



NURSING AND MIDWIFERY HEALTH PROGRAM VICTORIA

# Strategies to Identify and Address Burnout and Fatigue.

Presented by Carolyn McDonald (RN) - NMHPV Senior Clinician

# Today's Agenda

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- Welcome, Introduction
- NMHPV: The why, what & how
- Recognising stress
- Strategies to avoid burnout & stress
- NMHPV & You in 2023

# Why, it evolved...

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- Profession's response to support nurses, midwives and students experiencing **sensitive health issues** related to their mental health &/or substance use &/or family violence concerns.
- Research identified major barriers to help-seeking;
  - **Fear** (identification, stigma, loss registration/employment)
  - **Shame**
  - **Isolation & Loneliness**
- Nurse Designed, led & nurse / midwife provided.
- Free, confidential & independent'.

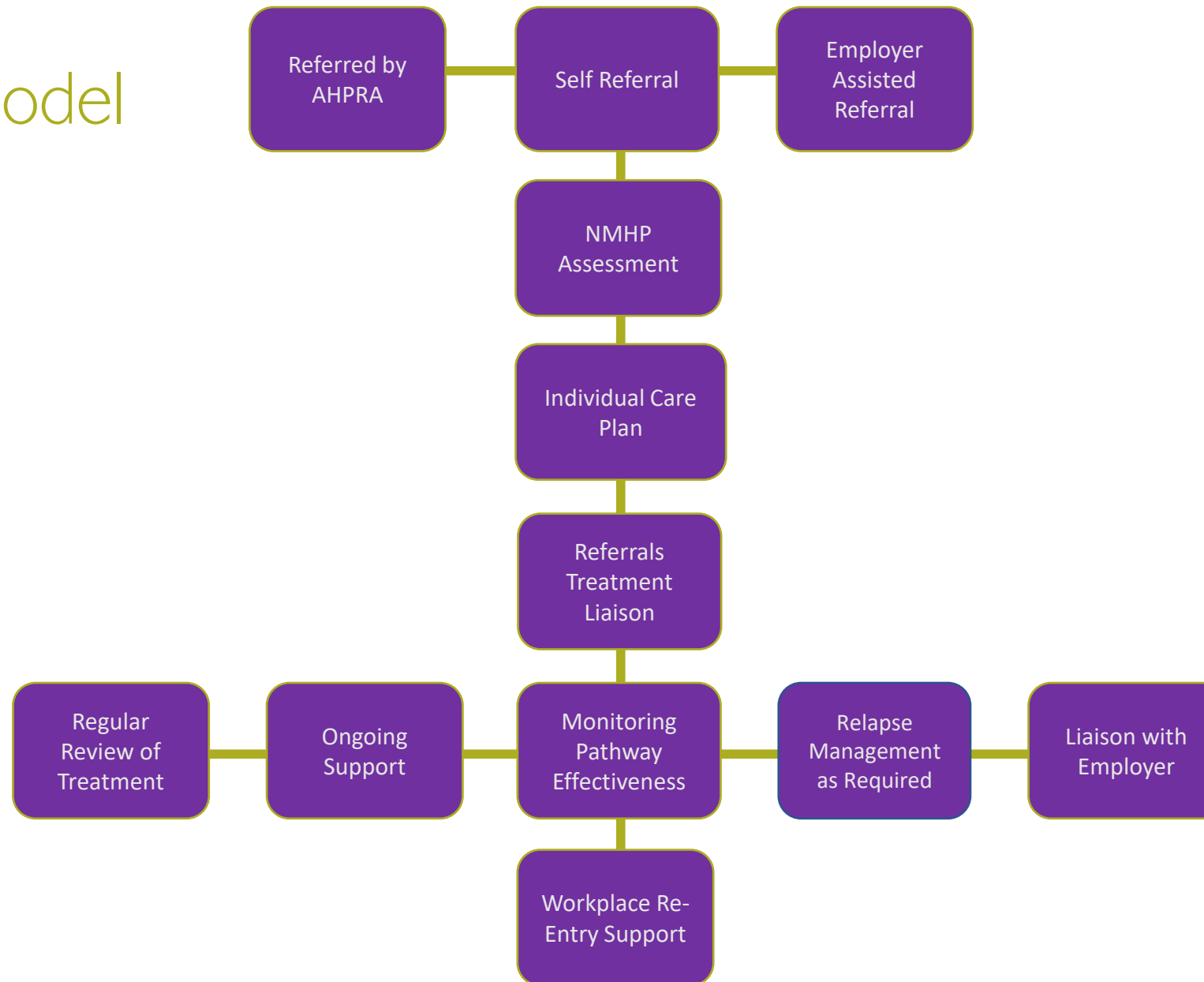
# How it Evolved

Established through action of committed stakeholders:

Individual Nurses, ANMF Vic Branch, Nurses Board of Victoria (former) and Government.



