

Group Research Project

Infographics

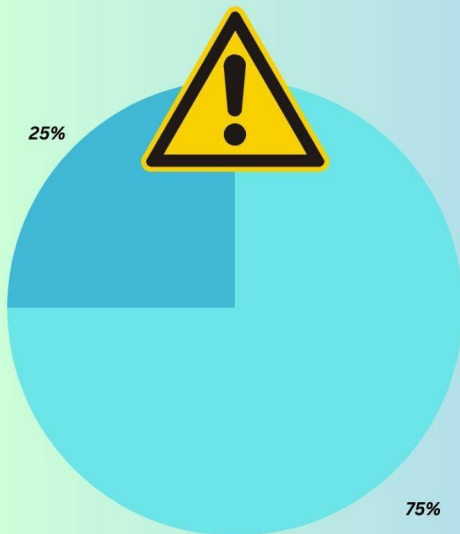
THE ABUSE OF NURSES IS COSTLY



97.9 %
OF NURSES
REPORTED NOT
RECEIVING
ABUSE
TRAINING



41.3%
INCIDENCE OF ANXIETY IS
PREVALENT IN NURSES



**25% OF NURSES IN
THE U.S. REPORTED
BEING PHYSICALLY
ASSAULTED**



**PATIENT STAY
INCREASED BY
2% DUE TO
POOR NURSE
MENTAL STATE**

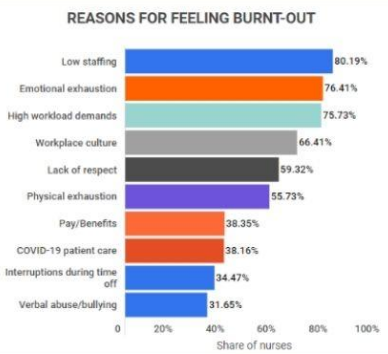
SOURCES: 1. AL-QADH, M. M. (2020). NURSES' PERSPECTIVES OF VIOLENCE IN EMERGENCY DEPARTMENTS: A METASYNTHESIS. *INTERNATIONAL EMERGENCY NURSING*, 32, 100905. [HTTPS://DOI.ORG/10.1016/J.IEN.2020.100905](https://doi.org/10.1016/j.ien.2020.100905)
2. LI, CHINA, ZHANG HUI. (2020). A STUDY ON BURNOUT OF NURSES IN THE PERIOD OF COVID-19. *PSYCHOLOGY AND BEHAVIORAL SCIENCES*, 6(5), 31-36. [TTPS://DOI.ORG/10.31848/J.PBS.20200903.32](https://doi.org/10.31848/J.PBS.20200903.32)
3. SCHLAK, A. E., AIKEN, L. H., CHITTAM, T., POGHOSYAN, L., & MCHUGH, M. (2021). LEVERAGING THE WORK ENVIRONMENT TO MINIMIZE THE NEGATIVE IMPACT OF NURSE BURNOUT ON PATIENT OUTCOMES. *INTERNATIONAL JOURNAL OF ENVIRONMENTAL RESEARCH AND PUBLIC HEALTH*, 18(1), 610. [HTTPS://DOI.ORG/10.3390/ijerph18010610](https://doi.org/10.3390/ijerph18010610)
4. TEXIN, V. E., & BELUT, R. (2014). VERBAL, PHYSICAL AND SEXUAL ABUSE STATUS AGAINST OPERATING ROOM NURSES IN TURKEY. *SEXUALITY AND DISABILITY*, 32, 85-97. [HTTPS://DOI.ORG/10.1007/s1195-014-9359-7](https://doi.org/10.1007/s1195-014-9359-7)

The Nursing Advocacy Project: lets break the Ice

Whats the problem?

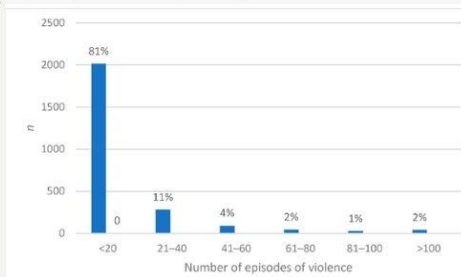
Unfortunately, modern-day nursing has caused nurses to face immense pressure due to the disproportionate nurse-patient ratio. This norm has stemmed from healthcare slowly becoming a business model that has a focus on monetary gain.

