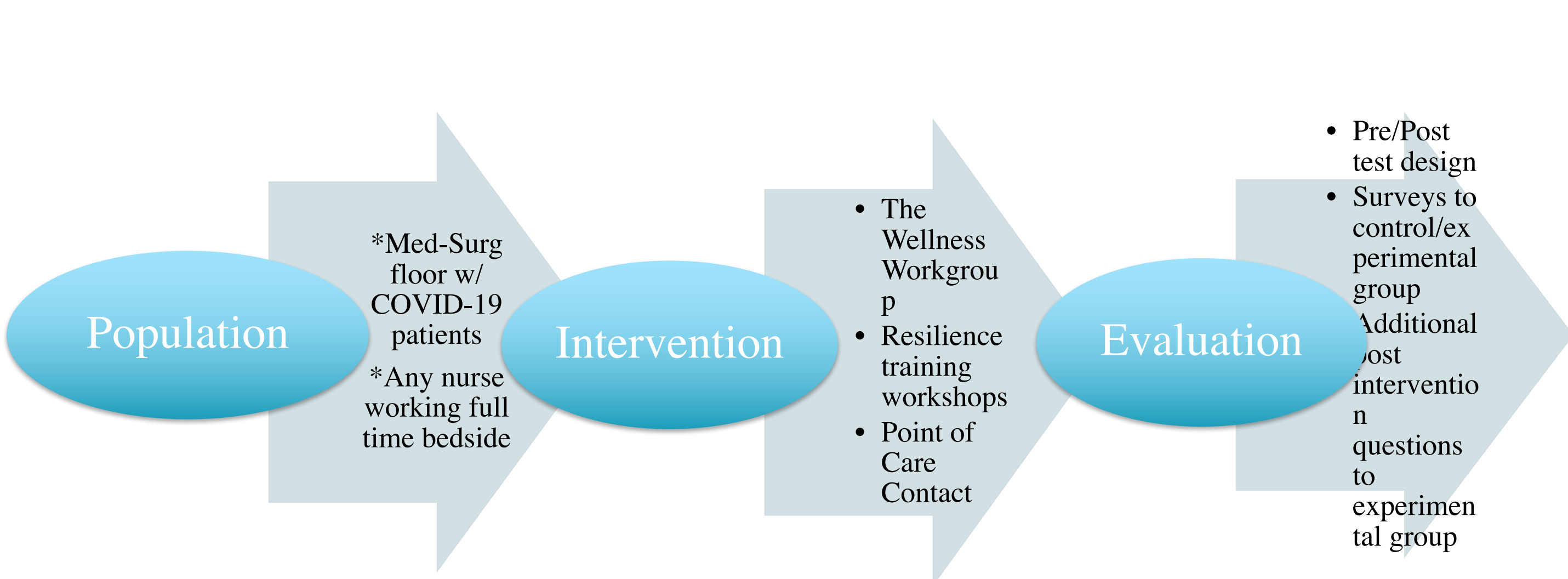
Summary of Literature Part 2

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| Article 5: Value of Resilience
*Resilience has been shown to improve mental health.
-This quality can be learned over time and through encouragement can be fostered to its fullest potential | Article 6: Resilience Training
*Reduction of PTSD and improvement in resilience scores through training. Both control and experimental group benefitted | Article 7: Online Support
*Encourages the use of online resources for support of nurses' mental health during COVID-19 | Article 8: Cost-Benefits
*Preventative measures for nursing employees promotes mental health and returns investment due to decreased absenteeism increased productivity |
|--|---|--|---|

Summary

- **Purpose/Aim:**
 - Create opportunity for improving organizational support and resources for nurses' mental and emotional health during the COVID-19.
 - Establish a framework for identifying, assessing, implementing, analyzing, and adapting mental and emotional health strategies.
 - Resilience Training
- **PICOT Question:**
 - Will an opportunity for improving organizational support and resilience training for nurses improve mental health and well-being in this population?
- **Outcome Measures:**
 - 1.) Nurses will report increased feelings of support by their organization in regards to their emotional and mental well-being by 10% from baseline 1 month post-intervention
 - 2.) Nurses will report increased satisfaction with availability and access to resources through their organization 5% from baseline 1 month post-intervention
 - 3.) Nurses will report decreased feelings of depression, anxiety, and insomnia by 5% from baseline 1 month post intervention.