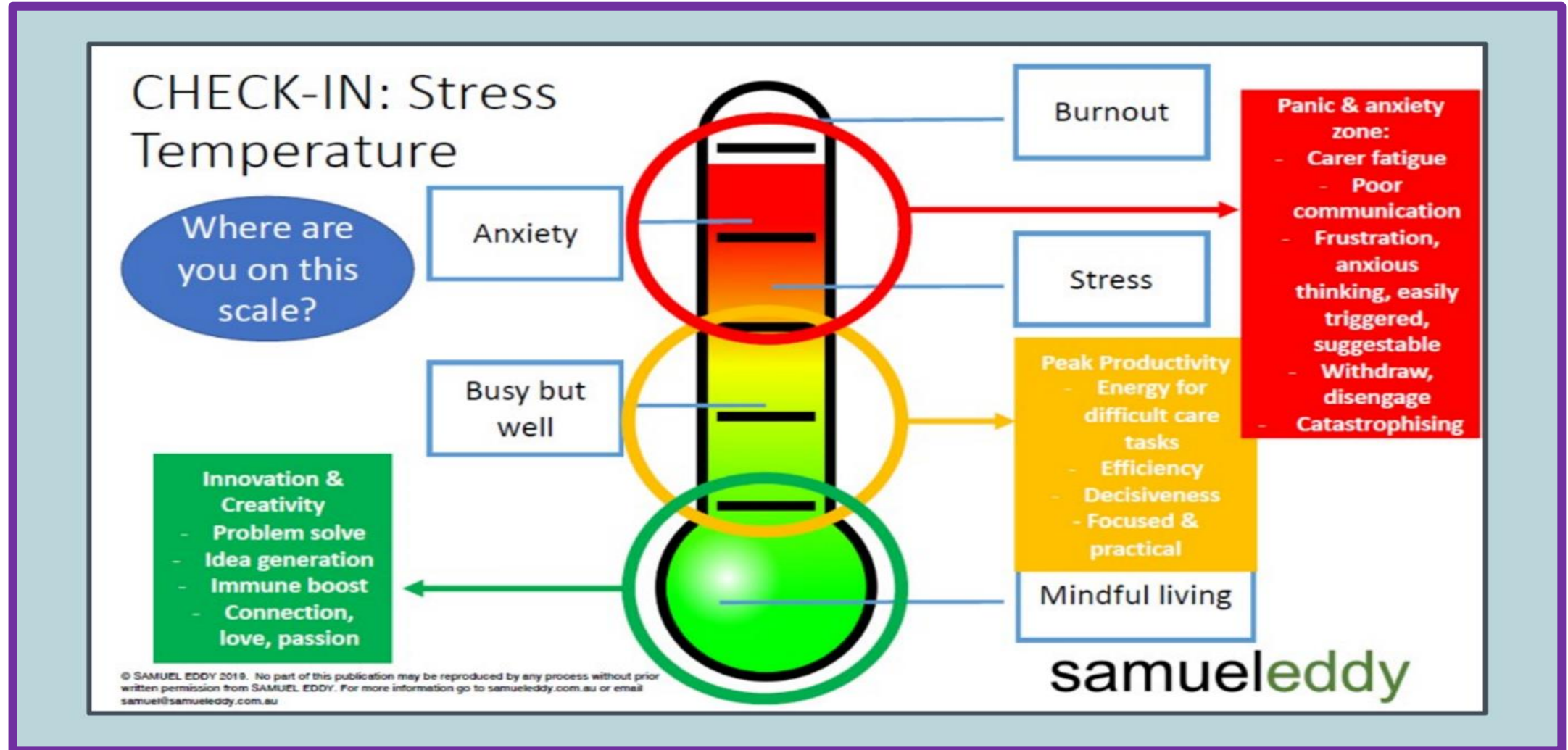
# NMHPV Model



# Mental Health Continuum

Healthy	Reacting	Injured	Ill
<ul style="list-style-type: none"> <li>• Normal fluctuations in mood, calm, takes things in stride</li> <li>• Normal sleep patterns, few sleep difficulties</li> <li>• Physically well, good energy level</li> <li>• Consistent performance</li> <li>• Sense of humour, in control mentally</li> <li>• Physically active and socially active</li> <li>• Limited or no gambling/alcohol use</li> </ul>	<ul style="list-style-type: none"> <li>• Nervousness, irritability, impatience, sadness, feeling overwhelmed</li> <li>• Trouble sleeping, intrusive thoughts, nightmares</li> <li>• Tired/low energy, muscle tension, headaches</li> <li>• Procrastination</li> <li>• Displaced sarcasm, forgetfulness</li> <li>• Decreased physical and social activity</li> <li>• Regular but controlled gambling/alcohol use</li> </ul>	<ul style="list-style-type: none"> <li>• Anxiety, anger, pervasive sadness, hopelessness</li> <li>• Restless or disturbed sleep, recurring images or nightmares</li> <li>• Increased fatigue, aches and pains</li> <li>• Poor performance and concentration or workaholic, presenteeism</li> <li>• Negative attitude</li> <li>• Social avoidance or withdrawal</li> <li>• Increased gambling/alcohol use</li> </ul>	<ul style="list-style-type: none"> <li>• Excessive anxiety, easily angered, depressed mood, suicidal thoughts</li> <li>• Unable to fall or stay asleep, sleeping too much or too little</li> <li>• Exhaustion, physical illness</li> <li>• Unable to perform duties/control behavior/concentrate, overt subordination, absenteeism</li> <li>• Isolation, avoiding social events, not going out or answering the phone</li> <li>• Alcohol/gambling addition, other addictions</li> </ul>
Actions to take at each phase of the continuum			
<ul style="list-style-type: none"> <li>• Focus on task at hand</li> <li>• Break problems into manageable chunks</li> <li>• Identify and nurture support systems</li> <li>• Maintain healthy lifestyle</li> </ul>	<ul style="list-style-type: none"> <li>• Recognize limits</li> <li>• Identify and minimize stressors</li> <li>• Engage in healthy coping strategies</li> <li>• Get adequate food, rest, and exercise</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and understand own signs of distress</li> <li>• Seek social support and talk with someone instead of withdrawing</li> <li>• Seek help</li> </ul>	<ul style="list-style-type: none"> <li>• Seek consultation as needed</li> <li>• Follow health care provider recommendations</li> <li>• Regain physical and mental health</li> </ul>

