I’m excited to introduce this week’s guest blog by Sharon Tucker, PhD, RN, PMHCNS-BC, Director of Nursing Research & EBP. She and her colleagues are leading the way with our health and wellness initiatives, which are so incredibly important to us as we seek to increase work satisfaction, decrease burn-out, and improve nurse retention, as well as improve patient satisfaction and quality outcomes. An abbreviated version is offered below.

Next Monday, we launch our 2013 Nurse Satisfaction Survey. This year’s annual survey is being managed for us by Press Ganey. You’ll see and hear a lot about this survey in the coming week and I want to personally invite your participation and input. Working together, we can make this the best place to be a nurse on the planet.

Finally, you may have read in VPMA Voice last week about our FY 2014 budget challenges. They are significant with sequestration, changes in or suspension of IowaCare, and other reimbursement reductions. Please share any cost-saving or revenue-generating ideas with your manager or director, or send them directly to me.

Thanks for all you do and please enjoy this week’s guest blog on a very important and timely topic.

Ann

Health and Wellness: Healthy Nurses/Healthy Patients
By Sharon Tucker, PhD, RN, PMHCNS-BC, Director of Nursing Research & EBP

The worksites of nursing staff, the effects of physical and mental demands, as well as rotating and long shifts, can lead nurses to have increased stress levels, burnout, and health problems. These can result in obesity, poor self-care and health promotion patterns, and absenteeism. Promoting health among nursing staff has several implications for health care costs, worker productivity, and safety in the work environment.

Workplace interventions for health care workers have increased in recent years with encouraging outcomes. One of our goals for our nursing department at the UI Hospitals and Clinics is to build a vision of Healthy Nurses/Healthy Patients. We already have many strategies underway to achieve this goal and we will be increasing our efforts to make these opportunities visible and accessible to all our staff over the coming year.

- We’ll be introducing a monthly health and wellness column in Ann’s Blog.
- We recently developed a new video-based program: WellMe in 3—to promote the integration of brief health and wellness moments into our work day and workflow. For a demonstration of the program, check out the series, which is accessible through the nursing intranet homepage.
- Several strategies for managing stress are effective, as demonstrated through research. Nursing staff can access information about available programs at: https://receserv.uiowa.edu/Apps/Wellness/
- We are partnering with UI Human Resources to make programs and services from UI Wellness, Faculty and Staff Services/Employee Assistance Program, and the Family Services Office more accessible to staff nurses
- Live Healthy Iowa is a popular, statewide, team-based 10-week challenge that wraps up April 5. Overall, the UI has more than 1,000 participants on about 160 teams.

Ambulatory Staff on the Move
The “Ambulatory Worksite Physical Activity Intervention” study is up and running in the Holden Comprehensive Cancer Center Clinic, Chemotherapy Infusion Suite, and Medicine Specialty Clinic. About 40 nursing staff members (RNs and MAs) are participating in the study to explore the feasibility and effects of integrating a six-month physical activity intervention into their workflow.

Nurses: Stressed? No time for activity or to eat right?
The liveWELL program can help. By completing your Personal Health Assessment on your Self-Service website, you gain access to tools and resources to teach you skills and develop strategies that fit your life, all for no cost to you. A Health Coach or the Online Behavior Change modules can support you when you are ready to make changes. Call 353-2973 for more information.

Major Epic system upgrade
A major system upgrade to Epic, will occur on Saturday, April 6, at 1 p.m. Please review the Upgrade Info page of the HCIS Epic Education website for additional details.

Learn more about the UI College of Nursing graduate nursing programs on April 17
The UI College of Nursing presents the Take the Lead with your Career (TLC) program from 4:30 to 7:30 p.m. on Wednesday, April 17, in Rooms 20 and 22 in the Con.

Win an iPad mini at Nurse Recognition Day, May 9, 2013
Nurse Recognition Day activities will begin at 10 a.m., Thursday, May 9,, and will continue through 3 p.m., Friday, May 10, in the Pappajohn Lobby (Elevator I, Level 1). The posters will be on display throughout the night so that overnight staff have the opportunity to take part in the event as well. Come and vote for your favorite poster as well as register for the chance to win a new iPad Mini—and most importantly—come see how our nurses are making a difference.

https://medcom.uiowa.edu/annsblog/
Why should you participate in another Nurse Satisfaction Survey? Because nurse satisfaction is important. If we are happy with our jobs and engaged in our work, then our patients receive the benefits. “We often think of nursing as giving meds on time, checking an X-ray to see if the doctor needs to be called, or taking an admission at 2:00 a.m. with a smile on our faces. Too often, we forget all the other things that make our job what it truly is: caring and having a desire to make a difference,” Erin Pettengill.

Magnet® designation means that our hospital possesses the qualities that draw qualified nurses to work at UI Hospitals and Clinics rather than to other hospitals. Do you feel you work in the kind of environment that draws individuals in?

The last work satisfaction survey, NDNQI, resulted in our units creating various action plans to improve how we as nurses feel about our jobs and the kind of hospital at which we are employed. Our Nurse Retention Committee looked at these results and helped us create departmental action plans and to seek further nurse input on how to improve our work environment. Now that the action plans have been in place, it is important to know if we have made progress. There is no better way to find this out than to ask nurses again for their input. The last survey was said to be time consuming, inconvenient, and wordy. These comments resulted in a new survey option submitted from Press Ganey. This is the same company that monitors our patient satisfaction surveys. The 2013 Nurse Satisfaction Survey is shorter, the questions are more straightforward, and you can save an interrupted session and return to it.

Without expressing your opinions in our prior nursing surveys, changes such as placing all shared governance meetings on one day to increase our ability to participate, or the $3,000 dollars towards a BSN degree, might never have happened. Think back over the last year, evaluate the changes—what is working and what still needs improvement—and use the Press Ganey survey to express your honest opinions. Why? Because your opinion counts; for change to happen; and for change to be acknowledged.

Please take the time to complete our new survey.

Thank you,

Rachel Solheim, BSN, RN
Staff Nurse
CVICU