NIOSH Training for Nurses on Shift Work &

Long Work Hours: Development Process &

1.5 Year Post-Launch Impacts

Claire C. Caruso PhD, RN, FAAN Angela M. Sarver MS National Institute for Occupational Safety & Health, CDC March 20 2017



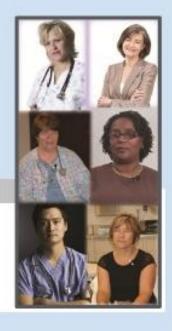




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NIOSH Training Program for Nurses on Shift Work and Long Work Hours

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Authors: Claire Caruso PhD RN FAAN, Jeanne Geiger-Brown PhD RN FAAN, Masaya Takahashi PhD, Alison Trinkoff ScD RN FAAN, Akinori Nakata PhD

Consultants: Roger Rosa PhD, Anneke Heitmann PhD, Nancy Hughes MS RN, Jaime Murphy Dawson MPH, Roberta Capewell PhD RN, Paula Grubb PhD

External & Internal Reviewers: Orfeu Buxton PhD, David Lombardi PhD, Sara Luckhaupt MD MPH, Timothy Monk PhD DSc, Roger Rosa PhD, Bryan Vila PhD

Web Development: Dwight Werren

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Development of Training

- Content from review of literature
- Input on content from
 - **American Nurses Association staff**
 - Focus group of nurse managers
- Drafted online program including short video with testimonials from registered nurses

Development (continued)

Obtained feedback on draft & revised after each round of suggestions

- American Nurses Association
- NIOSH subject matter expert
- Focus group of nurse managers
- Focus group of staff nurses

Development (continued)

Revised after each round of suggestions

- Pilot test: senior nursing students & registered nurse graduate students
- Reviewed by external subject matter experts & NIOSH subject matter experts
- Final pilot test with 10 CDC registered nurses

June, 2015

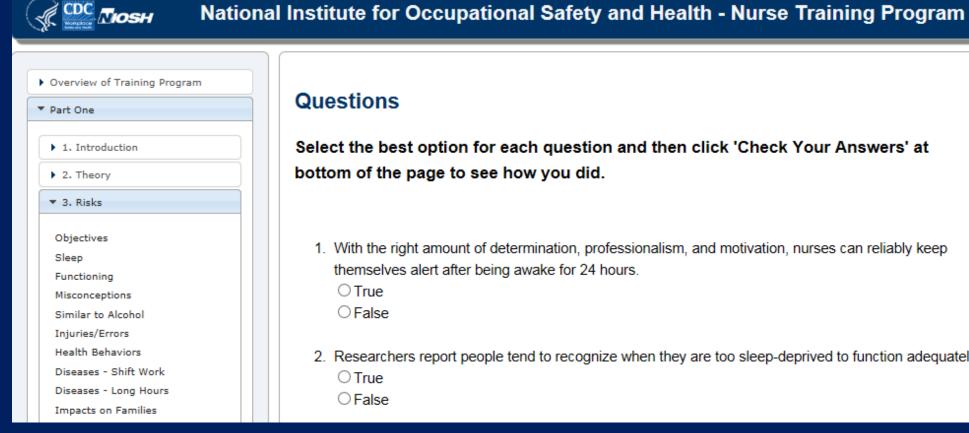
Began dissemination

Freely available for desktop & mobile devices www.cdc.gov/niosh/docs/2015-115/

3.2 hours to complete

7.5 minute video of testimonials from nurses

Interactive Questions & Answers & Sleep Tools



Questions

Select the best option for each question and then click 'Check Your Answers' at bottom of the page to see how you did.

- 1. With the right amount of determination, professionalism, and motivation, nurses can reliably keep themselves alert after being awake for 24 hours.
 - True
 - O False
- 2. Researchers report people tend to recognize when they are too sleep-deprived to function adequately.
 - O True
 - False

Part 1

Basics about sleep, circadian rhythms, fatigue, & why risks occur

- Health & safety risks
- Individual differences

Part 2

- Strategies for employers
- Improving sleep & alertness
- Using naps
- Strategies for working day, evening & night shifts
- Personal life
- Driving

Strategies for Managers

- Improve design of work schedules
- Periodic assessments
- Using planned naps
- Organizational improvements
- Workplace culture, policies, environment
- Supervisor coworker support
- Fatigue risk management systems

Strategies for Workers

- Behaviors to maximize sleep
- Behaviors to increase alertness
- Family & social management
- Recognize & treat health problems

CDC Training & Continuing Education Online Continuing Education Certificates

3.2 contact hours CNE - registered nurses

0.2 CEU - healthcare professionals

Audit - others

1.5 Year Impacts

June 2015 to December 31 2016 about 37,000 visits to website

45 external websites provide information about the training

- Nursing organizations: American Association of Nurse Anesthetists, American Association of Critical Care nurses, American Psychiatric Nurses Association, Emergency Nurses Association
- American Hospital Association
- Safety professionals: Association of Occupational Health Professionals, Board of Certified Safety Professionals, Ohio Board of Workers Compensation
- Federal & state government agencies, military

Continuing Education Certificates Awarded to RNs & Other Professionals

Part 1 N = 3067

Part 2 N = 2828

Evaluation of training Almost 95% agreed or strongly agreed

- Addressed a need or a gap in my knowledge or skills
- Level of difficulty, length, & pace were appropriate
- Instructional strategies helped learn content
- Will be able to apply knowledge gained

What change or impact

do you anticipate?

Most Frequent Changes & Impacts Listed in 984 Evaluations of Part 2

Improve sleep

Adjusting sleep patterns to accommodate night shifts

Share knowledge with colleagues

Share the information about this CNE with nurses & direct them to this site.

Improve work schedule

Working with management to develop a schedule more conducive to safe patient care

Do you anticipate barriers to applying this knowledge?

About 14% responded Yes

Most Frequent Barriers Listed in 225 Evaluations of Part 2

- Administration
- Staffing shortage
- Changing the culture at work
- Applying the information:

 Difficult to change personal habits

3/20/2017 24

Barriers (continued)

- Too busy due to demands from work & family:
 Babies don't like to let you sleep & hospitals will mandate you even if you tell the management that you will be up for over 24 hours by the end of your shift
- Lack of control of schedule: just GETTING a lunch break is a struggle some days

Future Research

- Track impacts
- Test the training on a variety of outcomes: for example, sleep, alertness, sense of well-being, injuries during work & at home, patient care outcomes, symptoms of existing chronic illnesses, nurse retention, personal relationships
- Develop interventions to help administrators adopt management strategies
- Develop further interventions to help nurses improve behaviors & work/family balance

Questions Comments?

Thank you for your interest!

ccaruso@cdc.gov