HealthyNurse® Data on Nurse Fatigue & Shift Work

Holly Carpenter, BSN, RN
Senior Policy Advisor, American Nurses Association
Nurses are Critical

4M healthier Americans

More credible source of health information

Most trusted profession & health role models

More likely to educate & advocate

HEALTHY NURSES
Healthy Nurse, Healthy Nation™

Improving the health of the nation by first improving the health of nurses
# Engagement Model

<table>
<thead>
<tr>
<th>ENGAGE</th>
<th>IMPROVE</th>
<th>CREATE</th>
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<tbody>
<tr>
<td>Engage Nurses on Three Levels</td>
<td>Improve Their Health in Five Key Areas</td>
<td>Create a Healthy Nurses Population...</td>
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</table>

- **Individual**
  - Activity
  - Rest

- **Organizational**
  - Nutrition
  - Quality of Life

- **Interpersonal**
  - Safety

- **A Healthier Workforce**
- **Effective, Safe, Sustainable Health Care**
- **Role Models of Health**
- **Educators and Advocates for Health**

... and in turn, A HEALTHY NATION!
HNHN Connect

Healthy Nurse Healthy Nation
Grand Challenge
Leading the Nation’s Journey to Better Health

JOIN THE CHALLENGE
INDIVIDUALS  PARTNERS  CONTEST

Made possible in part by the generosity of the following

AMERICAN NURSES FOUNDATION  Humana  stryker
Challenges

Dashboard

Announcements

Join our next challenge: Healthy Sleep!

Getting in a quality night’s rest is critical to improving our productivity and helps us prevent slip-ups. This challenge will help you get more and better quality sleep. Sign up today!

Recent Discussions

Aieda Solomon posted Power Up with Produce Challenge - Day 9 Tip - Consider hosting a plant-based potluck

Quick links

- My Survey & Heatmap
- Events Calendar
- Restart Welcome Tour
- View Badge Library & Top Contributors
- Admin: Resources
- Resource Library
- Give Feedback
Fall Asleep Faster

Lack of sleep can cause you to make mistakes while at work or in daily life in general. Are you having trouble falling asleep? Try these 22 tips from Jackie Levin, board-certified holistic nurse and founder of Leading Edge Nursing.

Resources

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#healthynurse Spotlights

“Sleep, right now, is a real challenge. Due to this stage in my life and the chronic lower back pain, satisfying rest can be quite a struggle…I am doing core exercises to strengthen my back and found that eliminating white flour from my diet has also decreased the pain.”

*Pamela Cipriano*

“I would like to use the HNHN platform to reach out to as many nurses in the United States Public Health Service, as well as people in the community, to educate and remind them about self-care; focusing on physical activity, nutrition and sleep.”

*Latonia Ford*
Champion Spotlights

The Texas Nurses Association (TNA) is a statewide membership-based professional association of licensed nurses and is the Texas affiliate of ANA. Founded in 1907, TNA is the oldest and largest nursing association in Texas. TNA is a Champion partner of HNHN, and was one of the first of ANA’s constituent/state nurses association to join HNHN. TNA, as part of their commitment to HNHN, is focusing on nurse fatigue. They address this topic through resources and information on fatigue’s health effects on nurses and patient outcomes. They look to decrease the percentage of Texas nurses reporting less than 7 hours of sleep daily and also to decrease the percentage of those nodding off or falling asleep while driving. They can measure these statistics through the quarterly reports they receive from HNHN.

When it comes to their health, individual nurses have a responsibility to make it a priority – but so do the organizations that employ them. Here, we’ll spotlight three Healthy Nurse, Healthy Nation™ Grand Challenge Premier Partners and the innovative ways they’re helping nurses be their best. Let these ideas from Children’s Hospital Los Angeles (CHLA), Mayo Clinic Arizona, and Northern Westchester Hospital (NWH) inspire you – and your employer.

Rest
- Fatigue-fighting education seminars: Mayo Clinic Arizona has hour-long sessions on topics, such as how to get a more restful night’s sleep, fighting fatigue, and making time to rest.
- Staff relaxation rooms: A special break room at NWH is designated for patient care staff to take restful breaks. The room is specially designed for renewal or napping (no eating or cellphone use allowed).
- On-site acupuncture and chair massages: At CHLA, employees can book a discounted acupuncture appointment right on the campus. For $1 per minute, staffers at CHLA can enjoy a relaxing chair massage to unwind.
- Relaxation sessions: CHLA employees can drop in to the hospitals interfaith center for relaxing meditation sessions.
- Meditation path: NWH has a wellness path that runs around the perimeter of the organization. Staffers can walk it and read inspirational messages posted on markers along the path.
- Longer lunch breaks: NWH increased nurses’ lunch break time so they could eat lunch without rushing and have more personal time every day.
HealthyNurse® Survey

• Longitudinal research to improve nurse health
• Modified questions from ANA’s Health Risk Assessment (2013-2016)
• 99 question electronic survey
• Questions comparable to existing national data
• Available at www.hnhn.org
Heatmap Scoring

Survey & Heatmap

Below are your survey results. They are displayed in a heat map, reflected in the various domains by icons: Rest, Activity, Nutrition, Quality of life, and Safety.

