

# Combating Burnout in Pediatric Emergency Nurses through a Validated Survey and EBP

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## Background

- Burnout has been identified as a significant factor contributing to high turnover rates in Emergency Departments Phillips (2022), primarily due to recurrent exposure to traumatic and violent incidents.
- A current analysis of our department's data significant burnout among staff
- 71% of our staff report inadequate emotional thriving
- 58% exhibit insufficient resiliency,
- 75% are grappling with some level of burnout.
  - 49% mild
  - 39% moderate
  - 13% severe.
- Notably, burnout has well-documented implications for patient safety Garcia (2019) and is a pivotal factor influencing staff's intent to leave Phillips (2020).

## Project Aims

- This project aims to use an existing validated survey from the RCHSD Communications in Healthcare (CIH) group to identify areas of potential improvement in the Pediatric Emergency Department (ED) Staff relating to current levels of burnout.
- The results of that survey will be used to guide EBP intervention(s) to support ED staff.
- The primary intervention metric will be retention/turnover rate.
- Secondary intervention metrics will include results from follow up surveys.
- Baseline retention/turnover rate will be determined through retrospective fiscal year 2022 data.

## Conclusion

The presence of burnout in the Emergency Department (ED) significantly contributes to both the intention to leave the profession and compromises patient safety. As the United States faces an ongoing nursing shortage, retaining experienced healthcare professionals has become an even more critical concern for hospital staffing. To address these challenges effectively, the implementation of evidence-based practices (EBP) can offer a clear roadmap for identifying burnout and developing precisely tailored interventions. This strategic approach enables units and organizations to instigate substantial changes that enhance retention rates, reduce turnover, and elevate the quality of patient care.

## Methods

### Baseline Evaluation

- Survey Blitz of all staff in the Pediatric ED
- 93 returned surveys
- Results significant for high burnout and low resiliency scores

### Key Findings

- 75% of staff demonstrated some level of burnout.
  - 49% mild
  - 39% moderate
  - 13% severe
- 56% of staff demonstrated insufficient resiliency

### Intervention literature review

- A second literature review was conducted focusing on burnout in nursing as well as resiliency.

### Intervention Plan

- A EBP based mentorship program was identified in the Heme/Onc unit of the same facility.
- The creators of that program were recruited to transition the program to the ED
- First cohort starting January 2024

### Outcome measurement

- Pre and post resiliency surveys included with the mentorship program
- Secondary outcomes include annual turnover data
- June 2024 the full burnout survey will be administered a second time to the ED

## Results

- Baseline data demonstrated a significant level of burnout and resiliency as an actionable area.
- Intervention is ongoing.
- Initial results expected in July of 2024

