

Super Scrub Club: An Employee Funded Program to Increase Staff Morale

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Program Summary

- This is an evidence-based practice (EBP) project designed to help **reduce nursing burnout** which is a prominent phenomenon in healthcare
- In this proposal, we will determine if a “Super Scrub Club” would be feasible and beneficial on Grant 6. The “Super Scrub Club” is a voluntary activity in which staff donate \$1.00 per pay period, automatically deducted, that goes towards activities designed to increase morale and relationships between co-workers

Goal

- To cultivate **nurse resilience** by:
- Facilitating social connection
 - Promoting positivity
 - Capitalizing on nurses strengths
 - Nurturing nurses growth
 - Encouraging nurses self care
 - Fostering mindfulness practice

By designing a team or club fostering these ideas, the goal is to form healthy connections between employees on Grant 6 **increasing staff retention**

Measures and Results

- 35 surveys were distributed to staff, the response rate was 3.5% ($n=10$).
- Results
 - 80% of participating staff members reported being burned out with their current nursing staff positions on Grant 6
 - 70% of these staff members having been in their nursing career for less than 2 years or less
- Common themes noted leading to nursing burnout were:
 - Lack of managerial support surrounding staff as individuals
 - Lack of adequate staffing personnel required to meet job expectations
 - Lack of resources available when they are needed; pharmaceuticals, glucometers, vital sign machines, working computers
 - Advanced acuity of patients related to nurse to patient ratio

Educational Pamphlet



Procedure/ Barriers

- **Pre-implementation:** Provide a workplace positivity/ culture safety survey focusing on how staff perceive morale on the unit
- **Procedure:** Interpret survey results and Implement monthly activities aimed at fostering the 6 nurse resilience ideas designed by Roberts, Stickler & Webb Corbett
- **Barriers of this Study:**
 - Staff participation (3.5% response rate)
 - Lack of time to critically think about the program and fill out surveys
 - Lack of survey return to appropriate party

Conclusion

- More barriers were noted with implementation such as; lack of staff desire to participate in work activities, participation of outside parties (i.e., payroll and leadership)
- Building nurse resilience for all nurses is a necessity in order to retain long term staff on specific units.

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