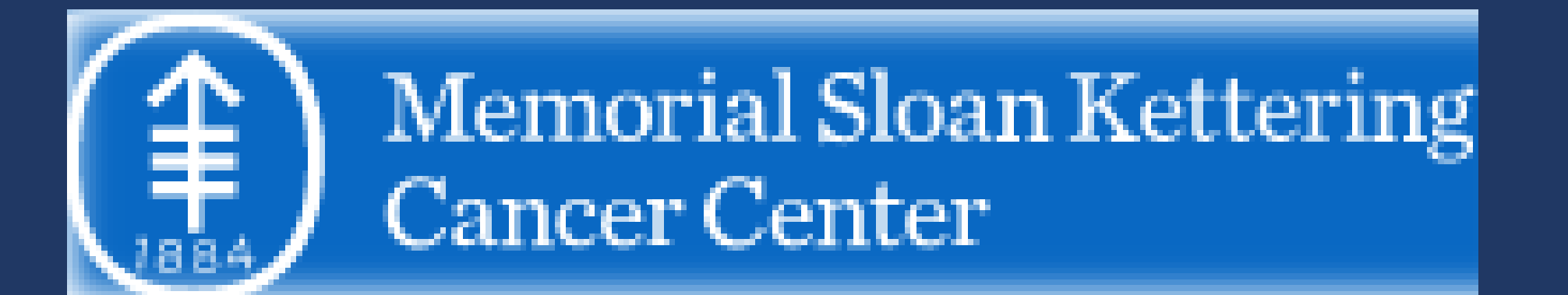


# Promoting Self-Care to Reduce Compassion Fatigue in Oncology Nurses and Advanced Practice Providers:

## An Evidence Based Practice Implementation Project

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### Purpose

Establish and implement a comprehensive compassion fatigue (CF) support program to reduce CF and improve compassion satisfaction (CS) for acute care oncology nurses and advanced practice providers. The program utilized a multi-targeted approach, including screening, EBP "self care" interventions and engagement with employer-provided tools.

