Promoting a Healthy Work Environment in the Emergency Department

Becky Maya  
*West Kendall Baptist Hospital,* beckyma@baptisthealth.net

Eleni Miralles  
*West Kendall Baptist Hospital,* elenim@baptisthealth.net

Katrina Lino  
*West Kendall Baptist Hospital*

Monica Duart  
*Doctors Hospital,* monicadu@baptisthealth.net

Julie Lamoureux  
*West Kendall Baptist Hospital,* julieal@baptisthealth.net

Follow this and additional works at: [https://scholarlycommons.baptisthealth.net/se-all-publications](https://scholarlycommons.baptisthealth.net/se-all-publications)

Part of the Medicine and Health Sciences Commons

Citation
Maya, Becky; Miralles, Eleni; Lino, Katrina; Duart, Monica; and Lamoureux, Julie, "Promoting a Healthy Work Environment in the Emergency Department" (2016). *All Publications.* 2626.  
[https://scholarlycommons.baptisthealth.net/se-all-publications/2626](https://scholarlycommons.baptisthealth.net/se-all-publications/2626)

This Conference Poster – Open Access is brought to you for free and open access by Scholarly Commons @ Baptist Health South Florida. It has been accepted for inclusion in All Publications by an authorized administrator of Scholarly Commons @ Baptist Health South Florida. For more information, please contact Carrief@baptisthealth.net.
Promoting a Healthy Work Environment in the Emergency Department
Principal Investigator: Becky Maya BSN, RN, CPEN
Co-Investigators: Eleni Miralles BSN, RN, CEN, Katrina Lino MSN, RN, CEN, Monica Duart BSN, RN, CEN
Julie A. Lamoureux, DMD, MSc

Background
Stress is an undesirable reality continuously present in the busy lives we live today. Nurses bear the burden of meeting patient demands as well as the expectations of the organization. Being a nurse in the emergency department provides additional challenges because of its fast paced nature and high acuity settings. Finding a creative solution to reducing the stress in the emergency department staff is important in promoting a healthy work environment.

Purpose
The goal of this research study was to determine if the diffusion of a blend of citrus essential oils in the emergency department would have an effect on the staff perception of workplace stress, compassion fatigue, burnout and staff call-outs.

Method
All staff members of the department were invited to participate. The design was a quasi-experimental study using pre, 2-week post, and 4-week post cross-sectional survey data collection. Essential oil diffusers were strategically placed throughout the department counter tops and were diffused over a two week period.

Table 1: RN survey outcomes

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Mean (SD)</th>
<th>Test</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compassion satisfaction</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baseline</td>
<td>40.5 (6.1)</td>
<td>F(2,63) = 1.55</td>
<td>p = 0.220</td>
</tr>
<tr>
<td>2 weeks</td>
<td>42.7 (6.6)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 weeks</td>
<td>38.2 (8.7)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Burn-out</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baseline</td>
<td>20.9 (5.3)</td>
<td>F(2,63) = 0.93</td>
<td>p = 0.402</td>
</tr>
<tr>
<td>2 weeks</td>
<td>18.9 (6.0)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 weeks</td>
<td>21.5 (6.1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secondary traumatic stress</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baseline</td>
<td>20.3 (4.9)</td>
<td>F(2,59) = 1.64</td>
<td>p = 0.202</td>
</tr>
<tr>
<td>2 weeks</td>
<td>19.2 (5.3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 weeks</td>
<td>17.4 (4.1)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Workplace Stress Scale</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baseline</td>
<td>17.4 (4.7)</td>
<td>F(2,61) = 2.47</td>
<td>p = 0.093</td>
</tr>
<tr>
<td>2 weeks</td>
<td>15.6 (4.3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 weeks</td>
<td>20.5 (9.2)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Findings
There were 38 participants at baseline, 15 at the 2-week follow-up and 13 at the 4-week follow-up. When comparing the baseline and follow-up, there was no statistically significant differences in compassion satisfaction or workplace stress (Table 1). There was no significant difference in the rate of staff call-outs before (2.9%) and after (3.0%) the implementation (χ² = 0.134, p = 0.714). There was a significant negative correlation between compassion satisfaction and the level of workplace stress (r = -0.617, p < 0.001) and a significant positive correlation in the burn-out scores and the level of workplace stress (r = 0.705, p < 0.001).

Discussion
The feedback from staff varied. However, since the completion of the study, staff members have sought out vials for individual use during working hours. This suggests future opportunities such as a stress relieving cabinet where staff can freely go to use an essential oil to promote health and wellbeing while at work.

Implications for Practice
For future research, consideration of diffusing other essential oils or using a different application method may create a favorable outcome. For replication of a similar study using diffusers, a benefit may be to have the diffusers mounted on the walls out of direct visibility. Involving the staff in the development of a creative stress relieving solution may also influence the results of promoting a healthy work environment.

References: