

Turnover in the Critical Care Work Environment: Targeting Competencies for Self-Care

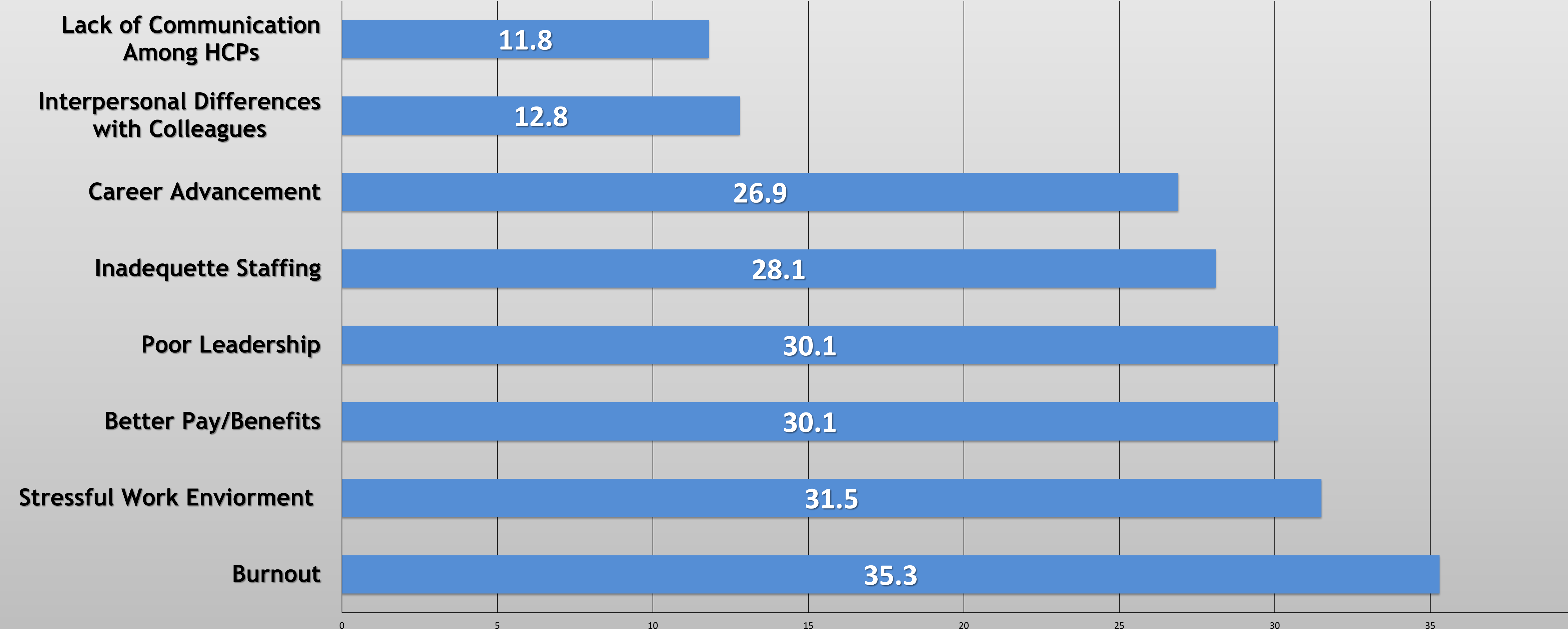


Background

- Turnover among critical care nurses in the U.S. is growing (Ulrich, 2019)
- Critical care work environments can be intense and stressful
- ~60% of nurses work in hospital settings
- ~10-15% of all nurses work in critical care settings
- ~16-25% of new nurses work in critical care settings
- AACN (Critical Care) has outlined areas for a Healthy Work Environment:
 - Skilled Communication
 - Effective Decision-Making
 - Authentic Leadership
 - True Collaboration
 - Appropriate Staffing
 - Meaningful Recognition
- The new AACN Essentials have outlined competencies for personal health and well-being
 - 10.1a- Demonstrate healthy, self-care behaviors that promote wellness/resiliency
 - 10.1b- Manage conflict between personal and professional responsibilities

