

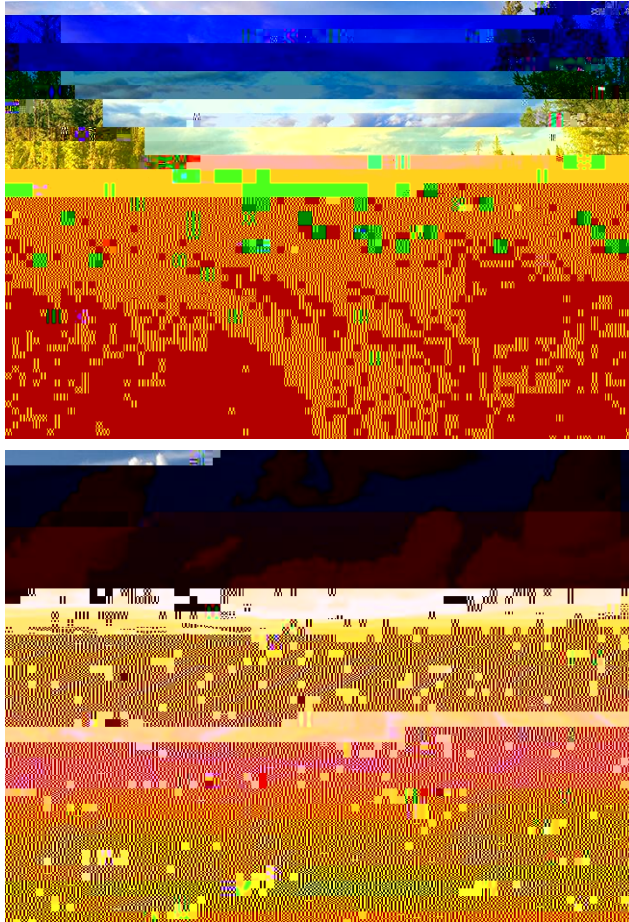


Using mindfulness training to mitigate workplace stress
and burnout risk for nurses and staff during mandated
organizational change.

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Introducing the Context...



Saskatchewan: 1.1 million people in 652,000 km² (almost 3x size of UK)

Two major urban centres (total 500K population, 6 hospitals)

Large rural & remote areas with smaller towns as access points for health care services

Air/ground ambulance services

Saskatchewan Health Authority has 40,000 employees in 270 facilities

Background

Early 2018: Major health system change mandated by government:
Amalgamation of 13 local health regions into 1 provincial region

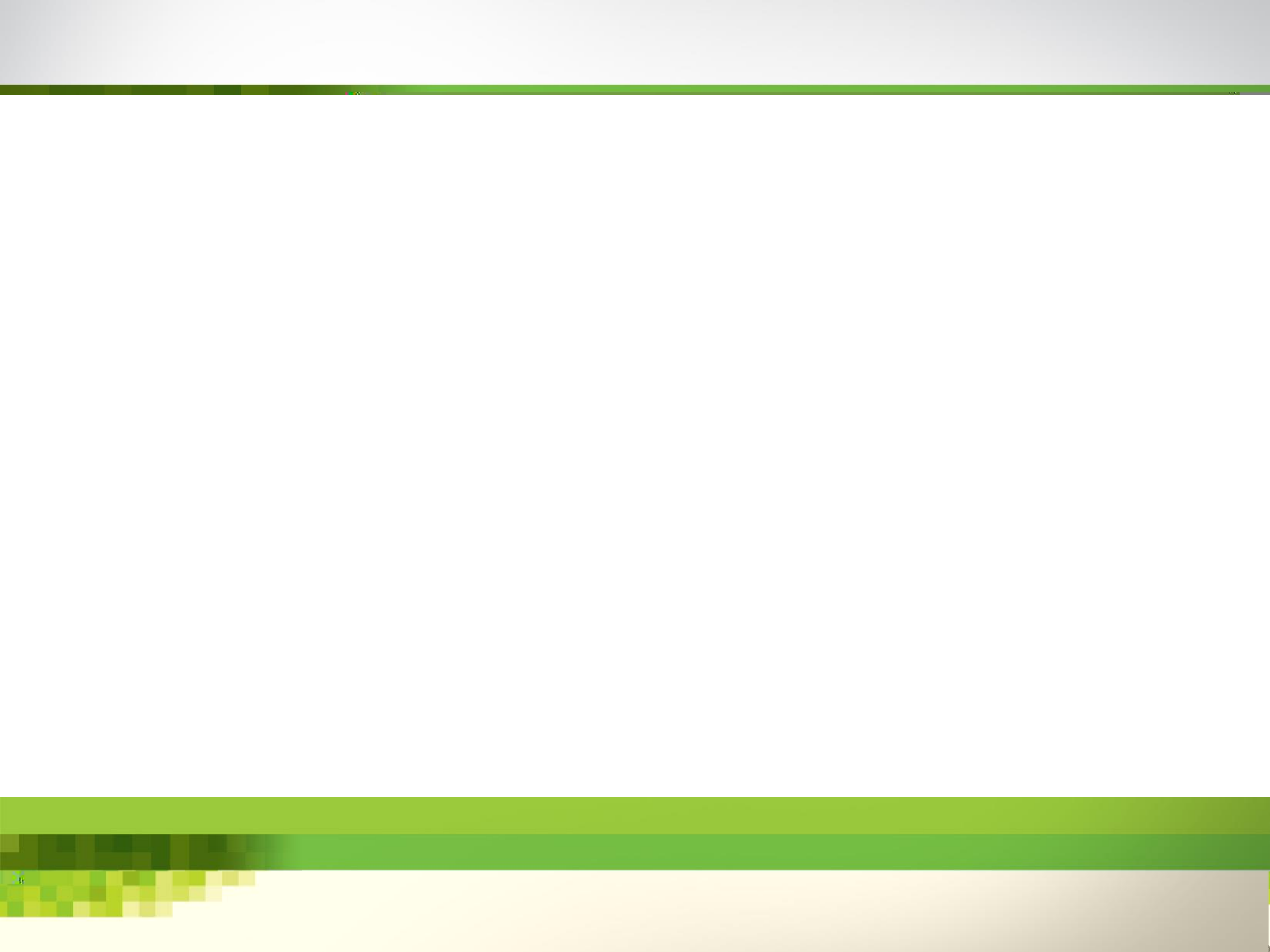
- Significant source of stress for staff & much uncertainty as a result