### Background & Significance

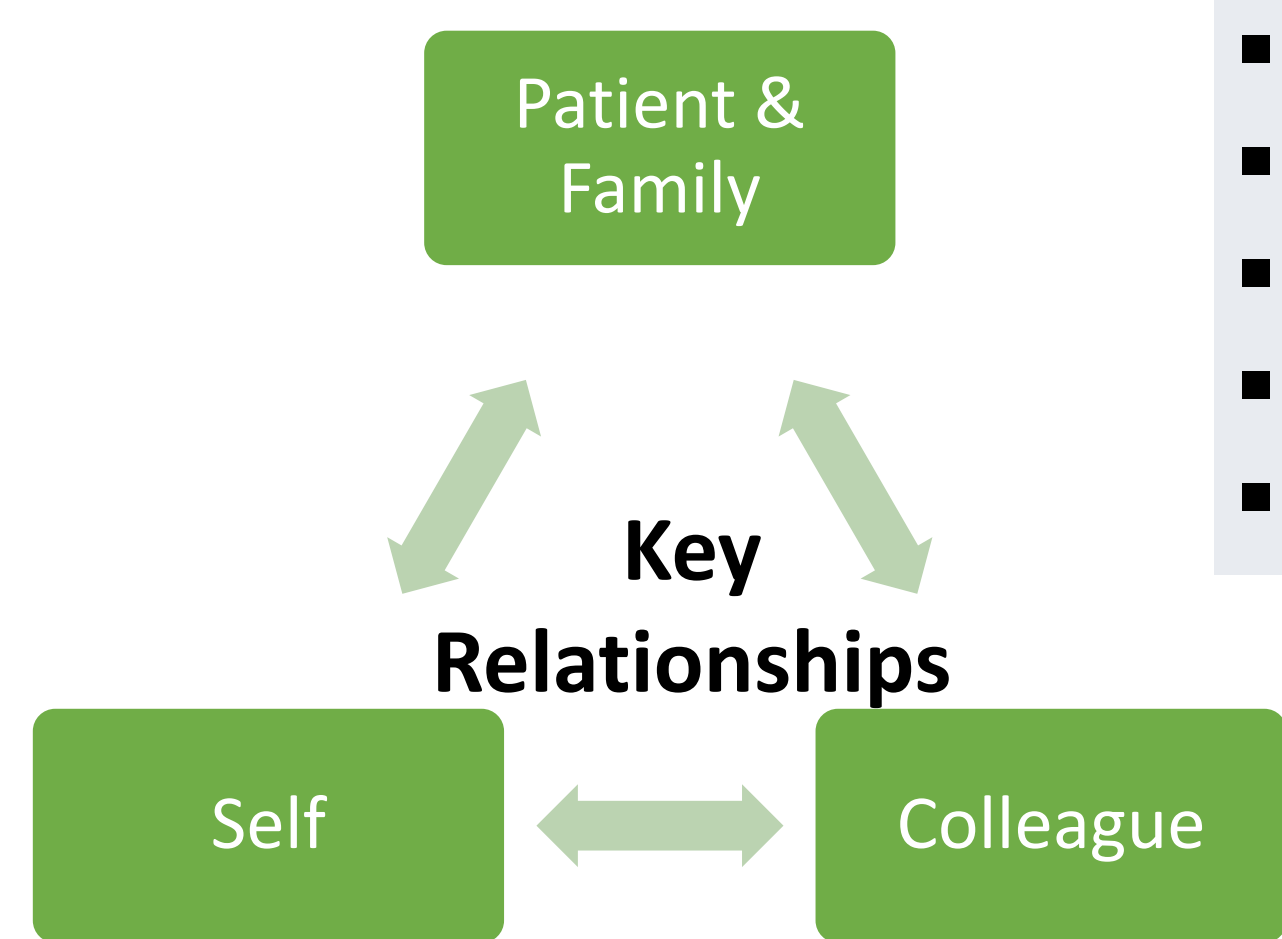
- Oncology nurses & advanced practice providers → increased risk for CF & burnout.
- Baseline CF/Burnout worsened by COVID-19 pandemic
- Joint Commission Sentinel Alert February 2021** → Critical need to screen for workplace stress, promote self-recognition, self-care strategies, and work staff support services

### Framework: MSKCC Relationship Based Care



#### 7 Dimensions of Care

- Innovative caring
- Healing environment
- Teamwork
- Care delivery
- Leadership
- Professional Practice
- Resources
- Outcomes



### Methods

**Theoretical Model:** MSKCC Professional Nursing Model: Relationship-Based Care

**Implementation Framework:** IOWA Model of EBP

**Project Design:** pre-program/post-program evaluation

**Intervention:** Four-week program delivered multi-targeted strategies through Microsoft Teams. Live and pre-recorded sessions

