

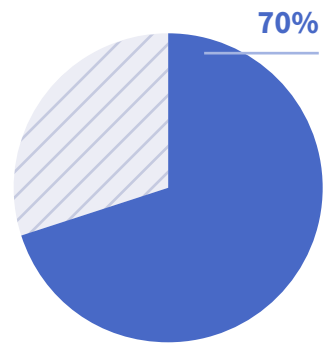
State of Nurses Health Report





NURSES ARE THE HEART OF HEALTHCARE. ACROSS A VARIETY OF HEALTHCARE SETTINGS, NURSES BALANCE KNOWLEDGE AND EXPERTISE WITH CARE AND COMPASSION ALL WHILE WORKING IN A PROFESSION WHICH CAN REQUIRE UNIMAGINABLE LEVELS OF SACRIFICE.

Nurses are invaluable to the health of our nation because they perform the essential job of keeping our communities healthy and safe. In fact, for the last 17 years, Americans have recognized nurses as the [most trusted profession](#).



Despite nurses' willingness to serve others and our national adoration for them, nurses often serve at their own personal expense. The 2018–2019 HealthyNurse® Survey revealed that 70% of nurses prioritize their patients' health, wellness, and safety above their own. Compass One Healthcare, a premier healthcare support specialist, is working with Healthy Nurse, Healthy Nation™ (HNNH) under the umbrella of ANA Enterprise to help address concerns associated with nurses. It encompasses an online platform where participants can pledge to improve their health, take a health risk survey, join challenges, chat on a discussion boards and more.

Nurses often struggle in five key areas: nutrition, mental health, safety, physical health, and sleep or rest. In this report, we highlight some of the primary issues that nurses are dealing with and provide actionable solutions that can help nurses support and protect their own health, safety, and wellness alongside that of their patients.



“ When healthier options are made available, many nurses take advantage of these opportunities.

Nutrition



Nutrition is a key part of every nurse’s education. These professionals know exactly what they need to do to maintain a healthy diet, but they often don’t get the nutrition they need. According to the [HealthyNurse Survey](#), the average body mass index (BMI) for nurses is 28.5, which is in the overweight category.

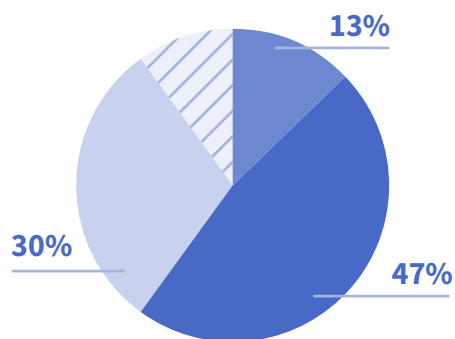
Some of the primary barriers to proper nutrition that nurses face include the following:

- ⚡ Lack of time to prepare healthy foods.
- ⚡ Shortened or no time for meal breaks during shifts.
- ⚡ Limited access to healthy foods in urban areas.
- ⚡ Shift work that may only provide access to fast-food or unhealthy vending machine items.
- ⚡ Higher food prices associated with healthier items.
- ⚡ High stress, which interferes with the hormones that regulate appetite.

We took a step toward addressing this issue when Compass One announced its partnership with the American Nurses Foundation in December 2019. “Nurses are our most critical partners in the hospitals we serve. We can make a tremendous difference for them by serving healthy and delicious meals and by providing a safe environment for them to work,” says Bobby Kutteh, CEO of Compass One Healthcare.

Some of the key aspects of a healthy diet that nurses can pursue include:

- ⚡ Plant-based meals providing five servings of fruit and vegetables a day.
- ⚡ Ancient grains.
- ⚡ An alcohol-free diet.
- ⚡ Sustainable local and fair-trade foods.
- ⚡ Organic and free-range ingredients.



- △ Only 13% of nurses get the five recommended servings of fruits and vegetables every day.
- △ 47% of nurses received less than three servings of fruits and vegetables a day.
- △ 30% of nurses either disagreed or strongly disagreed with the statement that they had healthy food choices available at work.