Therefore, nurses are being affected, emotionally, mentally and physically from this burnout. According to this survey, the reason behind the this outcome is multifactorial; however, the majority agree upon low staffing being the cause.



Physical Violence

Figure 1. Episodes of violence experienced by nurses and midwives.

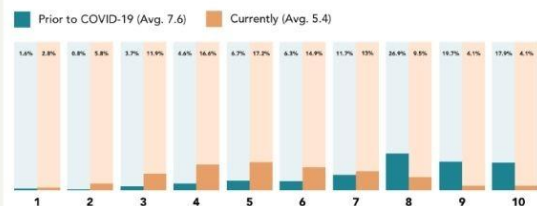


*In the past 6 months

Nurses are often hit, beat, choked, and even spit on by patients and families. One study found that 25% of emergency room nurses in the U.S. have reported experiencing physical violence at the workplace. In the graph on the left, many have faced over roughly 20 episodes of physical violence in the past 6 months.

Emotional and Mental Wellbeing

Please rate the state of your mental health and well-being (10 is the most positive; 1 is the most negative)



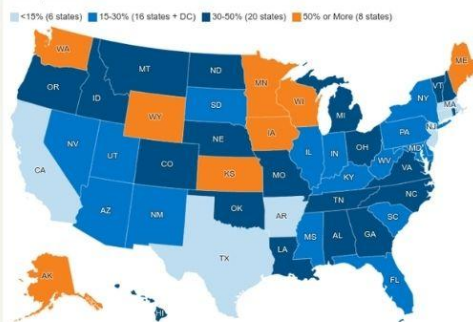
using a scale of 1-10, nurses averaged a 5.8 in 2022. Compared to an average of 7.8 prior to the COVID-19 crisis, this represents a decline of 26% over the short period of two years.

Nurses are becoming increasingly stressed due to working conditions, resulting in emotional and mental exhaustion. A recent survey conducted in 2022 displayed that the mental health of nurses currently has not progressed ever since the Covid-19 pandemic.

Retention rates

The understaffing issue, which furthers the deterioration of nurses' mental health, is perpetuated by the difficulty to retain nurses owing to poor mental health. Every unit higher on their emotional fatigue scale causes a 12% rise in nursing job turnover, while nurses in better work settings are less likely to express unhappiness and a desire to quit. Just last year, facilities across the nation have expressed a wide range of nursing shortage with Alaska having the highest shortage and California and Connecticut having the least shortage.

Share of Nursing Facilities Reporting Staffing Shortages, as of March 20th, 2022



Resources

- <https://www.mdpi.com/2227-9032/8/4/522>
- https://www.nursingsolutions.com/Documents/Library/NSL_National_Health_Care_Retention_Report.pdf
- <https://www.trustedhealth.com/blog/the-state-of-mental-health-in-nursing-in-2022-trusted-health>
- <https://www.kff.org/coronavirus-covid-19/issue-brief/nursing-facility-staffing-shortages-during-the-covid-19-pandemic/>

Blog Post Summary

In the news:

<https://www.forbes.com/sites/coronavirusfrontlines/2022/09/01/violence-against-healthcare-workers-is-at-an-all-time-high-heres-how-workplaces-can-keep-them-safe/?sh=61dce471372b>

For decades, nurses have been subjected to gruesome violence. Although patients are solely deemed to physically abuse nurses, family of patients have been shown to participate in these incidents as well. Surprisingly, nurses often do not recognize that the abuse they endure is unacceptable. Nurses are often hit, beat, choked, and even spit on by patients and families. One study found that 25% of emergency room nurses in the U.S. have reported experiencing physical violence at the workplace. Another study conducted on Turkish nurses found that almost 98% of participants did not know how to report physical violence nor did they know that was even an option. Thus, nurses are truly unprepared for the challenges that lay ahead of them. As a result of these treacherous outcomes, patients are suffering now more than ever. You can read more about patient care retention on our secondary blog post by clicking here.

The COVID-19 pandemic has also made things worse for nurses. According to the Forbes article, studies found a 44% jump in violence against nurses since the pandemic began.