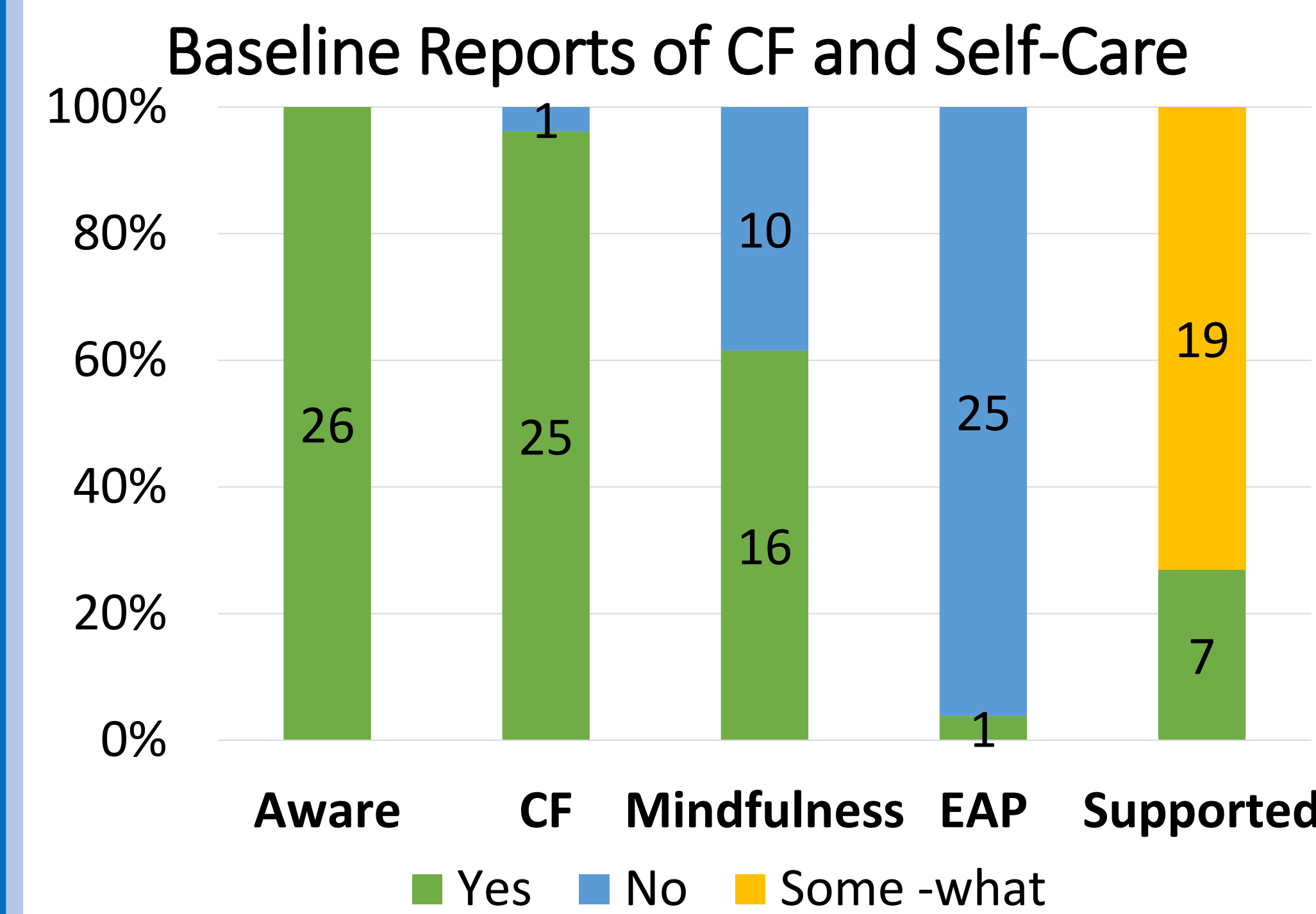
**Instruments:** PROQOL V, CF knowledge test, demographic survey, program evaluations

