Administrative Necessities for the Successful Implementation of Worksite Mindfulness Interventions in Academic Medical Centers

Beth Steinberg, MS, RN, NEA-BC
Anne-Mari Duchemin, MD, Maryanna Klatt, PhD
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The Evidence

• ~$300 billion annually related to absenteeism, turn-over, and low productivity
• Stress related illnesses responsible for 60%-90% of MD visits, 70%-90% of employee hospital visits
• Research supports modalities such as yoga, mindfulness, and meditation can reduce stress and improve resilience


• Alert, healthy, productive employees
The Strategy

Health and well-being must be part of the overall strategy for academic medical centers

- **Promotion of a Culture of Health**

  - Senior leadership must be invested, role model behaviors and support innovative ideas
  - On-site integration is key, accessibility and low-cost is priority

The Discussion

- Relatively low cost intervention
- Individual benefits for staff health and well-being
- Improved productivity, staff morale, staff and patient safety, staff and patient satisfaction

![Graph showing Increase in Work Satisfaction Scores Pre- and Post-Intervention]

## The Initial Costs

<table>
<thead>
<tr>
<th>Unit</th>
<th>Pay Period</th>
<th>Dates</th>
<th>Research Study Intervention</th>
<th>Total participant hours</th>
<th>Participant FTE per Pay Period including coverage</th>
<th>Participant Salary Costs</th>
<th>Participant Salary Costs including coverage</th>
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<tbody>
<tr>
<td>4 Ross</td>
<td>Assessment 20</td>
<td>3/6/16-3/19/16</td>
<td>03/16/16</td>
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<td>5/4 &amp; 5/11</td>
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- Hourly rate inclusive of staff coverage during participation
- Costs for facilitator/instructor
- Program materials for reinforcement and home use
- Self-report measures; physiological biomarkers if applicable
- Statistical support if applicable
- Printing, snacks, other miscellaneous materials
The Return on Investment

A more mindful, resilient nurse…

- improved patient safety and quality outcomes
- increased patient/family satisfaction
- enhanced staff satisfaction
- decreased absenteeism and turnover
- decreased health care costs per employee

• Focus on Hospital Value-Based Purchasing
  - Clinical Care Outcome measures
  - Safety Domain (CL-BSI, CAUTI, SSI, CDI, HAPI)
  - Patient and caregiver centered experience of care/care coordination (HCAPS)

• RN Engagement

• Human resource data (turnover, ill time use, injury)

• Health care cost utilization per employee
Salient Elements of Success

Administrative support
- Funding for staff participation and staff back-fill
- Project commitment to continue/measure outcomes

Nurse Manager/Supervisor collaboration
- Creative and flexible scheduling
- Supportive of staff participation

Unit pre-assessment
- Unit knowledge of intervention
- Peer support

Space for Intervention
- Proximal to patient care units or practice areas

Dissemination of results
Thank You

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