

## **WORKING NINE TO FIVE, FINDING A PLAN TO INCREASE STAFF MORAL AND DECREASE HOURS WORKED AFTER 6PM**

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**Background Information:** The day of surgery staff felt they were working later hours than ever before and moral on the unit was decreasing. In a retrospective review of the minutes worked after 6pm compared a quarter of 2012 to 2014 showed an increase of time worked after 6pm by 30%. A scoring tool of moral of 1-5 was given to staff with one as poor and 5 as good, the mean score being 3.2.

Suggestions from staff on ways to improve efficiency were compiled and taken to leadership. An interdisciplinary plan was proposed and taken back to leadership. Leadership also mandated an oxygen weaning guideline of 90% on room air prior to discharge from PACU along with a cut off time of 6:30pm to DOSU. The new guidelines and a designated Patient Care Technician (PCT) to assemble the next day's charts was instituted on October 1<sup>st</sup> 2014.

After the institution of the new plans time worked after 6pm during the first quarter of 2016 was then compared to a quarter in 2014. Minutes worked after 6pm decreased by 30%. Staff was then asked to re-evaluate their moral utilizing the same scoring tool. This showed an average increase in moral to 4.3 in mean score.

The goal of the day of surgery unit will be to determine the appropriateness of patients to Phase II and assisting the discharge from PACU for those patients after 6:30pm to maintain positive gains in moral.