



Restorative Break Initiative

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Define the Current Process/12 hour shifts

- Three 15 minute breaks (considered on duty)
- One 30 minute uninterrupted meal break (unpaid)
- A majority of nurses surveyed did not take the three 15 minute breaks



Define the Current Process/8 hour shifts

- One 30 minute unpaid meal break must be provided
- Must occur at least 1.5 hours after start of shift
- Must not begin after the last 1 hour of work

Why Fix It If It's Not Broke?

Why are mandatory breaks for RNs necessary?

- Fatigue
 - Compassion Fatigue
 - Mental decline
 - Napping at work
 - Burnout
 - Physical Health
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Plan

What do we plan to do?

- Implementation of mandatory 15 & 30 minute breaks
 - Resources include float RN and unit RNs
 - Prediction of satisfaction by RNs in workplace
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Plan continued

Length, resources, and data:

- Staff will be notified 2 weeks prior to test week
 - Small test will be 1 week in length
 - Resources include the float nurse and RNs on shift
 - Data collected will include satisfaction survey
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DO

Putting the plan into motion

- Plan tested over the course of 1 week.
 - Observations:
 - An increase in nurse satisfaction
 - Decreased fatigue in nurses
 - Increased patient safety/satisfaction
 - Potential Problems:
 - Scheduling conflicts
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Study

Analyzing the results and
learning lessons

- Nurse satisfaction improved during the week.
 - Nurses appeared:
 - Rested
 - Happier
 - More engaged with other staff and patients.
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Study Continued

Unintended consequences,
surprises, success, and failures

- Rescheduling could become difficult to manage.
 - Giving everyone their preferred times.
 - Nurses worked to support other taking breaks.
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Act

What was learned from the test?

- Changes to be implemented to PDSA:
 - Use available resource from another unit.
 - Implement a daily sign up sheet.
 - Expand plan to other units and staff including:
 - Physicians
 - CNA's
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Act Continued

What was learned from the test?

During the next cycle of PDSA:

- We take what we learned and adapt.
 - Adopt additional staff/units.
 - Abandon the failures of previous PDSA.
 - Run PDSA model again with changes.
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References

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