According to the survey, only 13% of nurses get the five recommended servings of fruits and vegetables every day. Meanwhile, 47% of nurses received less than three servings of fruits and vegetables a day. These findings indicate a clear need for healthier diets among these professionals. The survey revealed that 30% of nurses either disagreed or strongly disagreed with the statement that they had healthy food choices available at work. Compass One is dedicated to creating a remedy for and helping nurses improve their health and wellness. In addition, Compass One and its child brand focused on food and nutrition services, Morrison Healthcare, are actively working to promote wellness programs, market healthy food choices, and host Teaching Kitchens to improve consumer nutrition. Nurses are well aware of the issues that they're facing regarding nutrition. Many of the top wellness pledges that nurses make on the Healthy Nurse, Healthy Nation™ platform are related to diet. Popular goals include reducing intake of processed foods, soda, and sugar; staying hydrated; and consuming more vegetables.

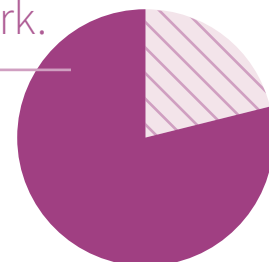
When healthier options are made available, many nurses take advantage of these opportunities. In hospitals where Compass One operates, Morrison Healthcare teams fill more than half of their menus with healthy options so that these choices are readily accessible.

Mental Health



Stress is the primary threat to nurses' mental health, with 79% of nurses reporting that stress is the top workplace hazard. The rate of stress coming in at double any other workplace hazard, even the one in the No. 2 spot.

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“Eating a proper diet helps to equip the body to deal with stress... Proper sleep, hydration, and physical activity help reduce stress levels as well.

Healthy Nurse, Healthy Nation™ provides several blog posts and [other resources](#) designed to help nurses understand and address issues with their mental health. These resources include providing monthly challenges that encourage nurses to add more tools to their personal toolbox for combating stress.

Many areas of concern for nurses' health connect back to mental health and stress reduction. [Eating a proper diet](#) helps to equip the body to deal with stress. Compass One Healthcare's commitment to providing healthful meals supports this idea by giving nurses access to whole grains, fresh produce, and fryer-free cooking strategies. Proper sleep, hydration, and physical activity help reduce stress levels as well. This point highlights the fact that successfully addressing nurse health requires a well-rounded approach that takes all aspects of a nurse's well-being into consideration.

Initiatives that can help reduce nurses' stress levels at work include the following:

- △ Providing relaxation rooms with amenities such as yoga mats, calming music, and aromatherapy.
- △ Providing adequate staffing so that nurses can take breaks.
- △ Making healthy food accessible.
- △ Engaging upper management to listen to the needs of nurses.
- △ Providing peaceful, diversional activities, like [coloring stations](#), as Infirmity Health did to ease stress in the COVID-19 crisis.

Some helpful strategies that can assist with stress management for nurses include the following:

- △ Practicing mindfulness
- △ Meditating
- △ Engaging in spirituality or prayer
- △ Practicing gratitude
- △ Finding a mentor
- △ Surrounding themselves with support people

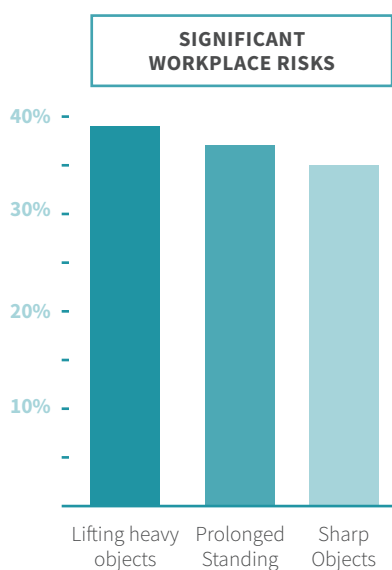


Infection Prevention and Safety



Other hazards for nurses include:

- ▲ Excessive fatigue
- ▲ Blood-borne pathogens
- ▲ Infectious disease agents
- ▲ Unsafe staffing
- ▲ Slips, trips, and falls
- ▲ Excessive noise levels



Infection prevention and nurse safety are issues for nurses not only at work but also at home. Nurses are often at a greater risk for a variety of hazards, from needle sticks at work to distracted or drowsy driving on the way home.

