EVIDENCE

- The top health and safety concern among nurses are the acute and chronic effects of stress and overload. (ANA, Health and Safety Survey, 2016)
- Nurses who work with pain or depression reported more medication errors, patient falls, and provided a lower quality of care (Litvak, Rain, & Tinkoff, 2016)
- Compared to a national rate of 7%, hospital-employed bedside nurses have a 12% depression rate (Litvak, Rain, & Moray, 2013)
- Online wellness programs, offering tools, exercise classes, ergonomic training programs, massage, CBT programs, and stress-reduction activities, geared toward meeting the specific needs of the unit.
- Each unit will have a dedicated space to promote relaxation, communication. This promotes a safe environment to express concerns and fosters positive working relationships.
- Hospitals and nursing managers who promote self-care behaviors for staff, as a means of personal empowerment, report fewer falls and nurse-assessed risks of care for patients as fair or poor (Poghosyan et al., 2010).
- High levels of self-care have the potential to increase nurse satisfaction, improve patient care, and outcomes, which may increase patient satisfaction.

Prevalence & Impact

- Poor self-care among nurses is a prevalent issue in healthcare. A lack of self-care contributes to increased stress, which negatively impacts patient care in a multitude of ways including: increased stress levels contribute to burnout, Burnout can lead to compassion fatigue, burnout, and a lack of work-life balance, increasing stress, and staffing issues, making self-care challenging (ANA, Lown & Manning, 2010).
- Nurses not participating in self-care report higher rates of patient errors and different work condition issues included burnout, depression, and increased stress, which negatively impacts patient satisfaction.
- Patient satisfaction is a quality indicator directly impacting reimbursement from provider and hospital. (Levak, Ruhm, & Gupta, 2014)
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- High levels of self-care have the potential to increase nurse satisfaction, improve quality of patient care and outcomes, which may increase patient satisfaction.

EXHIBIT 1. EVIDENCE & IMPACT

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Medical centers will implement the following actions to increase nursing self-care behavior and improve patient satisfaction and outcomes:

- To evaluate self-care behaviors and promote general wellness, nursing curriculum will require students to complete a self-care course focused on teaching self-care behaviors for staff, as a means of personal empowerment, report fewer falls and nurse-assessed risks of care for patients as fair or poor (Poghosyan et al., 2010).
- New medical center orientations will incorporate a Greek stress management training program, which will help nurses manage stress, improve job satisfaction, and increase nursing retention.
- Pre-intervention and post-intervention questionnaires will measure multiple areas or interest.
- During a hospital stay?
- With nurses on a unit, how does participating in self-care activities affect patient satisfaction vs. not participating in self-care activities?

- Patient outcomes will be measured on a 5-point Likert scale.
- To prevent burnout and improve patient care, hospital will implement evidence-based programs designed to combat work-related stress and promote general wellness. (Litvak, Rain, & Tinkoff, 2016) Medical centers will implement the following actions to increase nursing self-care behavior and improve patient satisfaction and outcomes:
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