

A decorative graphic on the left side of the slide. It consists of a blue parallelogram and a light green parallelogram, both tilted at an angle. The blue shape is in the foreground, and the green shape is partially behind it. They are set against a dark blue background with faint, lighter blue diagonal stripes.

Health Lab Team Bravo



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The Problem





Nursing Shortage

- The USA has a nursing shortage.
- Around 1 million nurses will be **retired by 2030**
- Furthermore, as the older population increases thanks to modern medicine, the need for more nurses increases as well.
- Moral distress stands out as a prime concern for nurses around the country
- Addressing the problem now is urgent to avoid disaster in the future

Discrepancies in Underserved Communities

- For these communities, nurses play a prominent role as health educators
- “Caring for disenfranchised groups instills fear at some level in nurses who are working with these individuals” - Martino Maze, C. D. (2005)
- Due to the rapidly changing healthcare system the nurse faces increasing ethical dilemmas and human rights issues

US Census Bureau, Poverty by Age in Chicago city, Cook County, Illinois; Population Without Health Insurance Coverage in Chicago city, Cook County, Illinois

Poverty

16.4% +/- 0.7%

Poverty, All people in Chicago city, Cook County, Illinois

10.2% +/- 1.2%

Poverty, All people in State House District 78, Illinois

Table:
S1701

Table Survey/Program:
2019 American Community Survey 1-Year Estimates

Poverty by Age in Chicago city, Cook County, Illinois

VIEW OPTIONS ▾

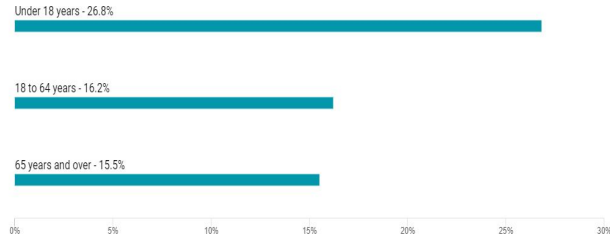


Chart Survey/Program: 2019 ACS 5-Year Estimates Data Profiles

Health Insurance

9.7% +/- 0.5%

Without Health Care Coverage in Chicago city, Cook County, Illinois

6.4% +/- 0.8%

Without Health Care Coverage in State House District 78, Illinois

Table:
S2701

Table Survey/Program:
2019 American Community Survey 1-Year Estimates

Population Without Health Insurance Coverage in Chicago city, Cook County, Illinois

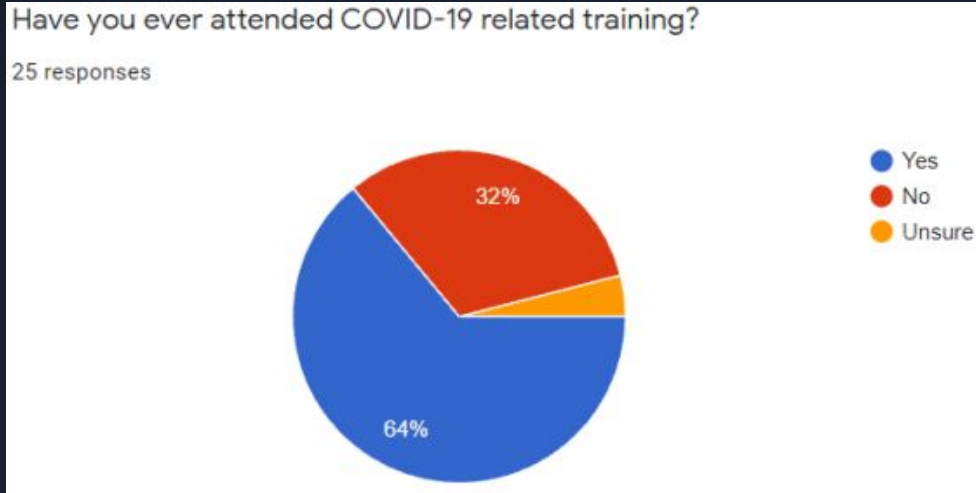
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Chart Survey/Program: 2019 ACS 1-Year Estimates Data Profiles

Moral Distress

- Under COVID-19, nurses are under greatly increased risk of facing moral distress; having to distribute insufficient hospital resources, face hostile patients, and potentially make life-or-death decisions for their patients. Moral distress can lead to burnout, anxiety, and strain on mental health.
- 75% of healthcare workers agreed that COVID led to increased stress in the workplace
- Frontline nurses who had no COVID related training had increased fears of COVID





Effects

- Nurses who witnessed patient death had 4x the rate of post-traumatic stress symptoms
 - COVID teams are 25.5% more likely to witness patient death
- 27% of frontline nurses experienced symptoms of anxiety



Our Research

- We surveyed 25 nurses to gain insights into the issues they face
- Only one reported not suffering from any kind of mental health issue
- 83.3% developed at least some of these symptoms during the pandemic
- Only one said COVID-19 did not increase work stress
- 64% said they often act as an educator for their patients, a further 24% said they do so sometimes
- 52% said they fear harm from their patients at least some of the time

Areas of Interest





Lack of Autonomy

- Bed capacity and education were strong predictors of professional autonomy
- Professional autonomy had a positive, significant correlation with happiness
- Professional autonomy was directly correlated with safety performance



Peer Communication & Mentoring

- Novice and expert model is already in use in many healthcare systems.
- There is a link between these mentorship and leadership programs with nurse retention and provide teaching aides with staff
- Giving nurses with less experience a model to base themselves of off has an improvement in quality outcomes in this setting.



Lack of Work-Life Balance

- Age and education are not critical variables what influence the work life balance
- The biggest determiner of a good work life balance is experience
- It is also found that nurses that have a higher amount of contact with patients have a poorer work life balance
- Implementing programs that teach nurses self improvement and giving them advocates for their patients help these nurses better balance a healthy work life balance

Fixing the Problem





Our Goal

We are determined to significantly lower the amount of moral distress nurses face in their work



Our Insights

- The problems facing America's nurses are wide and multifaceted
- Burnout is a key symptom to screen for
- Professional autonomy and work-life balance mediate symptoms
- Addressing this issue can also help our nurses perform their jobs better
- Facilitating communication between nurses can allow them to identify collective issues and provide social support

By making smart use of technology to facilitate communication, cooperation, and collaboration between nurses, management, and mental health professionals; we can empower nurses to increase professional autonomy and work-life balance in order to combat moral distress.



Who benefits?

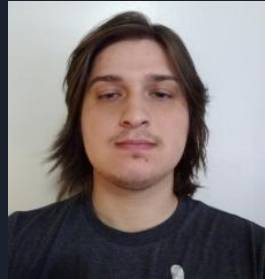
- The Country
 - Happier nurses make for a better, more prosperous country
- The Healthcare System
 - Tackling moral distress is a major piece of addressing the national nursing shortage
- Hospitals
 - Empowering nurses can help address hospital-wide issues and concerns
- Patients
 - Studies show that professionally autonomous nurses have better safety performance



Meet the team



Jack Hamilton



Jacob Brooker



Jarun Jannak



Neil Bhandari



Labib Kreidi



Citations

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