**Data Analysis:** Descriptive statistics, Paired sample t-test, Wilcoxon signed-rank test

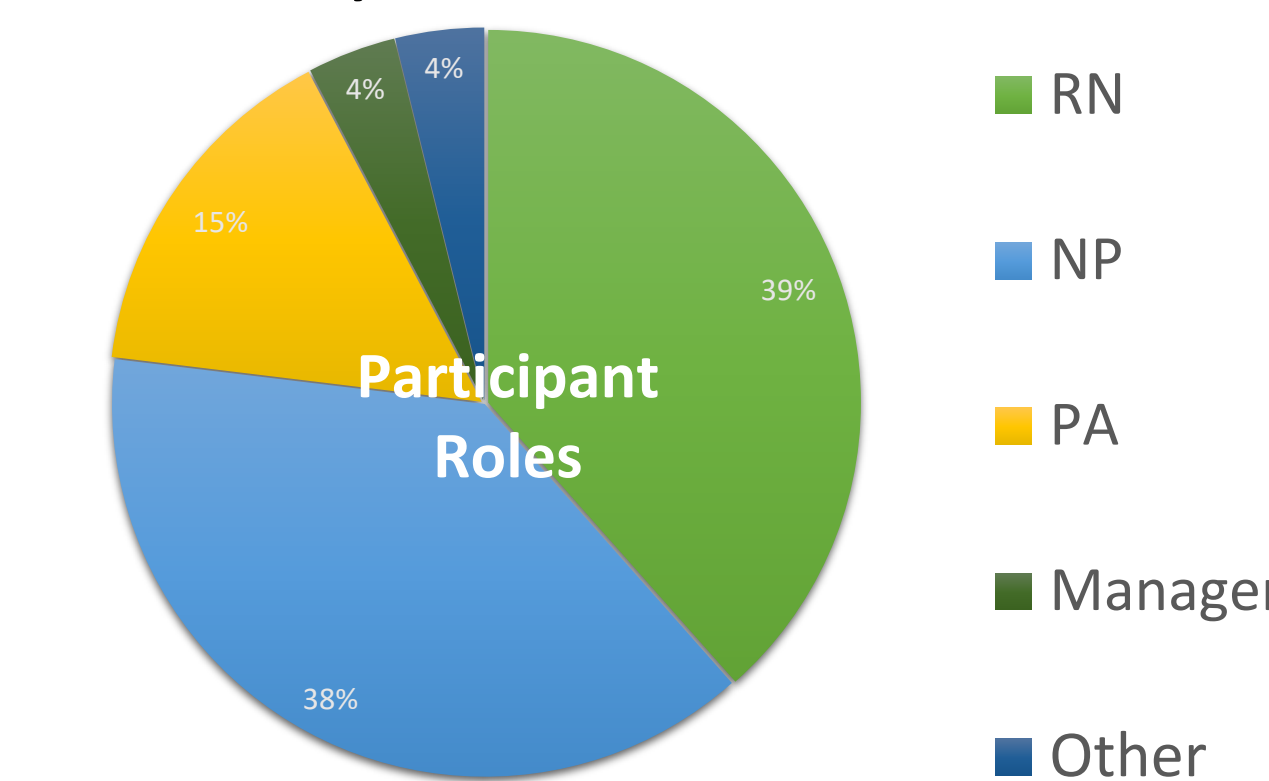
### Program Intervention Sessions

Week	Topic	Content
1	Introduction	Background education on CF, CS, and self-care methods
2	Mindfulness	Intro to practice, promotion of resources
3	Mindfulness in Movement	Pilates with BASI trained instructor/PT
4	Self-Advocacy	Self-care planning with purpose & accountability

### Sample Demographics



- Mean Age: 33 years
- N=26, 100% female, PCT, RN, NP, PA roles
- Education: 57.7% Master's Degree, 38.5% BSN, 3.8% Associates
- 31% enrolled in school
- 76.9% Day shift workers



