

Show Your PACU Pride: Team T-Shirts Impact on Recognition, Appreciation, and PACU Nurse Retention

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Background

The lived experience of PACU nurses in 2021 demonstrated low morale and engagement. The 2022 PACU Press Ganey Engagement survey highlighted these concerns, noting that only 37% of respondents were “satisfied with the recognition I receive for doing a good job.” In addition, the surgical volume created capacity and staffing challenges across the hospital. An early recognition effort involved the creation of a t-shirt given to the staff who completed the "Staff Up" incentive program. Since then, customized t-shirts have been given out to staff as annual gifts of gratitude for 2021-2024.

Objectives of Project

Assess the perceived culture of recognition amongst current staff, and measure how much they value a culture of recognition and what type is the most valuable to them in the form of a survey. This project aims to evaluate the impact of custom team t-shirts on employee team pride and the value placed on meaningful recognition.

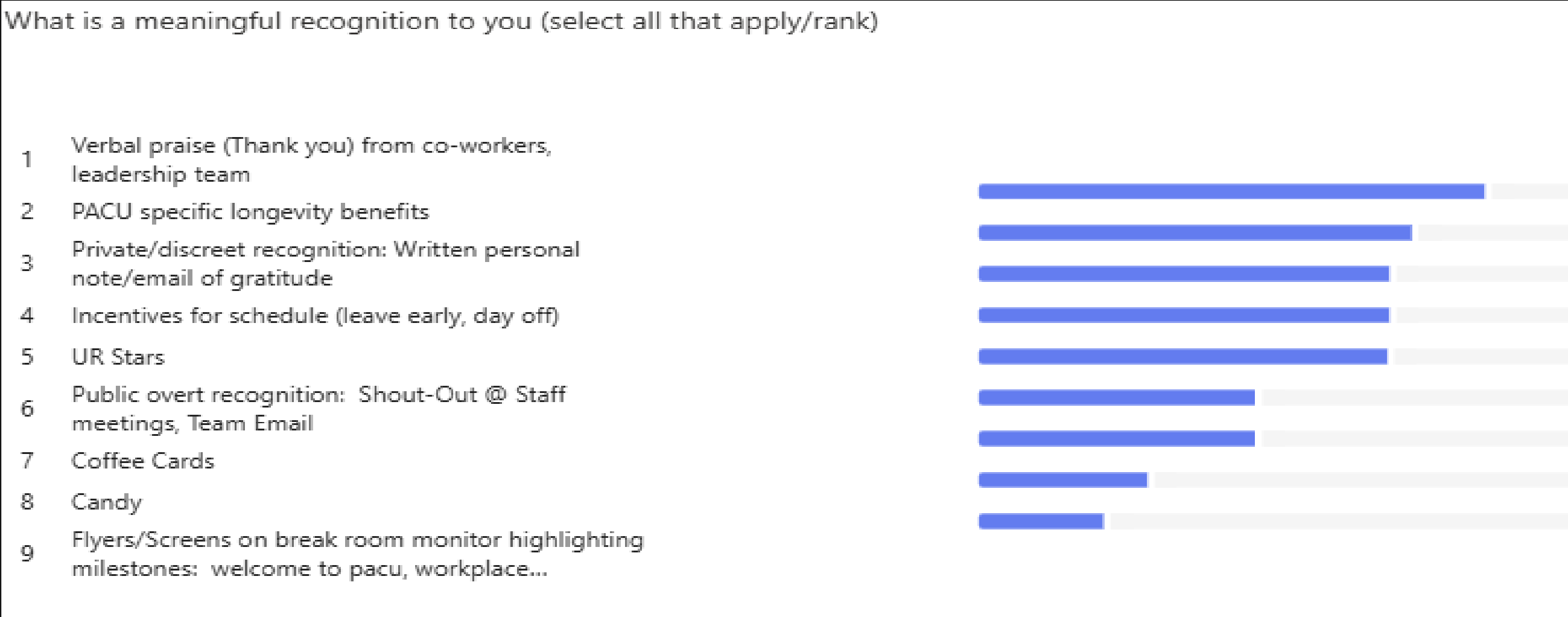
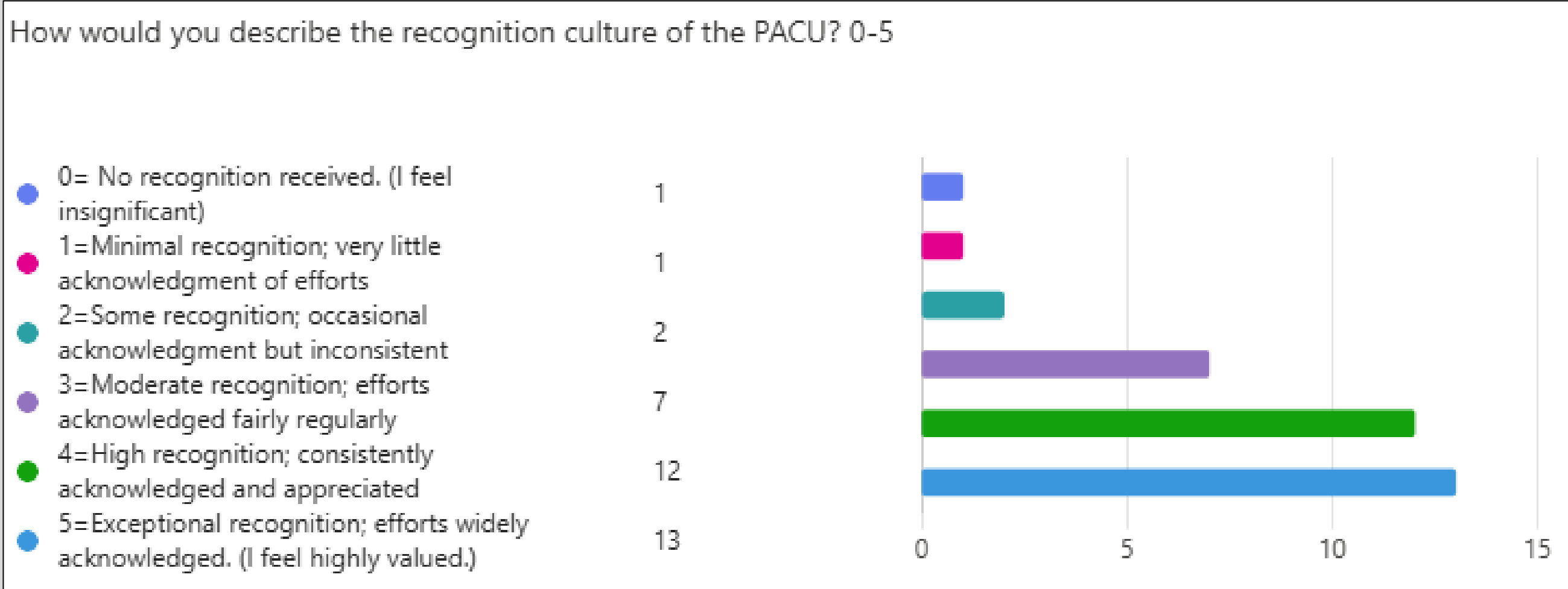
Sample Survey