# Stress Temperature



# Burnout 3 Criteria – World Health Organisation

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1. Exhaustion
2. Loss of Empathy towards service recipients or cynicism towards one's job
3. Reduced Professional accomplishment
4. Gordon Parker adds a 4th – Cognitive Impairment

## ADD Personality

Who's at Risk? 'Good People' Kind, Caring, Dutiful and Perfectionists  
Perfectionism don't treat them, hire them!

# Signs of Cellular Fatigue.

You may experience what Dr Gordon calls 'Cellular Fatigue' which you may not notice until you take a break from working.

Lack energy for activities outside work time

Don't feel revived until your "Energy Cup" is refilled

Hard managing conflict or responding appropriately to emotional triggers

Can't think clearly when carrying out tasks such as report writing

Unable to plan or do much with your relaxation time

Feel detached from your sense of belonging to your workplace and more self-centred

# Factors to Help Avoid Burnout!

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- Talking to someone.
- Exercise – HPA (Endocrine System) Less affected by stress.
- Holidays.
- Mindful Meditation.
- Consider Personality – Who's at Risk?
- Seeking help.

# 7 Tips to De-stress after a busy shift.



1. Make a deal



2. Share a joke



3. Be Conscious of Your Body



4. Physical movement



5. Anything that Signals a return to safety



6. Take a shower



7. Develop a plan of leaving work

# NMHPV Self-Care Plan

## Purpose

To guide you in developing a self-care plan to monitor and focus on your health and wellbeing.

## Outcome

A tool to help you reflect on your current state of health and wellbeing, develop a plan to improve it and access relevant online resources to assist you in achieving better health and wellbeing.

## NMHPV Health & Wellbeing Self-Care Plan

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## Resources and Links

- [NMHPV Home](#)
- [Nursing and Midwifery Health Program Victoria | Facebook](#)
- [CeoNMHPV \(@NMHPV\) / Twitter](#)
- [Nursing and Midwifery Health Program Victoria - YouTube](#)
- [NMHPV Champion Training](#)
- [Support for Nurses & Midwives | Your health matters \(nmsupport.org.au\)](#)

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## External Resources and Links

- Burnout – A Guide To Identifying Burnout and Pathways to Recovery - Gordon Parker
- Burnout – The Secret of Unlocking the Stress Cycle – Emily and Amelia Nagoski
- Mindsight – Daniel J Siegel
- ACT Therapy Made Simple – Russ Harris
- 5 Key Pillars to Skilful Regulation – Jessica Maguire
- Burnout Stress Test – MindTools, Blackdog Institute



## Nursing and Midwifery Health Program

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