

Barriers to Examining the Effect of Buddy Nursing on Job Satisfaction

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Background

- Effective teamwork among patient care teams can positively impact work environment, job satisfaction and quality of patient care
- Nurses are more likely to make a long-term commitment to their facility and retention rates increase when nurses interact in an effective team based approach
- Teamwork initiatives are needed to improve job satisfaction and patient care
- Larger-scale barriers such as RN turnover which ranges from 8.8 to 37% need to be addressed systematically
- Team nursing systems are especially effective with new nurses
- Further, large-scale studies are needed to generate more statistically-significant data

Aim

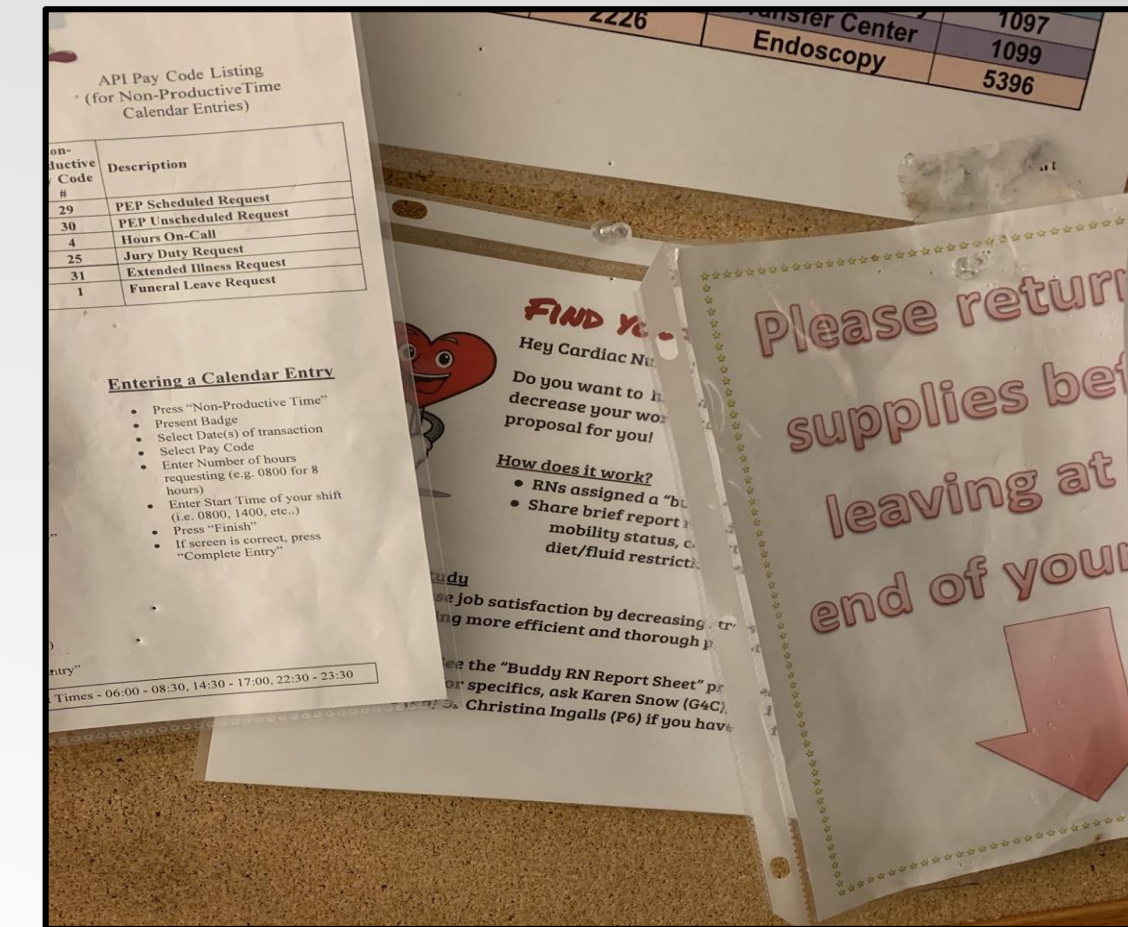
- To examine the effect of a buddy nursing approach on job satisfaction of registered nurses on cardiac telemetry units

Methods

- Participant recruitment via:
 - Emails, personal conversation, handouts, posters, and in-person presentations at monthly staff meetings & shift change huddle
- Pre- & post-surveys of job satisfaction

Barriers

- RN aversion to change in routines
- RNs feeling too overwhelmed to add new tasks to their practice
- Lack of participation despite multiple recruitment efforts
- Education and recruitment materials covered by other materials and/or removed
- Decreased staffing ratios & increased turnover (loss of 10+ RNs during two month period)
- Logistical difficulty of consistently scheduling nurse buddies
- Shortage of CABG/TAVR trained RNs, causing assignment fluctuation



Recruitment flyer on bulletin board covered by other materials

Educational & Recruitment Materials

FIND YOUR NURSING BUDDY!

Hey Cardiac Nurses!

Do you want to help improve staff satisfaction as well as decrease your workload, and daily stress? Then have I got a proposal for you!

How does it work?

- RNs assigned a "buddy" RN
- Share brief report including mobility status, code status, diet/fluid restrictions, etc

Goals of Study

- Increase job satisfaction by decreasing stress
- Providing more efficient and thorough patient care

Interested?! See the "Buddy RN Report Sheet" provided next to time clock, attend daily huddle for specifics, ask Karen Snow (G4C), Tedd Walther (G4C), Amanda deVillers (P6) or Christina Ingalls (P6) if you have any further questions!




Recruitment flyer placed in various locations across both cardiac telemetry units

Buddy report sheet designed to standardize report for all participants

Buddy RN Report Sheet

After getting report on individual assignment meet up with your buddy nurse to complete report sheet

Patient Room	Code Status	Mobility and Fall Risk Score	Diet and Fluid Restriction	Oxygen Needs	IV Drips

Summary/Discussion

- This EBP project examined literature on the effect of team nursing in regards to job satisfaction
- The goal was to implement a trial buddy nursing project with night shift nurses on cardiac telemetry units at Northern Light Eastern Maine Medical Center in Bangor, Maine
- The nurses on each unit were to be educated on filling out half-page report sheets at the beginning of each shift and given co-located patient assignments
- Job satisfaction surveys were to be conducted before and after the two-week buddy nursing trial period to determine the effect on job satisfaction
- The EBP required on participation of staff RNs in order to collect adequate, viable data values
- Due to a lack of participation no data were generated
- The project was ultimately unsuccessful and no conclusions can be drawn at this time

Conclusion

- Literature indicates that nursing teams increase job satisfaction and patient care
- This project was unable to generate new data due to various barriers and lack of RN participation
- Future EBP projects reliant on staff participation must better anticipate and overcome barriers

References

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