Preventing Burnout of the Perioperative Nurse

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Objectives
No. 1 Objective – Don’t Burnout

- Define and recognize the signs and symptoms of burn out
- Demonstrate the consequences of burnout
- Introduce ways to decrease burnout

- Live longer and happier careers!
This is me.

• 28 yrs old
• ANUM
• Floor coordinator
• Masters student
Burnout is categorized as physical, mental and emotional exhaustion.
Burnout 101

More than just a bad run of nights.

- Stress
- Anxiety
- Sleep Deprivation
- Stress contagion effect

- Emotional Exhaustion
- Depersonalization
- Reduced Personal Accomplishment

Maslach Burnout Inventory (2019)
Consequences of Burnout

What happens when the signs are missed?

- Communication
- Caring and commitment
- Productivity

- Rate of Infection
- Stress
- Sick leave
Burnout Cycle

- Burnout
- Decreased Retention
- Increased workload
- Sick leave
  - Over time
- Job Satisfaction

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Burnout in Nursing

More than loss of a nurse.

In Australia...

» Turnover rate of 15.1% pa

» Ave. Turnover cost of $49,255 per nurse
  • 44% of cost is short term replacement staff
  • Recruitment agency
  • Supernumerary time
  • Training and resources

» Not to mention the emotional and psychological toll

Roche (2019)
Decreasing Burnout

Wine anyone?

- Individual
- Environmental
- Management/Institutional
## Decreasing Burnout

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<tr>
<th>Individual</th>
<th>Environmental</th>
<th>Management/Institutional</th>
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<tbody>
<tr>
<td>- Resilience</td>
<td>- Infection control</td>
<td>- Wellness Programs</td>
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<td>- Boundaries</td>
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<td>- Mindfulness</td>
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<td>- Radiation Safety</td>
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<td>- Adequate Resources</td>
<td>- Staffing Numbers</td>
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Decreasing Burnout means:

↑ Retention
↑ Quality Care
↓ Sick leave
↓ Expenditure on new staff

Burnout is effecting healthcare world wide
Thank You

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References


