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

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Goal

- 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

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

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.

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

Educational Pamphlet

Strategies to Decrease Nurse Burnout

Choose Physician Incentives Wisely

Targeting and addressing burnout in the workplace

Involvement of Leadership and Administrators in addressing burnout in the workplace

Provide resources for self care and mental health services

Provision of resources for self care and mental health services

Encouraging peer interaction and support in the workplace environment

Fostering and prioritizing a healthy work life balance in the workplace environment. Setting boundaries between work and personal life activities

References