With frustrated patients and families, tension between patients and nurses have only heightened. Additionally, misogyny and deeming the nursing profession as “less than” are contributing factors for why patients shamelessly partake in unjust acts towards nurses. Nursing is a predominantly female-dominated profession, and as a result, misogyny toward nurses is more prevalent. 1 in 4 women are victims of some type of intimate partner violence. Thus, a field dominated by women is subject to experience the very same treatment.

Citations:

Al-Qadi, M. M. (2020). Nurses’ perspectives of violence in emergency departments: A

metasynthesis. *International emergency nursing*, 52, 100905.

<https://doi.org/10.1016/j.ienj.2020.100905>

Domestic Violence Statistics. The Hotline. (2023, February 23). Retrieved April 3, 2023, from <https://www.thehotline.org/stakeholders/domestic-violence-statistics/#:~:text=2010%20Summary%20Report.,Atlanta%2C%20GA%3A%20National%20Center%20for%20Injury%20Prevention%20and%20Control%2C,intimate%20partner%20in%20their%20lifetime>.

Tekin, Y. E., & Bulut, H. (2014). Verbal, physical and sexual abuse status against operating room nurses in Turkey. *Sexuality and Disability*, 32, 85-97.

<https://doi.org/10.1007/s11195-014-9339-7>

Potential Solutions

Currently, there are very minimal solutions offered to nurses on combating this very serious issue. Here are some evidence based solutions our campaign would like to propose:

1. Increase training on signs of abuse and violence

Nurses, especially new graduate nurses, are severely undereducated on identifying physical motives of violence against them. In nursing school, a course must be offered which allows nurses to identify different types of physical abuse against them. This solution will not only allow nurses to help themselves, but it will also allow them to stand up for their coworkers and overcome this issue as a collective.

2. Place teams of individuals in management especially equipped to handle such issues.

Physical violence against someone is a CRIME. Thus, abuse against nurses should be treated as such. A special sector of management should be dedicated to dealing with nurse abuse on a case by case basis. They should also be put in immediate contact with law enforcement to prosecute charges against patients who commit such crimes.

3. Increase security on all hospital floors.

A security guard or police officer should always be nearby and of easy access to nurses. These guards and officers must be trained to de-escalate situations involving patients. Additionally, if the patient is overwhelming the nurse, the officer must be ready to take over for the nurse immediately. Response time for these officers to respond to a nurse requesting assistance should exceed no more than two minutes.

Mission Statement

Welcome to the Nursing Advocacy Project (NAP). The purpose of our campaign and our website is to inform others of the abuse nurses face. The general public is unaware of the serious obstacles that nurses face, and our goal is to educate you on the matter. More importantly, this campaign is intended to inform nursing management staff. Management has been well aware of this issue for years and refuses to act. Resources on this website will demonstrate the lapses in judgement by management, and the potential remedies that can be used to relieve this mounting problem that has existed in healthcare for way too long.

“About Us” Section: Describe what our project is about. The wording should be targeted toward our intended audience, which are patients and healthcare management. Please keep it to no more than 500 words. : NAME: NERMEN

Welcome to the Nursing Advocacy Project, where we defend and fight for our nurses’ rights. Nurses and their skills are needed at every healthcare institution, with nurses holding vital roles like tracking irregularities, advocating for patients’ needs, and delivering appropriate patient care. Unfortunately, modern-day nursing has caused nurses to face immense pressure due to the disproportionate nurse-patient ratio. This has stemmed from healthcare slowly becoming a business model that focuses on monetary gain. Healthcare management consciously maintains the ratio gap to increase profit margin. However, this should not be done on the cost of nurses and their overall wellbeing. Nurses are providers who need optimal physical, mental and emotional health to be present at every single shift they walk into. Therefore, nurses are being affected, emotionally, mentally and physically, resulting in patient outcome and retention rates to be at its lowest.

If nurses are unable to be treated well, how will they provide the best care for patients? With these negative effects on nurses and patients, it is vital to speak up on the realities of the workplace. Through research and testimonies, it is evidently clear that these negative effects are present and sporadic. Especially with the COVID-19 pandemic, these effects on nurses have only worsened as patient count increased at a rapid rate. With this in consideration, it is vital to not only acknowledge that these problems exist but to target them and advocate for nurses who are silenced into accepting this reality.

