

Introduction

Purpose

- This EBP project seeks to examine the literature and nurses' perceptions related to rotating shifts, especially the impact of quick returns on nurses and possible solutions.
- Nurses struggle to manage rotating shifts with quick turnaround between shifts. Quick returns defined as returning to work a different shift within 24 hrs.

PICO question:

What effect does rotating shifts with (quick returns) have on clinical nurses?

Literature Review

- Approximately 3.8 million employees in the United States work night shift on a regular basis and another 3.3 million work a rotating schedule.³
- Shift rotations were associated with acute fatigue. Fixed work schedules allow nurses to adapt to their schedules and find successful strategies to reduce fatigue.^{1,2}
- Rotating shift work impacts workers' health, well being, job satisfaction, quality and quantity of sleep.^{1,2}
- Decreased levels of alertness and vigilance can increase the likelihood of errors, near miss events and effect patient safety.^{1,4}
- Workers with rotating schedules need special attention and frequent health checks due to the higher risk for both job dissatisfaction and undesirable health effects.^{1,4}
- Consequences of quick returns on sleep-related outcomes are equally or more severe than those of working night shifts.^{3,5}
- Job performance was highest for nurses working fixed day shifts, while it was lowest for those working rotating shifts.^{3,5}

Methods

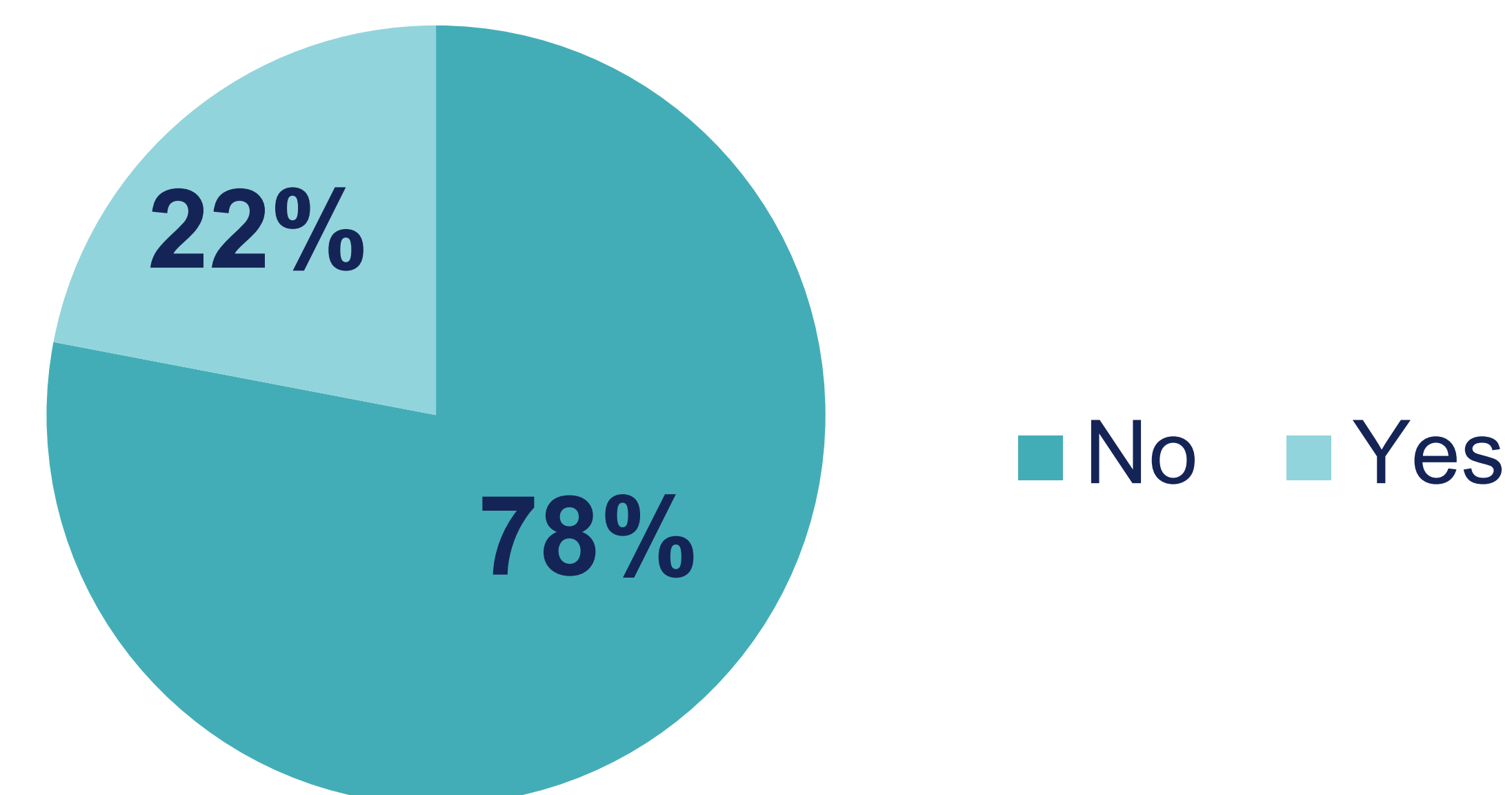
A literature review was conducted using the following databases: CINAHL and PubMed. Five studies are included in this project.

A convenience paper and pencil survey was conducted among nurses on intermediate care cardiac unit. The survey asked nurses about their thoughts on the current practice of rotating shifts. Survey contained two open-ended questions and three multiple choice questions.