Additional ongoing work stressors: Staff shortages, greater numbers of increasingly high acuity patients, risk of funding cutbacks...

- Another policy change: Family members at bedside 24/7 now possible

(Former) Saskatoon Health Region's workplace wellness office instituted a free online mindfulness program in hopes of reducing workplace stress

- Program currently being rolled out province-wide via intranet site



Method: Overview & Participants

Self-selecting participation via online survey or in-person interview

- Vendor already selected & program underway when study started
- Initial survey & interviews ran from May – December 2018 (8 months)

Mix of open and closed-response quantitative & qualitative questions

- Online survey: 10-15 minutes; In-person interview: 20-30 minutes

Recruitment from health system intranet & flyers at Saskatoon hospitals

Participants: N=87, 85% female/15% male, 77% univ. degree or higher

Areas: Administration 26%, Allied Health 36% (Therapies, Pharmacy, etc.),
Nursing 33% (RNs & LPNs), Support Staff 5% (Dietary, Janitorial, etc.)

Method: Challenges & Limitations

Self-selecting population, may not have reached those who were less positive about the program or those who dropped out

- Access to participant information from online vendor was not possible

Not able to assess pre-participation stress levels, mental health concerns, or workplace concerns which may impact on personal experience

Participant recruitment challenges (87 of about 600 participants: 14.5%)

- Strong preference for online survey format over in-person interview
- Online survey format: "Quantity (length) vs quality" always a challenge
- Qualitative & quantitative analysis ongoing (relaunched- additional respondents)

Results: Facilitators & Positive Aspects

77% expressed interest in continuing a workplace-

Conclusions

Interest in the continued use of work-facilitated mindfulness programming

- Some participants reporting it was easier to do this at work than at home
- “[These] practices assist in bringing a sense of peace and calm to my life and the benefits have been seen not only by myself but by all those around me.”

Difficulty in being able to participate in scheduled in-person sessions

- Prefer drop-in sessions or online content due to work demands/scheduling

Interest in content being tailored more to specific workplace stressors experienced by staff in a health care setting

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Discussion: Issues & Questions

Is there a need to develop more tailored programming for nurses & the specific clinical issues they face at work?

- Is there a need to focus on resiliency & coping skills overall?
- Are there certain areas of practice where this would be more beneficial?

Should nurses have mindfulness training as a part of their nursing education programming?

- Should this include training specific to challenging situations & clients?

What course format would be easiest for nurses to access?

- Online, in-person scheduled or drop-in, unit-specific or open to all...?

Thank you for listening!

Feel free to contact me for more information...

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