As the Nursing Advocacy Project, we are here to provide the reality that nurses are facing everyday but also solutions that can aid in fixing these issues that have persisted for too long.

Please keep the following to a MAX of 750 words summarizing and discussing your topic.

Make sure to cite appropriately:

Section 1: Physical Violence against nurses: Srilakshmi

Section 2: Emotional violence against nurses: Nermen

Section 3: Patient outcomes: Branden

Section 2: Emotional and Mental effects

It is the start of 2023 and news of nurses protesting has made headlines across social media. However this comes as no surprise as nurses are still facing immense burnout. According to the February 2023 report of The National Council of State Boards of Nursing, 100,000 nurses left the workforce during the COVID-19 pandemic in the past two years. The findings as also displayed there's a 3.3% decline in the U.S. nursing workforce in the past two years. Although this news is extremely alarming, it comes as no surprise due to the constant research over the past decade indicating that nurses are emotionally and mentally affected.

For example, various studies have indicated that nurses are becoming increasingly stressed due to working conditions, resulting in emotional and mental exhaustion. The high expectations placed alongside working in highly stressful environments, long shifts, and limited resources are all forming grave issues (de Oliveira et al., 2019). Besides that, nurses are having to deal with emotional responses from patients and family members that leave them with emotional burdens due to witnessing death, mourning, and helpless health outcomes. The normalization of emotional burdens among nurses results in continuous emotional distress that consequently triggers mental disorders.

A culmination of these negative effects are realities that nurses are expected to take on as the norm. Burnout and stress are normal with how fast paced the profession is, but depression and anxiety should never be accepted as normal. Especially as the rates of nurses leaving the profession increase, the remaining nurses will be left with the burden of caring for more patients and increasing the rate of burnout. Although these realities sound frightening, there are many possible solutions to counteract these issues.

De Oliveira, S. M., de Alcantara Sousa, L. V., Vieira Gadelha, M. D. S., & do Nascimento, V. B.

(2019). Prevention actions of burnout syndrome in nurses: An integrating literature review. *Clinical Practice and Epidemiology in Mental Health: CP & EMH*, 15(1), 64–73.

<https://doi.org/10.2174/1745017901915010064>

<https://abc11.com/nursing-shortage-nurses-crisis-study/13128466/>

Possible Solutions: Each group member must come up with one solution to the problem respective to their discipline (e.x. Nermen wrote about emotional disturbances nurses endure, so her solution will be based on that specific topic). Once you have done so, write a 250 word blurb explaining your solution and using appropriate citations.

Solution 1: Physical violence: Srilakshmi

Solution 2: Emotional effects: Nermen

Solution 3: Patient retention: Branden

Possible Solutions

1. Providing free mental health resources

Being that data is displaying high rates of mental health illness among nurses due to the immense working conditions, workplaces should provide mental health resources free of charge.

Resources like therapy and programs designed to target the struggle that nurses are experiencing should be used. Creating a safe environment for nurses to work on their mental health will not only help them but also overall patient care satisfaction that will later reflect the healthcare institution.

2. Creating a safe spaces on unit floors

Nurses are known to have the most contact with patients and their families. When patients are in their most vulnerable state, nurses are the ones to witness it all. Events like death, emotional breakdowns or life threatening diagnosis, are all factors encountered on a daily basis. Therefore, a designated space should be created that is designed to help nurses who are overstimulated to distress momentarily before moving onto the next patient. The area should include tools like stress balls, yoga mats, and room for prayer.

3. Monthly focus group discussions

The best way to help nurses receive the best treatment is to hear from other nurses like them discuss what they need to be successful. Hosting monthly focus group discussions gives them a space to discuss any traumatizing experiences they faced such as witnessing constant death, visually distraught images and aiding with family grief. The second half of this focus group discussions includes what type of support they wished they had in those moments. These discussions should also include healthcare management and psychologists present to help appropriately dissect what nurses are sharing to provide the best solution and to take notes for improvement.

Creating the Twitter page: NAME: NERMEN

Refer to sample on BB for reference. Be as creative as you want.

@Nurses4Sci

Password: Writing4sci

<https://twitter.com/Nurses4Sci>



Contact Page

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Blog Page

<https://youtu.be/uXmOFNhpaAM>

The attack occurred in a Minnesota hospital. The patient had been admitted with previous episodes of confusion. He found a metal pipe near his bed and proceeded to attack and assault four nurses causing injury. This video demonstrates the reality that nurses are in constant danger and are tasked with healing violent patients.

<https://youtu.be/i-sx-s8dYzM>

This news clip shows another vicious attack by a patient in the emergency room on their nurse. Her hair was ripped out of her head and her jaw kicked. The images in this report display the brutality and severity of the abuse nurses endure. Similar cases occur often internationally.

<https://youtu.be/nkWbxhjjNQ>

This clip shows a nurse verbally abusing an elderly patient in a hospital room. Although it is difficult to hear what she says, certain insults are clear and the tone of her voice is not conducive to proper quality of care, indicating the abuse. This shows the subtlety which often goes unrecognized due to a lack of visible indicators.

<https://youtu.be/tHI9mOTL7oQ>

This news report exhibits a nurse being overly aggressive and physically abusive to an elderly patient. Unlike the last video, this one reveals the extent to which nurses can abuse patients. Similarly, there is a subtlety that would allow the abuse to persist without the presence of a camera to capture this incident. A worrisome result of the burnout and emotional fatigue nurses experience.

<https://www.youtube.com/watch?v=PrDyii0P4DU>

This New York Times video compiles the opinions and experiences of many hospital nurses. The first minutes are dedicated to stories of abuse both physical and verbal these nurses have

experienced during their career. During COVID-19, they faced horrible conditions only worsened by the fact that hospitals refused to improve the situation by hiring more nurses or adding greater incentives. Their pandemic anecdotes immerse the viewer in the emotional trauma that results from losing patients frequently and helplessly.

<https://www.youtube.com/watch?v=VoFnoeXMorA>

This news clip discusses the issues that nurses at a Virginia hospital are experiencing. In it, they interview one of the nurses leading the outcry and she describes her difficulties in vast detail. The understaffing issue within her hospital has affected the nurses and patients in many ways and the methods the hospital management took to counteract it was completely illogical such as moving nurses between departments without training and notice.

Please keep the following to a MAX of 750 words summarizing and discussing your topic. Make sure to cite appropriately:

Hospital nurses frequently feel burnout due to the high-risk nature of their jobs and their mental tiredness, which has a severe impact on the standard of care and results for patients.

According to a recent study in 2021, nurses' mental health contributed to a flow issue that worsened the hospital's overall condition and efficiency by extending patients' stays by 2% on average. Additionally, failure-to-rescue rates among nurses increased by 10%, and patient fatality risks increased by 11% on average in American hospitals with an average nurse burnout rate .

It is crucial to raise nurse retention rates and mental health standards, regardless of the method used or its limits. To lower nurse turnover rates and enhance patient care and results, hospitals must deal with the issue of nurse burnout and endeavor to improve the working environment for nurses. Not only will hospitals and patients gain from nurses having better mental health, but so will society as a whole.

Possible Solution

The failure to retain nurses within hospitals has directly affected and perpetuated the understaffing issue that persists throughout the healthcare system. The only way to improve understaffing is to increase the number of available nurses, however, there are alternative methods to improve nurse retention. The connection between understaffing and turnover among registered nurses with a potential solution is explored in the paper by Wegge et al. (2017). According to the study, there is a strong correlation between understaffing and nurses quitting their jobs, showing that understaffing is associated with increased nurse turnover. The study also discovered that consistent rest breaks can improve the association between understaffing and nurse turnover, suggesting that consistent rest breaks might lessen the detrimental impacts of understaffing on nurse turnover. The study underlines the importance of addressing understaffing and providing consistent rest periods in order to increase nurse retention rates and, as a result, patient care quality.

Citation:

Wendsche, J., Hacker, W., & Wegge, J. (2017). Understaffing and registered nurses' turnover: The moderating role of regular rest breaks. *German Journal of Human Resource Management: Zeitschrift für Personalforschung*, 31(3), 238-259. <https://doi.org/10.1177/2397002216683880>