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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

## Barriers/Limitations

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

## Conclusions

Unit	8-Hour Shift	12-Hour Shift	Burnout Level on PROQOL Scale
TSU	100%	86%	Both shifts Average Burnout
7KS	n/a	67%	12-Hour shift Average Burnout
BH	100%	100%	Both shifts Low Burnout

- Overall, 45% of nurses surveyed would prefer to work 8-hour shifts while 55% would prefer 12-hour shifts.
- In conclusion, both 7KS and TSU had average burnout levels on both shifts. BH had low burnout levels on both shifts. Those who worked 12-hour shifts, compared with 8-hour shifts, did not have a higher level of burnout.

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