Results

Reasons Why Critical Care RNs Leave



Strategies for Promoting Self-Care Competencies in Students

- Encourage a climate in academia of 'speaking up' when incivility occurs, which can harbor resentment and lead to burnout
- Implement a course focused on self-care competencies
- Teach students about how to identify a Healthy Work Environment for their first job and the risk factors for burnout in high stress environments like critical care
- When having wellness conversations with students after exams or other stressful nursing school events, have them engage in positive self-talk.
- Discuss with students the importance of advocating for their self-worth in pay negotiations, when staffing is deemed unsafe, or there are differences with colleagues
- Discuss the ethical obligation of nurses to care for themselves (ANA Code of Ethics)

Conclusion

- Turnover related to work environment for critical care nurses is a national concern
- Major nursing organizations have all adopted self-care, well-being, or wellness initiatives for nurses and nursing students
- Equitable pay, meaningful recognition, authentic leadership, and collaboration are equally a part of the well-being of nurses
- It is time for nurse educators to adopt teaching practices related to these areas as burnout continues for an area students seek jobs

Method

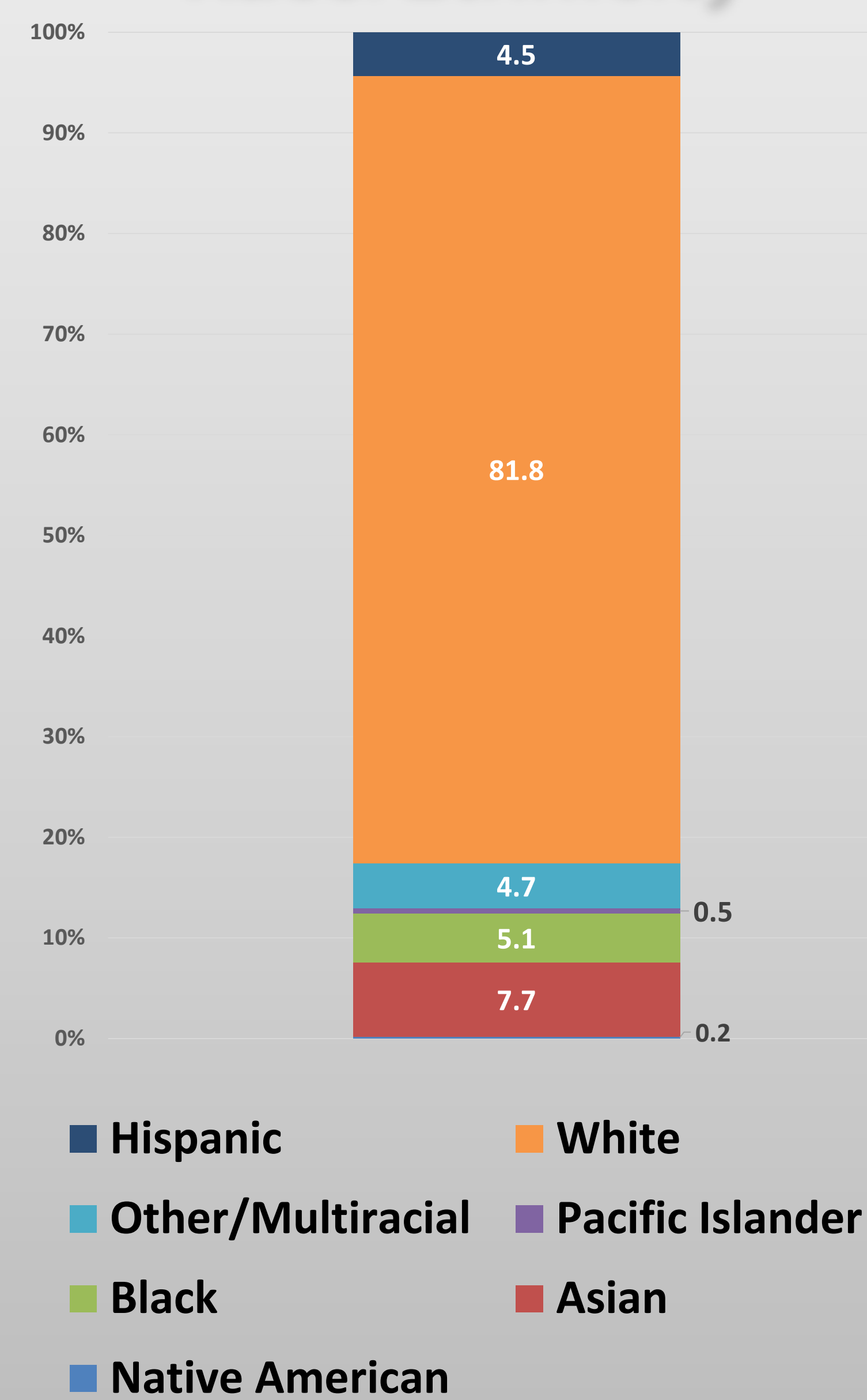
1 • NSSRN 2018 National Survey Data Set

2 • Filtered Data: Critical Care Work Setting

3 • Excluded Non-Staff Roles

4 • All analyses were conducted using frequency analysis in IBM SPSS 28

Race/Ethnicity



Demographics

Income Among RNs Who Left

< \$75,000	31%
\$75,001-\$150,000	48%
\$150,000+	21%

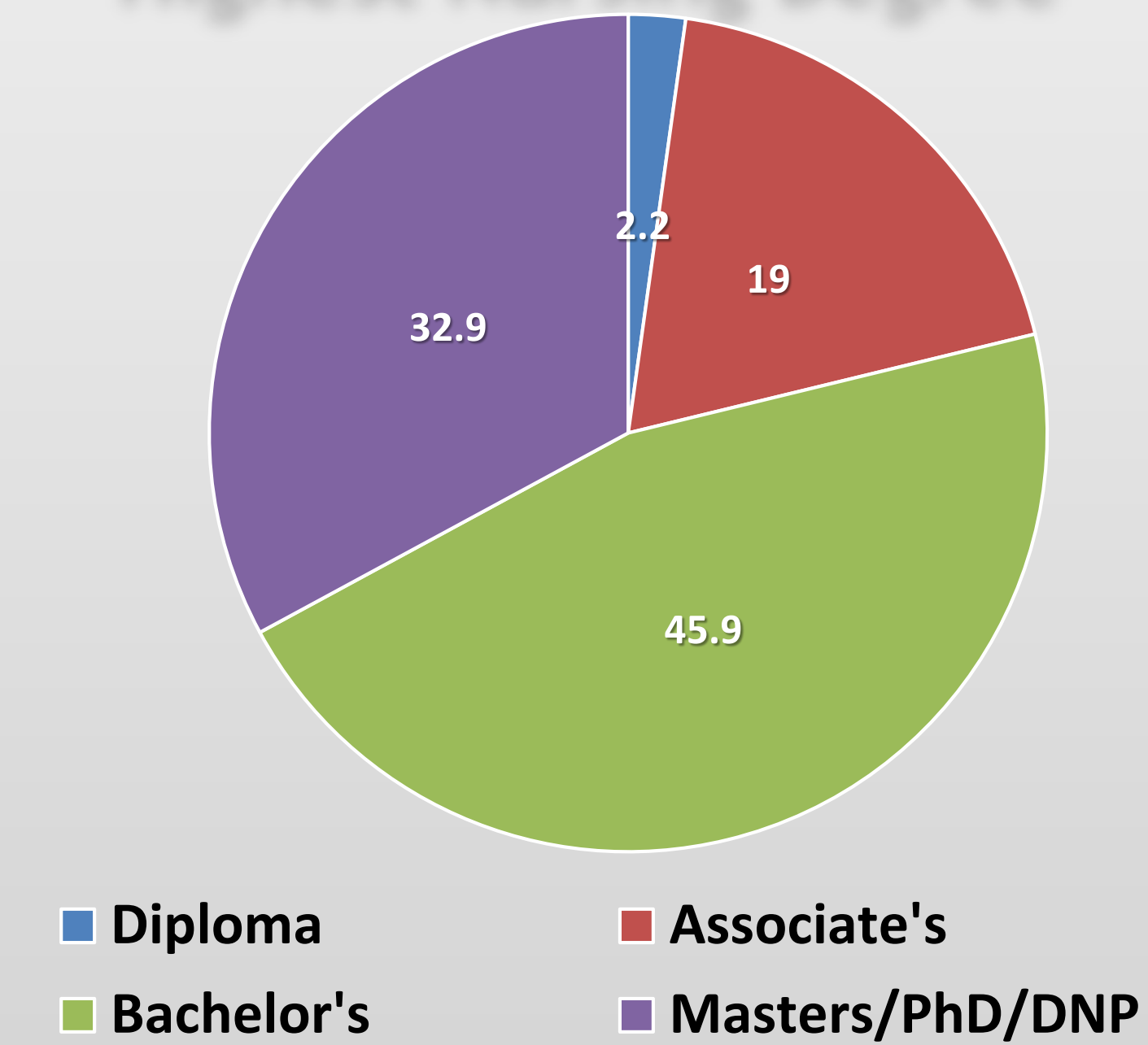
Gender

Female	88%
Male	12%

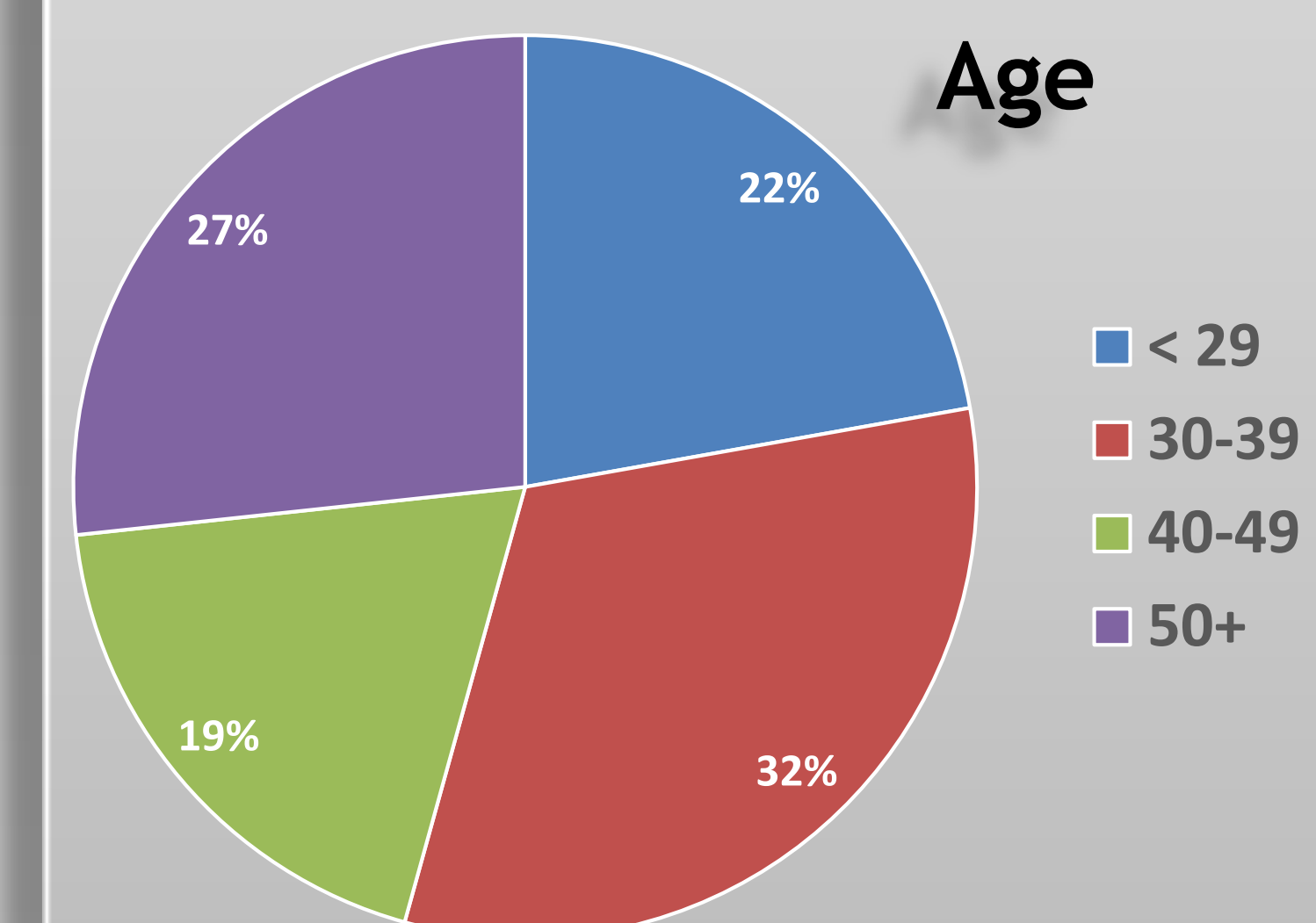
Employment Status

Full-Time	80.6%
Part-Time	19.4%

Highest Nursing Degree



Age



References