Process of Implementation

An anonymous 11-question multiple choice survey with one free text field was created in Microsoft Forms. This was distributed via email link and QR code flyers to PACU nurses over a three-week period.

Survey Says



Statement of Successful Practice

Survey responses (N=36) represent a 75% response rate based on hired full-time employees (FTEs).

67% of staff selected “extremely true” when asked “I feel valued/appreciated by my leadership team.”

72% of staff believe that recognition is extremely important for maintaining morale and job satisfaction.

This demonstrates a 30% improvement in staff perceptions of recognition from the 2022 Press Ganey Engagement Survey. Survey findings support the meaningful recognition efforts as positive indicators of morale, job satisfaction, retention, longevity, and a sense of pride in receiving a team shirt. Understanding how nurses prefer to be recognized for their hard work and dedication is essential for fostering a positive work environment and improving job satisfaction.

Implications for Advancing the Practice of Perianesthesia Nursing

Meaningful recognition efforts strongly contribute to PACU nurses’ feelings of value and appreciation by their leaders. A token of appreciation as simple as a t-shirt has the power to improve staff perceptions of recognition and a sense of pride in their team, leading to improved rates of retention and longevity in the field of PACU nursing.

Eddy J.R., Kovick L., Caboral-Stevens M.: Meaningful recognition: a synergy between the individual and the organization. Nurs Manage 2021; 52: pp. 14-21.

