



New nurses' nightmares: "did I do something wrong?"







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Background

Research suggests that being an inexperienced nurse increases the risk of compassion fatigue and burnout.1-² The management of these two concepts, is crucial in the first few years of nursing, as if they are inadequately managed it could lead to nurses leaving their posts.3 Therefore, understanding their needs and risk of experience of compassion fatigue and burnout is vital to reduce nurse attrition.

Aims

- · How do new nurses experience compassion fatigue and burnout?
- · What can help them manage their wellbeing?

Method

- · Recruited participants through posters on unit and Twitter
- · Online semi-structured interviews conducted

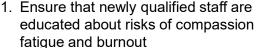
Sample (*n*=19)

Experience on PICU ranged from 8 months to 2.5 years

> "This job is caring and you want to help and then feel guilty because you actually need to take time out"

"Compassion, you go home and basically have nothing left to give as you spent it all at work"





2. Encouraging teamwork, and appreciation

Results

Interpretative Phenomenological analysis was used to analyse the experiences, and highlight themes.

- Often the professional life took over the personal life, thus newly qualified nurses found themselves unable to rest when they were off
- However, to overcome some of the challenges, most individuals agreed that receiving support and being appreciated made working on PCC a positive

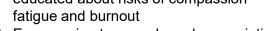
	Themes	
Challenges	Difficulty Finding a Balance	Expectations from Self and Others
Overcoming Challenges	Effects of Team Morale	

"If I couldn't laugh I wouldn't like work as much as I do"

"Appreciation goes a long way"

"Wake up in the middle of the night ... having nightmares that I've done something wrong and I'm missing things"







Discussion & Next Steps

We can see the challenges that put nurses at risk of compassion fatigue and burnout, and the aspects that help. Next steps: evaluation of interventions that have been put in place to elevate risks of compassion fatigue and burnout in newly qualified nurses

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