

Project to Reduce Work Stress Among Interdisciplinary Nursing Staff in Micro-reconstruction Intensive Care Unit

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INTRODUCTION

With declining birth rates and an aging population, Taiwan faces a shortage of nursing personnel. The Taiwan Nurses Association recommends that nurses at N1 level or above undergo interdisciplinary training after one year of clinical work to enhance their specialized nursing experience. Our unit focuses on caring for patients undergoing reconstructive surgeries, including head and neck cancer, vascular issues, nerve replantation, and flap reconstruction.

In the past two years, interdisciplinary trainees have frequently dropped out or resigned due to stress. To address this, our team plans to reduce work stress through systematic training, aiming to improve nurses' specialized caregiving capabilities in handling complex diseases and emergencies.

METHOD

Based on the current situation analysis and survey results, improvement measures were formulated:

1. Develop a specialty unit training manual (Figure1) and petty details checklist.
2. Design a cloud knowledge repository.
3. Establish communication software.
4. Create a storage room medical supplies mini Map(Figure2) .
5. Revise interdisciplinary learning plans.
6. Develop a handover template.
7. Organize a stress-relief music tea party.

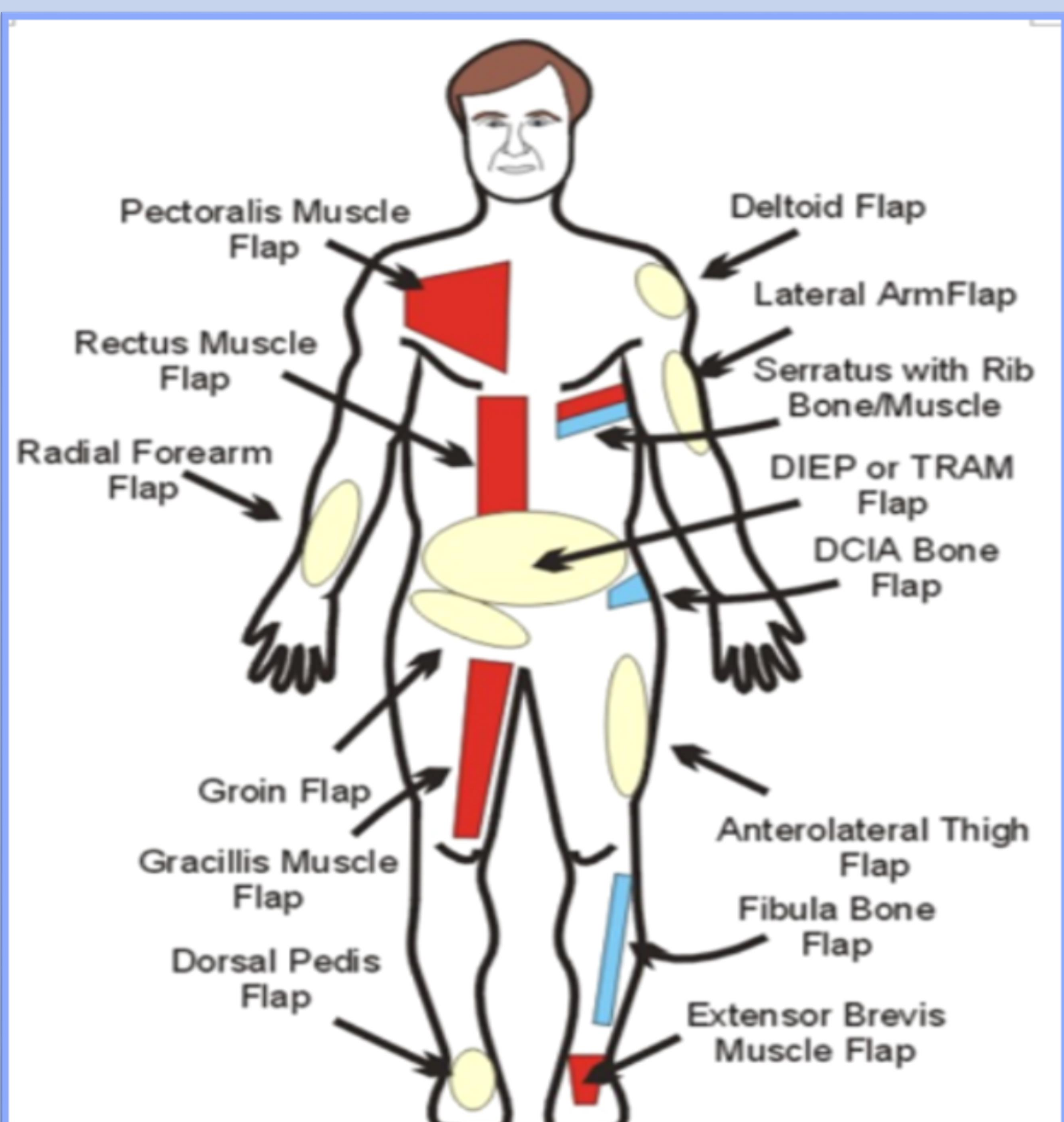


Figure1. Specialty Unit Training Manual