Lifting and repositioning heavy objects and the bodies of patients were some of the top concerns for nurses. Thirty-nine percent of nurses reported that this activity came with a significant level of risk. Prolonged standing was considered a significant risk for 37% of nurses followed by needle sticks and other sharps injuries, which 35% of nurses found to be a significant risk.

Infection prevention is one of the most prominent topics regarding nurse safety. Nurses are encouraged to address and minimize this danger by adhering to the following:

- ▲ Having access to, wearing, donning, and doffing the appropriate personal protective equipment (PPE).
- ▲ Following all local, state, and federal regulations and guidelines and employer policies in regard to infection prevention and control.
- ▲ Developing a plan to safely handle dangers.
- ▲ Making sure they understand their employer's response plan.
- ▲ Speaking with a supervisor if they feel their personal safety is at risk.
- ▲ Turning to reliable resources for information.
- ▲ Partnering with the environmental services team, infection preventionist, and occupational health team at their hospital.

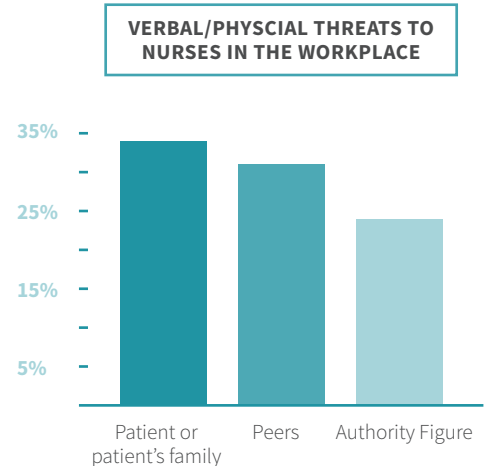


In all situations, nurses should stay mindful of the recommended PPE needed, follow their employer's protocols, and be aware of their personal hygiene. Proper handwashing is crucial. Healthcare facilities should also collaborate closely with their support services partners and teams who have the expertise to provide a safe and clean environment for their nursing staff.

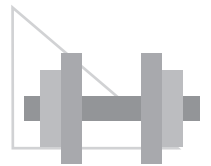
Another threat that nurses face is bullying and violence in the workplace. The HealthyNurse Survey revealed that 34% of nurses have been verbally or physically threatened by a patient or a patient's family member. In addition, 31% have faced verbal or nonverbal aggression from a peer, and 24% have dealt with verbal or nonverbal aggression from a person in higher authority. With sometimes unpopular visitor policies, angry and frustrated patients, and protests regarding re-opening of the economy, nurses can be at heightened risk.

To minimize these dangers, nurses should always have access to a call button for support and maintain the ability to exit a room if needed. Supervisors should provide assistance with any type of bullying, calling on security when necessary. It's important to form a support system among coworkers who can help diffuse the situation and ensure nurses have access to [workplace violence and bullying prevention resources](#).

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Physical Health



At Healthy Nurse, Healthy Nation™, physical activity is the most popular commitment domain. Nurses are frequently pledging to increase the amount and duration of their exercise. These professionals understand the critical importance of good physical health, but they often find that their own physical activity is difficult to manage.