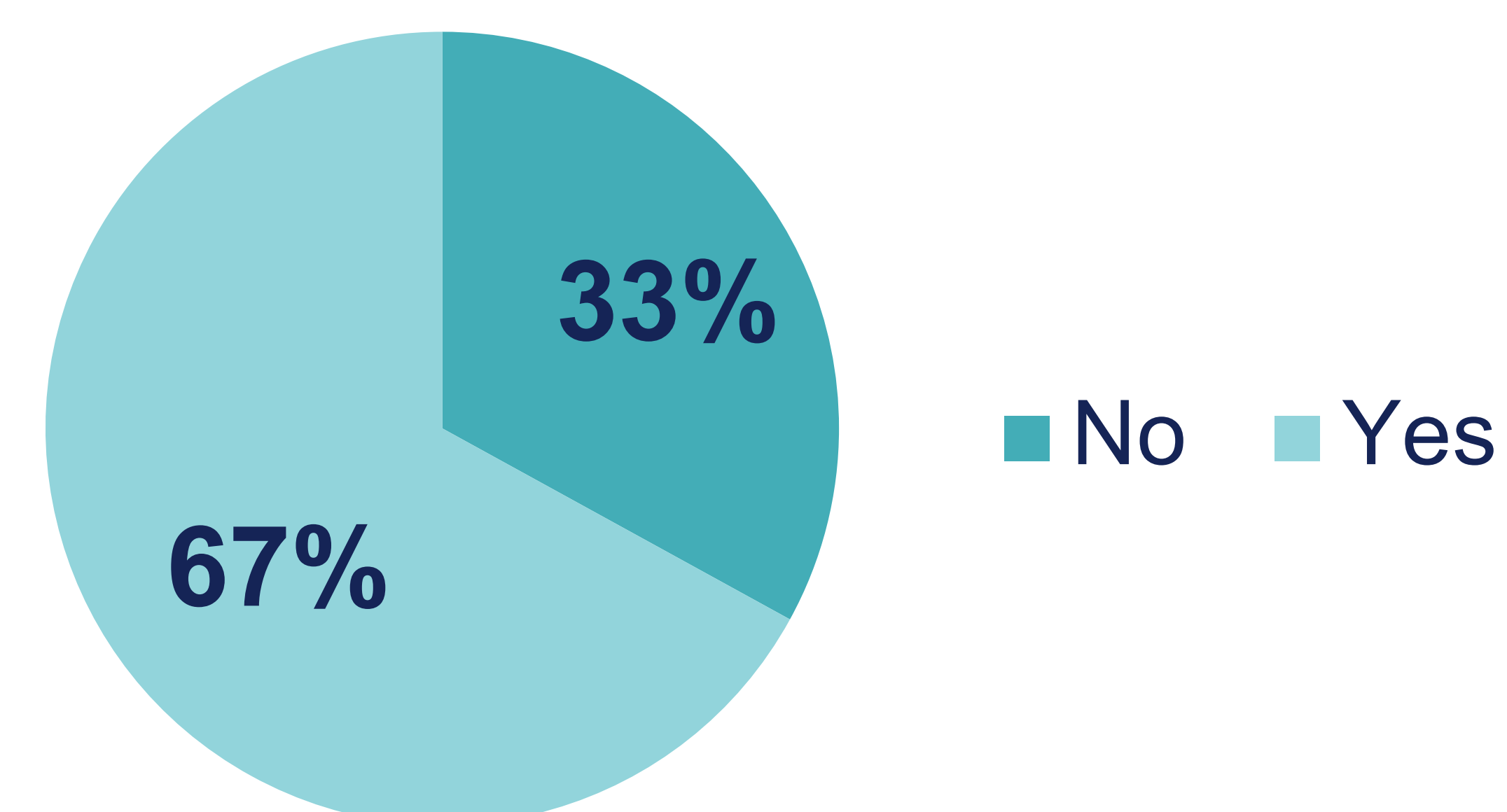
- Eighteen nurse participants were asked to complete a survey; all participated.

Results

DO YOU LIKE ROTATING SHIFTS?



WOULD YOU RATHER WORK A FIXED SCHEDULE?



Nurses comments on survey:

- Quick Returns are:**
 - Unnatural, feel unrested, drained, horrible, grumpy, difficulty concentrating, miserable, and exhausted.
 - Physical symptoms including nausea, headaches, sore joints, and light sensitivity.
 - Anxious to drive home with fears of being involved in car accidents.
 - Concerned with plans for child care.
- Some stated benefits of rotating shifts:**
 - Increased pay (10% shift differential for nights).
 - Calmer environment (on nights).
 - Greater flexibility when making plans with family and friends, (compressed work weeks).
- Some saw no benefits with rotating shifts**

Next Steps

Moving forward - change scheduling to either replace rotating shifts with fixed monthly day or night schedules for nurses or more days between rotation.

Several ways to implement this change:

- Month of fixed nights or days
- Hiring only permanent night and day shift RNs
- More than two days off between rotating shifts, no quick returns

Implementation:

Unit leadership were provided with evidence that shows the negative effects of rotating shifts on nurses. After a productive discussion, unit leadership agreed to allow 2 days off in between rotating shifts as suggested to provide adequate time for recovery.

Conclusions

- Rotating shifts have a negative impact on nurses' health, job satisfaction and retention.
- Research shows, the quality of nursing care provided by nurses who are on rotating shifts tend to have lower overall quality rate compared to those with fixed day or night shifts.
- Rotating shifts have some benefits of pay, flexible schedule, skills acquisition for each shift.
- Nurses in this EBP survey preferred not to have quick return rotating shifts.

References

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