

Supporting the **Durham Fund for Nurse Wellness** at Jefferson Health—Abington



The Challenge

Currently, we are in the midst of a national crisis affecting our nursing workforce. The lasting effects of COVID-19 have continued to challenge us in unique ways and the cumulative effect of the stress to our nurses is continuing to manifest. We have seen an exacerbation of issues that have historically affected the nursing profession: compassion fatigue, individual stress, burnout, as well as physical and mental exhaustion that are all a daily reality for our nurses. As the primary caregivers of hospitalized patients, our nurses have exhibited exceptional care, courage, a fierceness of commitment, and true heroism in caring for the communities served by Jefferson Health—Abington.

Research shows that there is a direct correlation between nurse fatigue, stress, turnover, and negative patient outcomes. This spring, the effects from the pandemic have finally stabilized for the first time since 2020. We are below our nursing turnover benchmark rate and this has been a direct result of these efforts over the last year.

The pandemic has strengthened our appreciation of the commitment, sacrifice, and selflessness of Abington's nurses in their mission to improve lives. In recognition of their dedication and hard work, leadership has allocated resources to enhance nurse ratios and improve the lives of those who continue to give their all to our patients.

Philanthropy is a powerful way to bolster these retention efforts and demonstrate to our nurses that the community stands behind them.

To address the broader challenges facing the nursing workforce, it is vital that we take a comprehensive and lasting approach to prioritize nurse wellness and resilience, and to foster a positive, supportive, and healthy work environment for our staff.

In 2022, we established the **Durham Fund for Nurse Wellness**. These funds provide the necessary resources to improve nurse ratios and enhance recruitment and retention, allowing Jefferson Health—Abington to accomplish the following:

- Allow the Nurse Governance Committee to develop a multimodal approach to normalizing well-being in nursing.
- Conduct routine focus groups to solicit feedback on current stressors and strategically develop and implement plans to address them.
- Provide self-directed, in-person, and webinar learning opportunities to build up resilience, wellness behaviors, and work-life balance.
- Offer annual wellness retreats, create peer support groups, and proactively encourage nurses to reach out for help when the need arises.
- Form a library of self-care and wellness resources that can be accessed either online or in person.
- Provide wellness activities such as yoga, meditation, and other relaxation/exercise courses.
- Create dedicated respite areas throughout the hospital where nurses can practice stress relief and relaxation exercises.
- Support at least one nursing research project each year in partnership with the nursing team at Jefferson Health—Abington. Projects will focus on ways to improve nurse well-being and patient satisfaction and will be shared across all Jefferson hospital campuses.

**FOR MORE
INFORMATION,
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