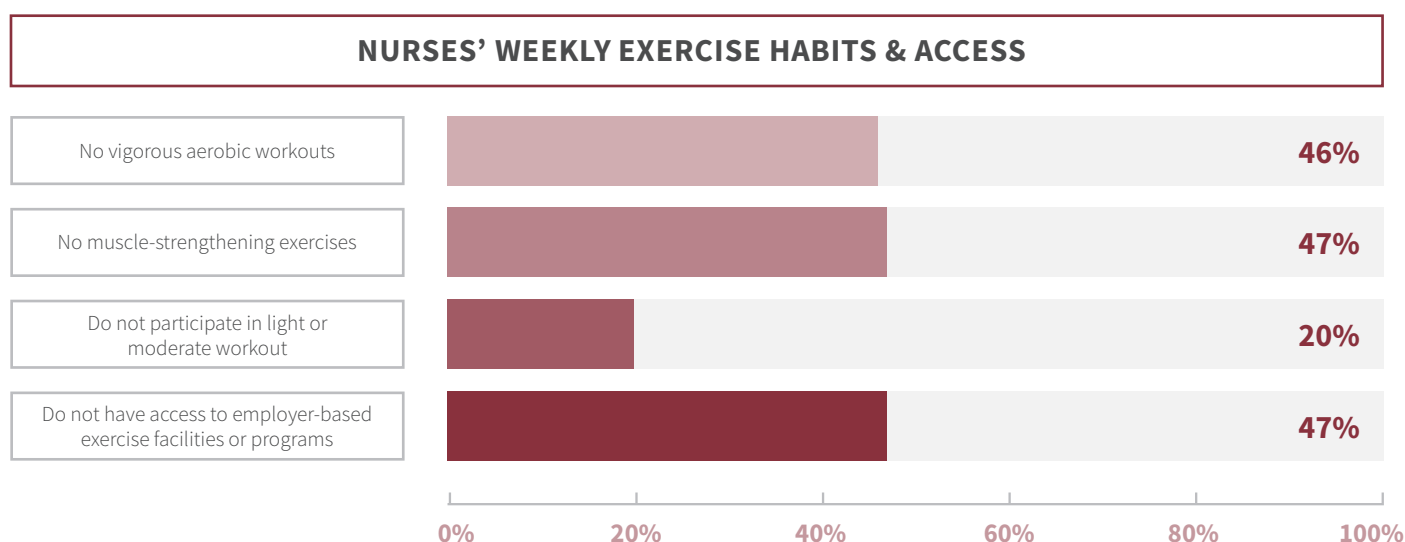
Some common barriers to physical activity that nurses face include the following:

- ▴ Lack of time, often due to shift work or work conflicts
- ▴ Physical fatigue
- ▴ Lack of motivation



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- ▲ A high percentage of nurses get few to no weekly workouts. The HealthyNurse Survey indicated that 47% do not do any muscle-strengthening exercises, 46% don't engage in any vigorous aerobic workouts, and 20% don't participate in a light or moderate aerobic workout during a week's time. Accessibility could be part of the cause here, since 47% of nurses disagree or strongly disagree with the statement that they have access to employer-based exercise facilities and programs.



Workplaces can help support the physical health of their nurses by creating an environment that's more conducive to managing one's exercise and health.



Helping nurses connect with the right tools and support systems for better physical health is key to maintaining a greater level of fitness.

Some workplace features that enable nurses to more easily stay physically healthy include the following:

- ▲ On-site fitness facilities or programs.
- ▲ Free or discounted membership to local gyms or exercise classes.
- ▲ Online healthy eating and weight management programs.
- ▲ Stress management tools, such as meditation or yoga classes.
- ▲ Tobacco cessation programs.
- ▲ Well-rounded nutrition programs with features such as Morrison Healthcare's wellness commitments to healthy menus.



