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## Prevention and Treatment of Nursing Burnout Through Policy

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# Prevention and Treatment of Nursing Burnout Through Policy

Hannah Khiev, Marina Gerard, Anastasiya Likhovodova, & Hailie Lopez-Santiago

## Statement of problem

- Past and present, burnout has consistently emerged within the nursing field
- 33% of nurses in hospitals experience burnout
- Burnout is a state of emotional exhaustion commonly linked to irregular work schedules, high emotional intelligence demands, and disruption in sleep schedules
- An exhausted nurse could be more prone to making mistakes

## Purpose

To research the causes of burnout, to then construct policies to combat the onset and treat those in need

## Synthesis of Evidence

- Burnout has been linked to emotional exhaustion, self-undermining, and increased workload
- Burnout is linked to a lack of workplace support, irregular circadian rhythm, and increased psychological demands
- Mindfulness workshops reduced perceived stress and emotional exhaustion
- Better circadian rhythm and sleep quality can also help prevent and treat burnout

## Practice Recommendations

- Enforcing a maximum patient-to-nurse ratio to prevent high workload
- Implementing a break nurse to decrease workload
- Reduction of alterations in nurses' shifts to no more than one shift change per week to promote a better sleep pattern
- Providing resources for nurses that offer teaching on burnout, as well as mindfulness opportunities to help prevent and treat burnout

## References