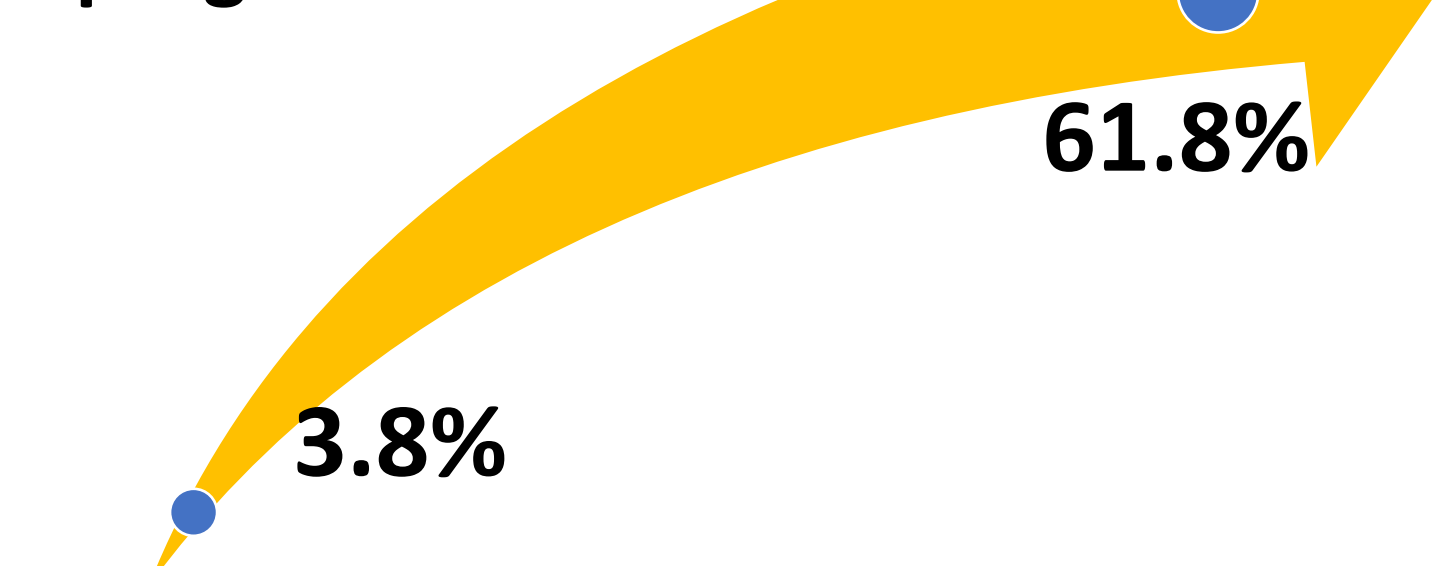
### Results

- Statistically significant differences in pre/post PROQOL subset scores for CF, Secondary Traumatic Stress (STS), and CS.

#### Pre and Post Subset Scores

	Mean (pre)	Mean (post)	Difference	P-value
CF	53.21	50.89	2.32	.029
STS	27.11	25.68	1.42	.006
CS	36.58	38.53	-1.95	.009

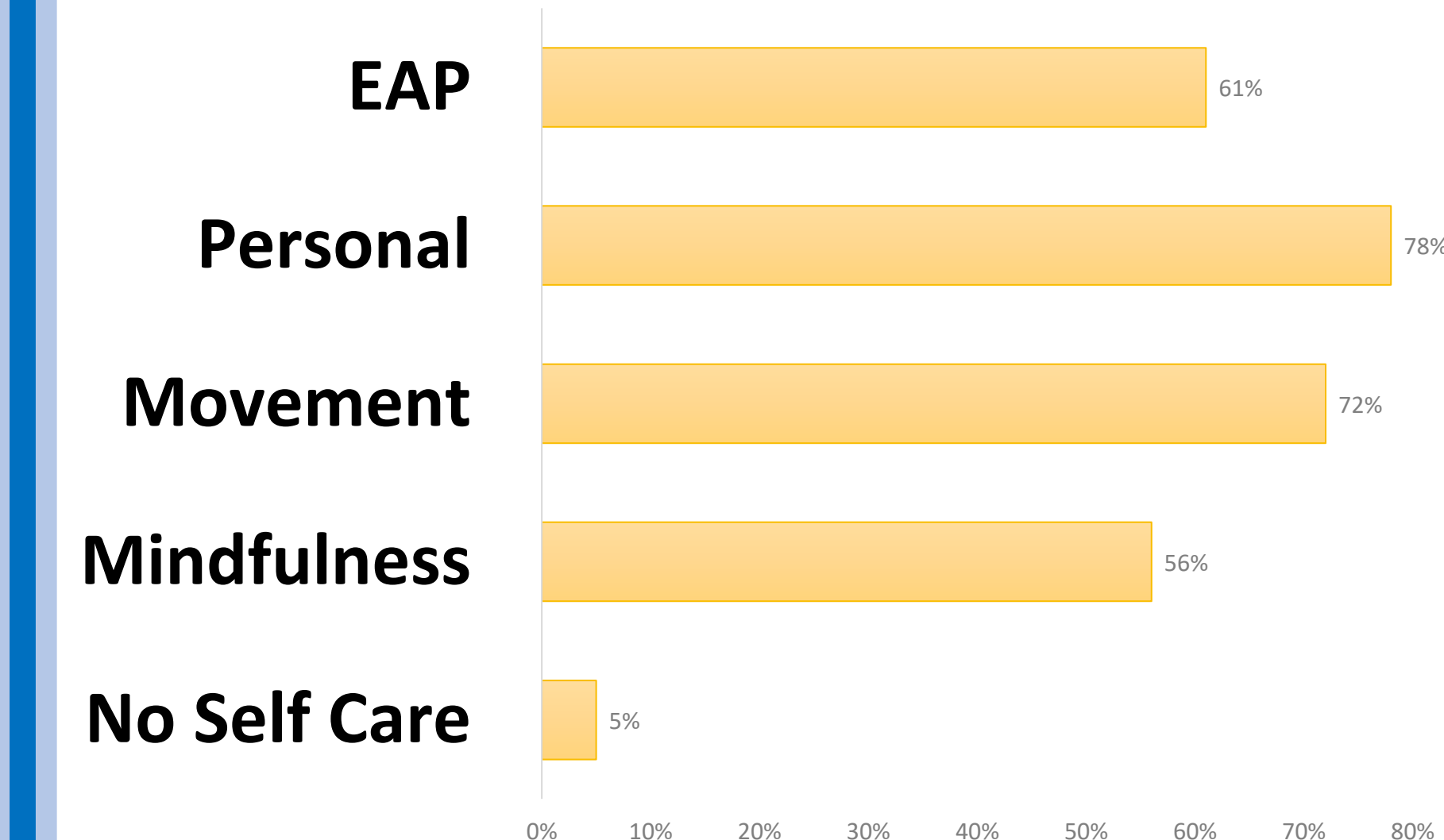
Increased Utilization of employer-based wellness programs