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Sleep



42%

of nurses get 6hrs or less of sleep



55%

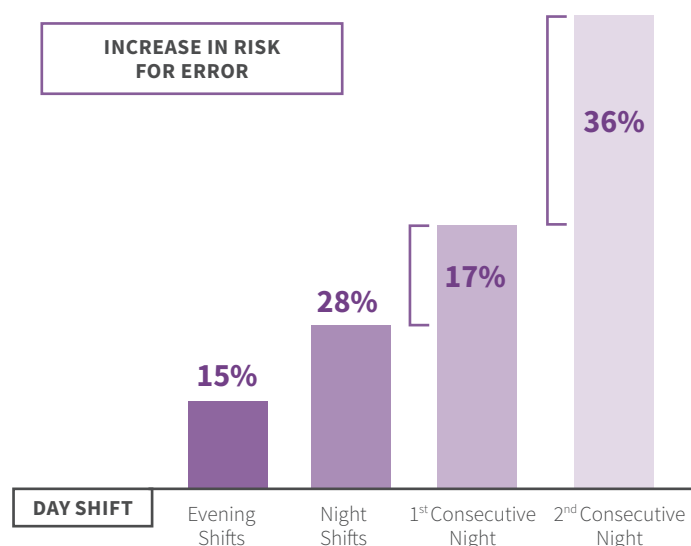
of nurses work more than 40 hrs a week

Lack of sleep is a significant problem for nurses, and it can result in medical errors, higher stress levels, and decreased health. Those who are sleep deprived are at a higher risk for diabetes, obesity, gastrointestinal disorders, and cardiovascular disease.

According to the HealthyNurse Survey, 42% of nurses receive six hours of sleep or less in a typical 24-hour period. In the United States, 55% of nurses [work more than 40 hours a week](#), according to a 2016 Medicinski Pregled report, and many perform shift work. Shift work disrupts circadian rhythms and has been shown to impair work performance.

Nurses who work evening or night shifts feel the effects of sleep deprivation the most. Compared to day shifts, the [risks for error](#) are 15% higher in evening shifts and 28% higher in night shifts. Consecutive night shifts increase the danger further. By the third consecutive night shift, the risk of error had increased by 17%. By the fourth consecutive night, the risk for error jumped another 36%.

A lack of sleep can create a hazardous situation for nurses outside the workplace as well. The HealthyNurse Survey indicates that 14% of nurses have nodded off or fallen asleep while driving within the last 30 days. Overtired nurses are a hazard both at work and outside of it, making this concern a key issue that hospitals need to address.



Some of the strategies that hospitals can employ to deal with this problem include the following:

- ⚡ Using evidence-based scheduling strategies.
- ⚡ Limiting overtime for nurses.
- ⚡ Creating a workplace culture that promotes sleep health.
- ⚡ Offering professional development for nurses that addresses the importance of sleep.
- ⚡ Ensure that fatigued nurses have a safe way to get home.

Making sure that nurses get enough sleep takes a two-pronged approach.

The workplace must first provide a schedule that allows for an adequate number of hours for sleep between shifts. Individual nurses must then take advantage of this scheduling and adjust their own personal schedules to make sure that they're getting ample rest.

Nurses and their employers can [take action to improve nurse sleep](#). Some smart strategies that can enable these professionals to get a restful period of sleep between shifts include the following:

- ⚡ Eliminating lights and noises in the sleeping space.
- ⚡ Discouraging family members or roommates from disrupting their sleep hours.
- ⚡ Keeping electronics off for an hour before bed.
- ⚡ Avoiding alcohol before bed.
- ⚡ Limiting caffeine intake before bed.
- ⚡ Exercising daily.

Naps can help increase sleep when used mindfully. The most effective naps are less than 20 minutes or between 60 and 90 minutes in length. Want to know more about nurse fatigue? [See this link.](#)

EFFECTIVE NAPS

Less than 20 minutes



Between 60-90 minutes





There is no silver bullet to improving nurse health, which is why a well-rounded approach that addresses all of the outlined topics is key to improving the health of our nurses. Nursing staff must be healthy physically, mentally, and emotionally to meet the challenges and pressures of their job. Compass One Healthcare is committed to helping its healthcare partners facilitate healthy initiatives through support services and food and nutrition services. We're here to help support the health and well-being of nurses across all the healthcare systems we serve.

WANT TO LEARN MORE ABOUT HEALTHY NURSE, HEALTHY NATION™? VISIT WWW.HNHN.ORG