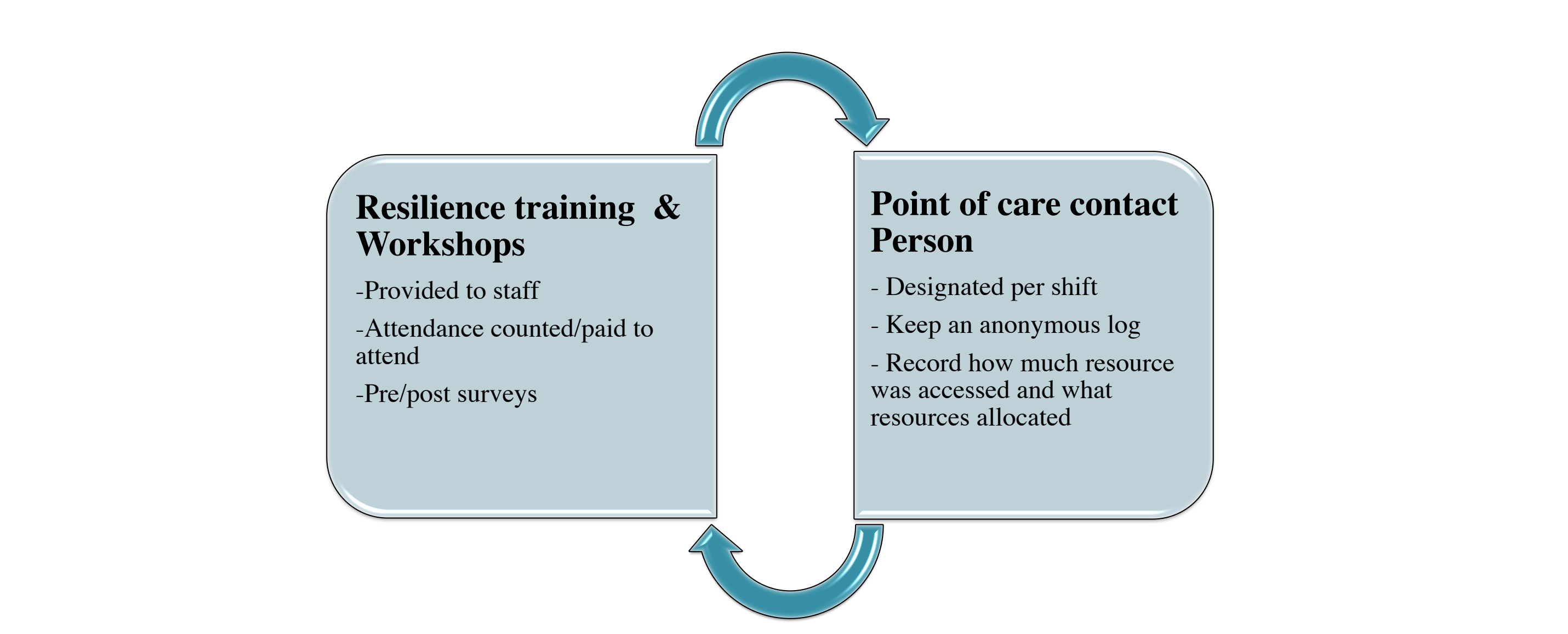
Materials/Methods



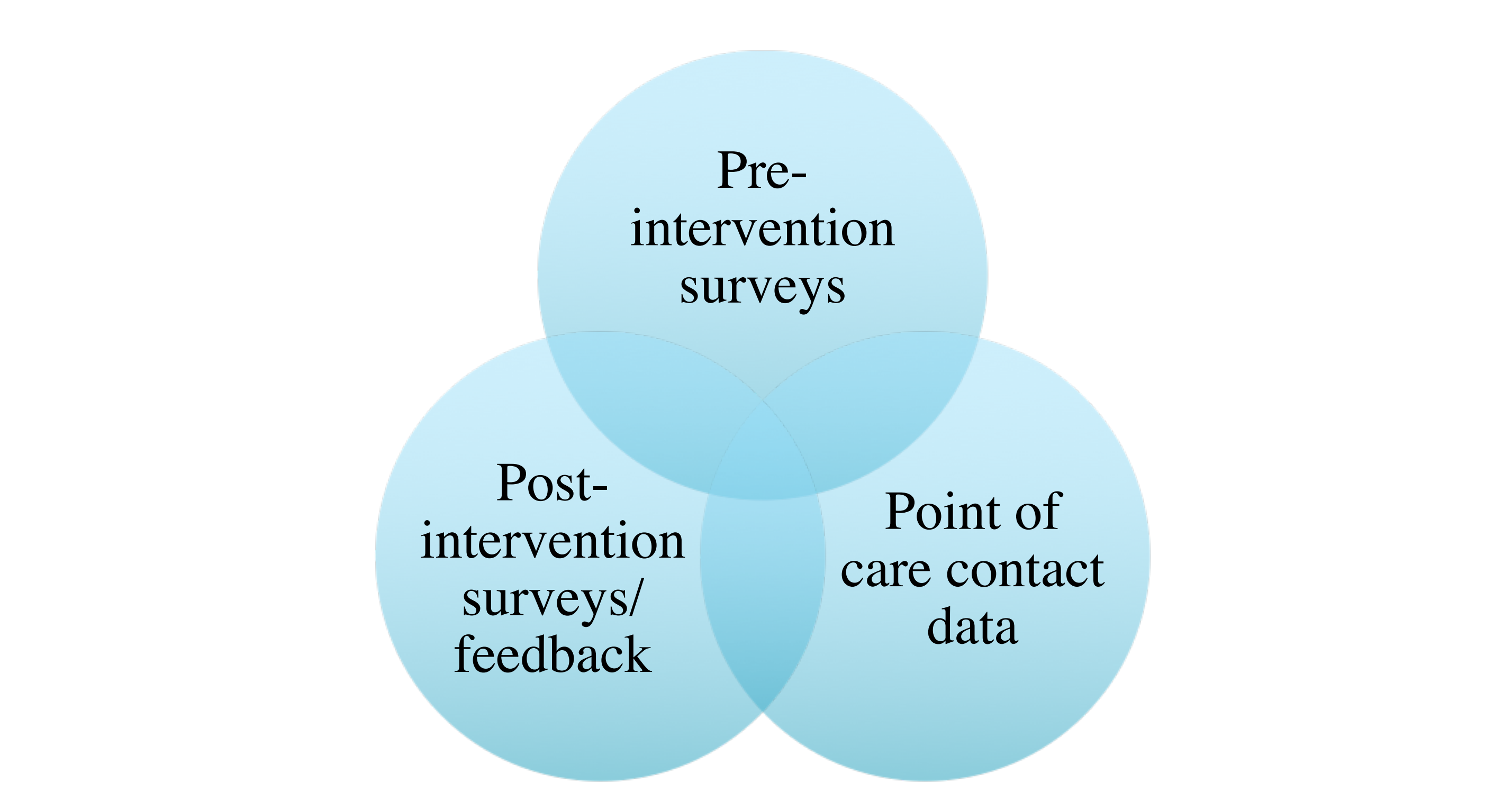
Implementation Plan Part 1: The Wellness Workgroup



Implementation Plan Part 2: Resilience Training & Point of Care Contact



Evaluation Plan



Conclusions

- Through early assessment, intervention, and treatment employed through the three-tiered system as well as resilience training the desire is to provide support needed and necessary to nurses
- The objective is to confirm feelings of support for nurses emotional and mental well-being through organizational support.
- Adequate emotional support may subsequently result in increased satisfaction with availability of resources and decrease feelings of anxiety, depression, and insomnia of nurses participating.
- The overall goal of this intervention is that the mental and emotional needs of nurses will be promptly and adequately addressed
- The author proposes that this in turn will improve patient satisfaction and quality of care while supporting front-line nurses.

Future Directions

- This project is on-going and implementation results have not yet been recorded
- Since the initiation of this project the pandemic has continued to increase in severity and prevalence in the U.S, hitting it's peak in December 2020.
- Nurses are facing feelings of severe burn out due to the viruses impact
- The mental health crisis of our healthcare workers is significant and warrants our support
- The true impact of this virus on the mental and emotional well-being on healthcare providers is yet to be fully realized and will likely impact our profession for years to come
- More research is essential to decipher appropriate interventions that support the mental health and well-being of nurses especially during crisis like COVID-19

Acknowledgments

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Literature Cited

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