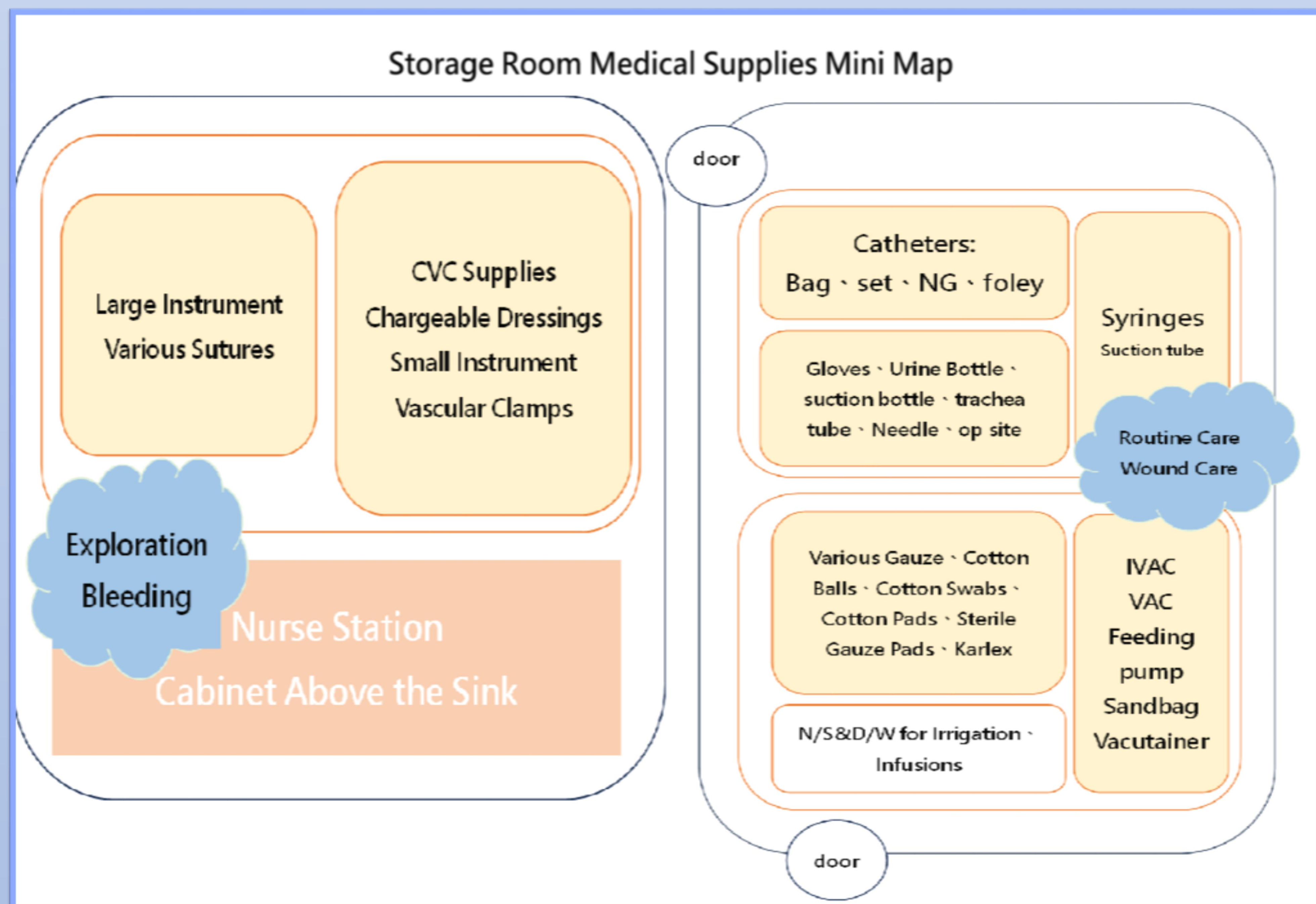
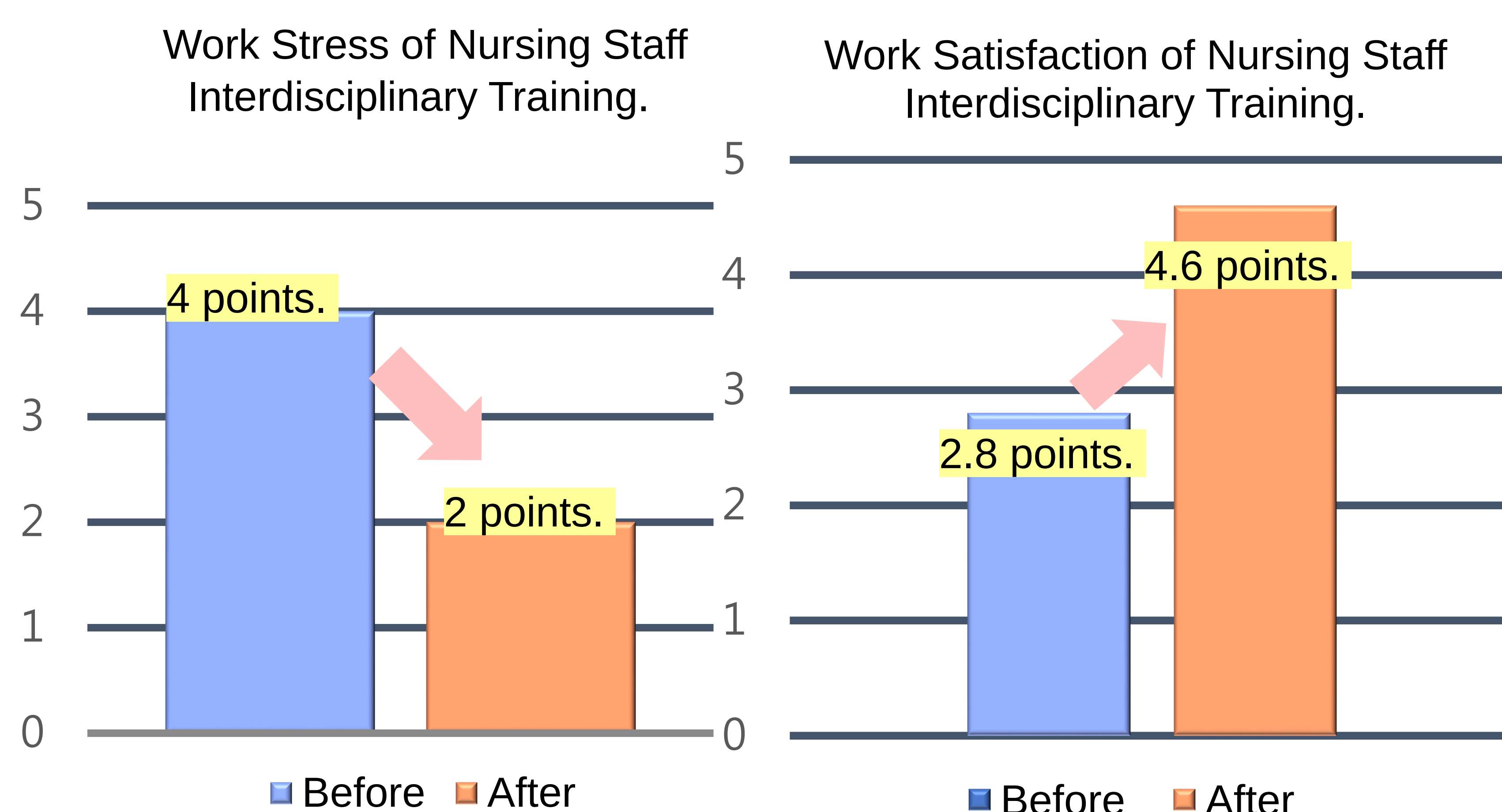


Figure2. Storage Room Medical Supplies Mini Map

RESULTS



CONCLUSIONS

Through project improvement, This establishes a readily accessible handbook, card system, and emotional support system, resulting in a decrease in work stress levels and an improvement in job satisfaction for interdisciplinary training personnel. It is recommended for future planning to incorporate peer support systems and sister units, pairing two individuals for interdisciplinary training. This approach not only provides mutual encouragement but also nurtures nursing personnel's sub-specialty capabilities, enhances nursing quality, and contributes to the overall health and well-being of society.