

Date: Friday, December 6, 2019

Time: 2:30 – 2:45 pm

Abstract Title:	Transition To Meaningful Care Of Burn Nurses Experiencing Compassion Fatigue
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Objective:	<ol style="list-style-type: none">1) Summarize steps taken to change a culture from being reactive to proactive.2) Be able to apply one idea that can be used personally or on their unit to mitigate compassion fatigue.
Abstract:	<p>Introduction: Two years after the Pulse tragedy an unrelated emotionally charged patient care circumstance revealed nurses were struggling with compassion fatigue and burnout and that well-meaning individuals were going to rally in ways that had become routine but not helpful. Nurses expressed uncertainty related to how much longer they could continue working in a trauma burn critical care setting.</p> <p>Methods: PDSA (Plan-Do-Study-Act) model was used. Nursing leadership collaborated with Spiritual Care and Employee Wellness to develop proactive interventions using a layered approach of supporting team members through scheduled bimonthly availability to a wellness coach on the unit, increase mindfulness via GEMBA, Summits, Unit Nurse Practice Committee, tweet board, wellness BINGO Board, and Emotional Wellness Thermometer. The Maslach Burnout Inventory was administered at time 1 and time 2 to assess nurses for burn out and gauge shifts in perception of burn out related to compassion fatigue after interventions were introduced.</p> <p>Findings: Moderate burnout in categories of personal accomplishment, depersonalization, and emotional exhaustion were present at time 1. There was a slight decrease in emotional exhaustion at time 2, otherwise findings were unchanged. However, n size was small and 30% of respondents at time 2 had not taken Burnout Inventory at time 1.</p> <p>Conclusion: Cultural changes are underway and continue to evolve to meet the needs of the burn team.</p>
Disclosures:	Shirley J. Conrad - No relevant financial relationships to disclose Kristy Hemingway - No relevant financial relationships to disclose



