

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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Acknowledgments

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

Graphic Design & Art Work: Brenda Jones, Vanessa Williams, Gino Fazio

Editor: Seleen Collins

Video Production & Authors: Charles Urban, Brenda J Jones, Claire Caruso, Edward Hitchcock, PhD

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

  National Institute for Occupational Safety and Health - Nurse Training Program

► Overview of Training Program

▼ Part One

► 1. Introduction

► 2. Theory

▼ 3. Risks

- Objectives
- Sleep
- Functioning
- Misconceptions
- Similar to Alcohol
- Injuries/Errors
- Health Behaviors
- Diseases - Shift Work
- Diseases - Long Hours
- Impacts on Families

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
 False
2. Researchers report people tend to recognize when they are too sleep-deprived to function adequately.
 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

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