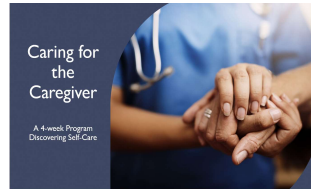


# New Graduate Registered Nurse Well-Being Program to Improve Patient Outcomes

## Carrie Flora, DNP(c) and Heather Richardson, DNP(c)



### Problem/Background

#### National

- Decline in patient safety since the pandemic (2020)
- Turnover for new graduate nurses has reached a high of 30%
- Increase turnover impacts patient safety

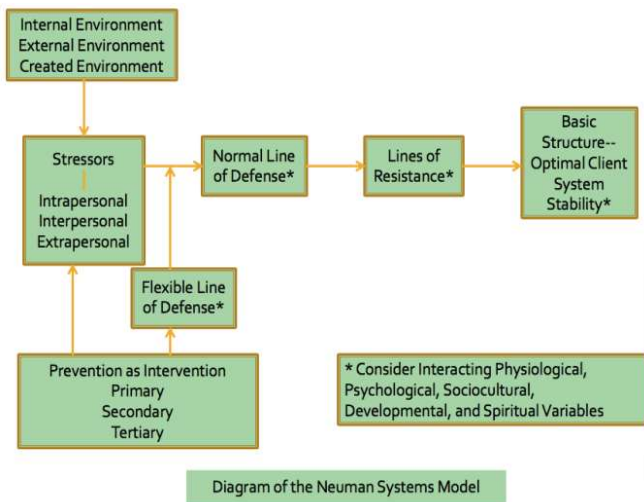
#### Local

- Rural Arkansas hospital has increase in fall rates above national median
- Fall rates linked to nurse-to-patient ratios due to increase in holding patients in emergency department and post-anesthesia care unit

### Project Purpose

To develop, implement, and evaluate a well-being program for new graduate registered nurses supporting nurse retention and patient safety

### Neuman's Nursing Systems Model (Nurseology, 2018)



### Methodology

- Evidence supported registered nurse (RN) wellbeing programs for new graduate nurses
- Online program developed to support RN wellbeing and self-care habits
- Voluntary participation offered to Summer 2022 Nurse Residency Program (NRP) participants (Spring 2023)

### Implementation



### Self-Care Areas



### Week 4: Reflection and Journaling

- 16 out of 38 nurse residents chose to participate

### Evaluation

#### Pre-Post Program Survey

Job Satisfaction

Intent to Stay

Self-Care Habits

#### Course Evaluations

Long-Term Measurements

Nursing Retention

Patient Fall Rates

### Results

Completion of Program Surveys	n	%
Pre-Program	5	31%
Post-Program	2	12.5%

"I am satisfied with my job for the time being"	Pre-Survey Results (5 responses)	Post-Survey Results (2 responses)
Strongly Agree	20%	50%
Agree	20%	0%
Undecided	20%	0%
Disagree	40%	50%
Strongly Disagree	0%	0%

"I intend to stay in my current job for at least the next 2 years"	Pre-Survey Results (5 responses)	Post-Survey Results (2 responses)
Not at all	40%	50%
Maybe	20%	0%
Probably	0%	50%
Definitely	40%	0%

"I participate in the following number of self-care habits per week"	Pre-Survey Results (5 responses)	Post-Survey Results (2 responses)
0	40%	50%
1 to 3	40%	0%
4 to 6	20%	50%
More than 6	0%	0%

### Excerpts From Participant Journal Entry

Please journal here and reflect on the self-care habits you implemented this week. What impact did it have to your mindset this week and demeanor in the workplace?

2 responses

Spending time with God and my friends helped to calm my nerves and lower my anxiety.

I didn't get to implement anything this week which may be why I had a terrible day at work and considered quitting and was very overwhelmed

### Implications for Practice

RN well-being programs are beneficial but difficult to implement.

#### Limitations

- Lack of participation
- Length of program
- More time to measure long-term effects on patient safety

#### Recommendations

- Decrease length of program
- Utilize more healthcare facilities
- Begin self-care teaching prior to nursing career

### Acknowledgements

Team Leader: Dr. Lisa Gurley  
 Team Member: Teresa Lambert, Assistant Chief Nursing Officer