Click on any box to view: The Survey Question, Your Answer, The Ideal Answer, The National Average(if available), Link to various references and Link to helpful resources on the question’s topic. The legend below shows the scoring: green is your goal!

Legend:
- High Risk
- Medium Risk
- Little to No Risk
- Not Applicable/Not Answered.

6.85
out of 10
In a typical 24-hour period, about how many hours do you sleep including naps?

Response(s):

7 hours

Ideal Response(s):
Responses of 7 hours or more are ideal. The Mayo Clinic recommends 7 to 9 hours of sleep per night for adults.

National Average:
According to Gallup, 4 in 10 Americans get less than the recommended 7 hours of sleep per night.
Recruiting Participants

- HNHN platform
- E-mail
- Social media
- Articles
- Presentations
- Webinars
- Booths
IRB Approval and Confidentiality

- Data confidential and used pursuant to ANA Privacy Policy
- HIPAA-compliant
- Research proposal and survey reviewed by Chesapeake IRB
Description of Analysis

• 9117 participants data analyzed
• Data collected Feb 2, 2017-May 18, 2018
• Market research conducted
  • Standard descriptive statistics used
  • Categorical variables: Chi-Square Test for Independence
  • Ordinal Variables: Mann-Whitney U, Kruskal Wallis
  • Interval level data: t-tests
Infectious disease agents (e.g., tuberculosis)
Blood-borne pathogens (e.g., HIV or hepatitis)
Excessive fatigue impacting my quality of life
Needlesticks and other sharps injuries
Prolonged standing
Lifting/repositioning heavy objects (including patients)
Workplace stress

*Note: only depicting risks with >20% mention
NURSES REPORT:

- Feeling stressed
- Unmanageable workloads
- Coming early, staying late
- Working through breaks
- Feeling obligated to work when sick and injured
Work Shift Schedule

- Day: 72%
- Evening: 3%
- Night: 12%
- Rotating: 4%
- Irregular schedule arranged by employee: 3%
- Irregular schedule arranged by employer: 2%
- Other: 5%

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Shift Length In Primary Work Role

- Less than 8 hours: 8%
- 8 hours: 40%
- 10 hours: 16%
- 12 hours: 27%
- More than 12 hours: 5%
- Other: 4%
Workload

I often have to work through breaks to complete my assigned workload.

I often have to arrive early or stay late to get my work done.

I feel obligated to come to work even when I feel sick or injured.

I am often assigned a higher workload than I am comfortable with.
Night Shift Nurses
• More likely to be worried for their physical safety at work
• Tend to feel their safety is less valued
• Cite availability of safety devices and protective equipment
• Put the safety of others first
• Feel less recognized and thanked for their work
• Slightly more likely to have experienced a needlestick
• More likely to believe sharps/needlestick prevention is applicable to their job
Day Shift Nurses

- Feel more involved in safety planning
- Believe unsafe conditions are more quickly identified and corrected
Workplace Safety by Shift

- My employer values my health and safety.
  - Overall: 75%
  - Day: 77%
  - Night: 71%

- I am familiar with written safety guidelines and policies.
  - Overall: 90%
  - Day: 92%
  - Night: 92%

- Safety devices and protective equipment are available to me.
  - Overall: 83%
  - Day: 84%

- Reporting of injuries and health concerns is encouraged.
  - Overall: 86%
  - Night: 88%

- Unsafe conditions and other hazards are quickly identified and corrected.
  - Overall: 78%
  - Night: 76%

- I have an opportunity to be involved in safety planning.
  - Overall: 61%
  - Night: 63%

- I put the health, safety, and wellness of my patients before that of my own.
  - Overall: 64%
  - Night: 63%

- I am treated with dignity and respect.
  - Overall: 80%
  - Night: 82%

- I am worried for my physical safety.
  - Overall: 10%

- I am recognized and thanked for my efforts at work.
  - Overall: 72%
  - Night: 74%

- I am treated with dignity and respect.
  - Overall: 72%
  - Night: 74%

- I am worried for my physical safety.
  - Overall: 10%

- I am recognized and thanked for my efforts at work.
  - Overall: 72%

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Typical Sleep in 24-Hour Period