### Self Care Practice at 3 Month Follow-up Survey

- 18 participants completed survey
- Report less stress, more job satisfaction
- 11x increase in EAP usage
- 95% interested in continuing self-care

#### Reports of Self Care by Category



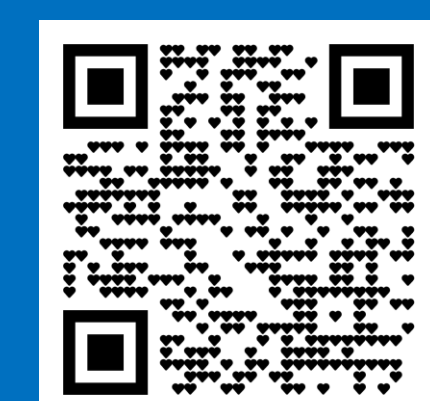
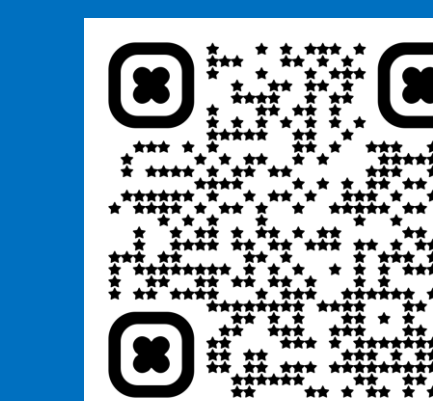
### Implications

- CF is highly prevalent in oncology care providers, worsened by COVID-19 pandemic requiring urgent interventions to support and sustain a healthy workforce and workforce environment.
- Awareness of CF or resources does not translate into engagement with employer-based wellness services (EAP) or self-care.
- A dedicated APP-led multitargeted CF support program can engage staff in self-care practice and utilization of employer services. This can reduce CF, improve CS, and may potentially improve PROQOL.

### Recommendations for Program Sustainability

- Further investigation for other barriers to CF self-care
- Expand support to a more diverse oncology staff population.
- Explore other innovative technologies
- Include other interdisciplinary expertise in the CF support program
- Collaborate with other institutional Wellness initiatives

References Proqol.org link LinkedIn Profile



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