

# 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.<sup>1-2</sup> 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.<sup>3</sup> Therefore, understanding their needs and risk of experience of compassion fatigue and burnout is vital to reduce nurse attrition.



## 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 experience

## 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

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

"This job is caring and you want to help and then feel guilty because you actually need to take time out"  
 "If I couldn't laugh I wouldn't like work as much as I do"  
 "Compassion, you go home and basically have nothing left to give as you spent it all at work"  
 "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"

## Future Recommendations

1. Ensure that newly qualified staff are educated about risks of compassion fatigue and burnout
2. Encouraging teamwork, and appreciation



## 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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