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'The Future is Now: Aspire, Achieve, Advance'



Reduction of Nurse Burnout

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Biography:

Caroline Jane Smyth graduated from Queen's University in Belfast, Ireland and began my nursing career as an Orthopaedic Nurse. After emigrating to Australia I developed an interest in cardiology and I have worked since 2012 on coronary Care Unit. I am a Clinical Nurse Specialist in Cardiology Nursing completing a Masters Degree in Critical Care Nursing.

Burnout is more common in nurses than in any other healthcare profession, and is a critical worldwide issue (Lee et al., 2016). Burnout is defined by (Guo et al., 2018) as psychological syndrome caused by chronic stress. It is an emotional exhaustion which causes cynicism and inefficiency, thereby reducing patients' well-being and care. Burnout develops progressively and is often unrecognised due to the lack of information and discussion about nurse related stress. Burnout causes poor relations between healthcare professionals, the perfunctory and mechanical performance of tasks without emotion or the failing of task completion (Montero-Marin et al., 2016)

Research shows authentic leadership styles by management and environments which promote nurse empowerment can help to retain nursing staff and increase patient care (A. et al., 2017). The ability to recognise and subsequently to prevent nurse burnout can be achieved through the education of nurses to become compassionate to our colleagues and to develop self-awareness of the chronic stress which can develop due to feelings of inadequacy, exhaustion and emotional detachment and through the provision of 'self-care tools' to ensure our personal well-being Marcotte (2016).

Coping strategies are methods of managing the emotions and behaviour of an individual facing excessive demands. Cognitive therapy trains individuals to change negative behaviours and thoughts triggered by a stressful environment, programmes such as mindfulness are developed from cognitive behaviour training to promote self-awareness and recognition and acceptance of negative thoughts which can prevent burnout(Lee et al., 2016).