Nursing Burnout 8-Hour Shifts vs. 12-Hour Shifts.

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Nursing Burnout
8-Hour Shifts vs. 12-Hour Shifts

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**Background**
- To examine burnout between 12 and 8 hour shift work among registered nurses
- According to Stamm (2012), burnout is defined as "feelings hopelessness and difficulties in dealing with work or doing your job effectively.
- Low interest on Behavioral Health (BH) for 12-hour shift postings
- Staff expressed concerns about burnout working 12-hour shifts
- Professional Quality of Life Scale (PROQOL), a survey to measure compassion satisfaction, burnout and secondary traumatic stress (Stamm, 2012).

**Purpose**
To determine if longer shifts correlate to nursing burnout.
Do registered nurses working 12 hour shifts have higher burnout than those working 8 hour shifts?

- **P** = Registered Nurses
- **I** = 8-Hour Shifts
- **C** = 12-Hour Shifts
- **O** = Nursing Burnout

**Evidence**
- 12 hour shifts higher burnout, job dissatisfaction with work flexibility, medical errors and increased intent to leave (Dall’Ora, C., Griffiths, P., Ball, J., Simon, M., & Aiken, L.H. 2015).
- 12 hour shifts presented significantly higher stress than 8 hour shifts (Hoffman, A.J. & Scott L.D. 2003).
- Most nurses satisfied with 12 hour shifts. These reasons include lower commuting cost and better work-life balance (Smith-Miller, C.A., & Shaw-Kokot J. 2014).
- Higher scores on the PROQOL scale are associated with higher risk of burnout (Stamm, 2012).
- In the PROQOL, burnout level is determined by sum of responses; measured as low, average or high.

**Methodology**
- Professional Quality of Life Scale- burnout scale questions assessed burnout level
- Received 29 surveys total from these three units. TSU provided 12 responses. BH provided 10 responses. 7KS provided 7 responses.
- Compared burnout score results with 8-hour and 12-hour shifts

**Conclusions**

<table>
<thead>
<tr>
<th>Unit</th>
<th>8-Hour Shift</th>
<th>12-Hour Shift</th>
<th>Burnout Level on PROQOL Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>TSU</td>
<td>100%</td>
<td>86%</td>
<td>Both shifts Average Burnout</td>
</tr>
<tr>
<td>7KS</td>
<td>n/a</td>
<td>67%</td>
<td>12-Hour shift Average Burnout</td>
</tr>
<tr>
<td>BH</td>
<td>100%</td>
<td>100%</td>
<td>Both shifts Low Burnout</td>
</tr>
</tbody>
</table>

**Barriers/Limitations**
- There were two incomplete surveys.
- 13 nurses worked 8-hour shifts, compared to 16 nurses on 12-hour shifts.

**References**

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