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**Objective:** Upon completion of the lecture, attendees should be better prepared to:

- Discuss the factors affecting nursing staff satisfaction on the burn unit
- Describe the development and initiation process for the Burn Resource Nurse

**Abstract:**

**Introduction:** Burnout has become a topic of increasing concern among the burn nurse team members assigned to higher acuity of burn patients. Critical care nurses are particularly vulnerable due to chronic occupational stressors, including high patient acuity of burn patients, attending to the needs of patients’ families and providing education (Epp, 2012). The Burn Trauma Step down and Intensive Care Unit nursing staff expressed concern about difficulty flexing coverage to meet increased demands. In order to address this significant source of stress, the burn unit staff’s unit practice councils and nursing management collaborated to develop a new staffing model designed to reduce the strain of organizing multiple complex burn dressing changes by covering the needs of staff and patients during times of high patient acuities with prescheduled additional nursing staff.

**Methods:** Development of the Burn Resource Nurse Trial consisted of four phases. Phase I, initiated by the staff, included the description of roles, responsibilities and expectations. This process resulted in specific guidelines. In Phase II, a pre-trial questionnaire was distributed to staff to assess nurse’s workflow, morale, and perception of leadership. Phase III was the start of the trial and Phase IV will be Post-trial evaluations.

**Results:** Implementing the Burn Resource Nurse thus far has been very effective and beneficial in meeting the needs of the patients and team members. The pre-trial evaluation data consisted of the following: N: 13

Between questions one and two, “my unit is adequately staffed and I have enough time during my shift to complete patient care”, the data revealed that more nurses felt that they weren’t staffed appropriately versus having enough time. Response time to patients at the start of this trial in April was reported 55% out of 100, and increased substantially to 99%.

**Conclusions:** Initiation of the Burn Resource nurse has been well-received by the Step down staff and is eagerly anticipated by the Burn Trauma ICU. Results revealed improved ability to provide prompt, effective patient care and increased nursing staff satisfaction. It is hoped that this model will decrease stress and feelings of burn-out,

resulting in reduced staff turn-over rates, all while maintaining the highest levels of quality burn patient care. Opportunities for future research include continuing to refine the overall nurse staffing model to best prepare for the fluctuating needs unique to the burn-injured population.

**References and Resources:**

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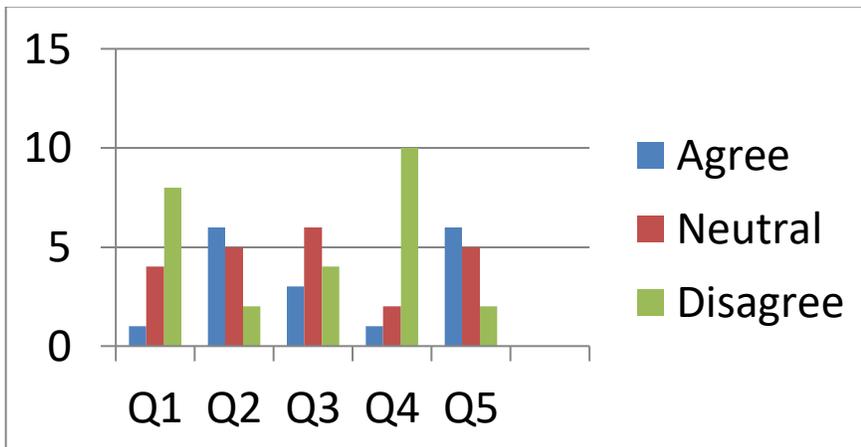
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**Disclosure:**

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Burn Resource Nurse Trial Pre-Questionnaire		
My unit is adequately staffed to meet our patient needs.		
Disagree 1	Neutral 2	Agree 3
I have enough time during my shift to complete patient care and chart in a timely fashion.		
Disagree 1	Neutral 2	Agree 3
I am able to devote adequate attention to my patients' needs during my shift.		
Disagree 1	Neutral 2	Agree 3
I clock out on time most every shift.		
Disagree 1	Neutral 2	Agree 3
My charting is completed before shift report with the oncoming nurse.		
Disagree 1	Neutral 2	Agree 3

# Burn Nurse Trial Pre-Questionnaire



## Response of Hospital Staff-0014 as of 5/29/2018