- More than 8 hours: 5%
- 8 hours: 20%
- 7 hours: 34%
- 6 hours: 29%
- 5 hours: 10%
- 4 hours: 2%
- Less than 4 hours: 1%
Sleep Habits by Shift: Typical Sleep in 24-Hour Period

<table>
<thead>
<tr>
<th>Sleep Duration</th>
<th>Night</th>
<th>Day</th>
</tr>
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<tbody>
<tr>
<td>More than 8 hours</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>8 hours</td>
<td>14%</td>
<td>21%</td>
</tr>
<tr>
<td>7 hours</td>
<td>26%</td>
<td>36%</td>
</tr>
<tr>
<td>6 hours</td>
<td>28%</td>
<td>35%</td>
</tr>
<tr>
<td>5 hours</td>
<td>14%</td>
<td>9%</td>
</tr>
<tr>
<td>4 hours</td>
<td>1%</td>
<td>5%</td>
</tr>
<tr>
<td>Less than 4 hours</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
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Nurses are missing out!

<table>
<thead>
<tr>
<th>Sleep</th>
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<tbody>
<tr>
<td>NURSES</td>
<td>7.0</td>
</tr>
<tr>
<td>Average American</td>
<td>8.8</td>
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Sleep: Number of hours of sleep in a 24-hour period
Sleep Behaviors by Ethnicity

Hispanic nurses tend to sleep
• Between 5-7 hours (73%), with 23% reporting at least 8 hours of sleep

African American nurses tend to sleep
• Between 5-7 hours (78%), with 16% claiming at least 8 hours of sleep, and 8% reporting 4 or fewer hours

White nurses tend to sleep
• Between 5-7 hours (70%), with 27% reporting at least 8 hours
Sleep Habits by Ethnicity: Typical Sleep in 24-Hour Period

- More than 8 hours: Hispanic 4%, African-American 6%, White 6%
- 8 hours: Hispanic 12%, African-American 17%, White 21%
- 7 hours: Hispanic 23%, African-American 27%, White 28%
- 6 hours: Hispanic 33%, African-American 36%, White 36%
- 5 hours: Hispanic 13%, African-American 19%, White 19%
- 4 hours: Hispanic 4%, African-American 6%, White 6%
- Less than 4 hours: Hispanic 0%, African-American 2%, White 1%

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Falling Asleep at the Wheel – Last 30 Days

- 86% No
- 14% Yes
Driving and Sleeping by Shift

- **Day Shift:** 90%
- **Night Shift:** 67%

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Falling Asleep While Driving

14% of all respondents have fallen asleep at the wheel in the past 30 days

- 10% of day shift
- 33% of night shift have fallen asleep at the wheel in the past 30 days

- 21% - African American and Hispanic
- 12% - White
Drowsy Driving by Ethnicity

- **African American**: 79% No, 25% Yes
- **Hispanic**: 79% No, 25% Yes
- **White**: 88% No, 12% Yes

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Distracted Driving

Texting and Driving

- Never: 41%
- Seldom: 39%
- Sometimes: 18%
- Nearly Always / Always: 3%

Other Distracted Driving

- Never: 18%
- Seldom: 28%
- Sometimes: 52%
- Nearly Always / Always: 3%
Statement of ANA Position:
Registered nurses and employers in all care settings must collaborate to reduce the risks of nurse fatigue and sleepiness associated with shift work and long work hours. Evidence-based strategies must be implemented to proactively address nurse fatigue and sleepiness and to promote the health, safety, and wellness of registered nurses and ensure optimal patient outcomes.
Recommendations for Employers

- Eliminate mandatory overtime
- Reporting system
- Scheduling practices
  - Maximum hours/week: 40
  - Maximum shift length: 12
- Innovative strategies
  - Nap rooms
  - Transportation and lodging
- Ongoing education
Recommendations for Employers

- Policy allowing nurse refusal of work assignment due to fatigue
- Policies addressing unusual circumstances i.e. natural disaster
- Schedule using EBP
- Encourage rest breaks
- Allow adequate meal breaks
Recommendations for Nurses

- Healthy sleep (7-9 hrs.)
- Rest prior to shift
- Evaluate your meds for side effects
- Scrupulous self-care
- Examine commute time
- Consider employers’ safety culture
Recommendations for Nurses

- Follow established employer policies
- Scheduled breaks
- Workplace naps
- Utilize employer resources
- Report accidents, errors, near misses
- Prevent drowsy driving
Nurse Fatigue Prevention Enhances:

- Nurse, patient, and community health, safety, and wellness
- Risk and error reduction
- A workplace culture of safety
- Healthy work environments
- Appropriate work-life balance
References


Economos, C.D. et al. What lessons have been learned from other attempts to guide social change Nutrition Reviews. 2001; 59(3):S40-S56.

Questions?

Holly Carpenter, BSN, RN

301-628-5105

holly.carpenter@ana.org