BACKGROUND
Obstacles to overcome for the night shift nurse
• Learning how to adapt to a different sleep schedule
• Knowing when to eat and what to eat
• Staying healthy and fit

Obstacles to overcome for an organization
• Night shift turnover rates were escalating
• Identifying ways to improve engagement

PURPOSE
There are definitely advantages to working the night shift, but there are also challenges and risks.
• Financial Advantages
• Family Life/Lifestyle Advantages
• Work Environment Advantages
• Challenge with Fatigue
• Challenge with Health Issues
• Challenges with Work/Life Balance

To address the challenges, the following goals were identified:
• Provide resources, using research and EBP, to educate on the impact of working night shift related to:
  • Physical health
  • Work/life balance
• Provide resources, using research and EBP, to educate on how to reduce safety risks and interventions to improve health and well being
• Provide resources, using research and EBP, to improve health and well being

RESULTS
Incentives and Solutions Identified
• Night Shift Solution Class: a 3-hour education survival program was developed and geared towards providing strategies to enhance health and wellness, promote work/life balance, self-care and create healthy work environments. The class is an orientation requirement for those working in shifts between 7 pm and 7 am.
• Night Shift Professional Governance Meetings: As part of our Professional Governance structure, it was decided to implement a night shift PPC team to identify and address specific needs of the night shift. The Savvy Solutions for Healthy Lifestyles Books are given as a token to the night shift PPC members delivered by CNE.
• Food Availability: Extended hours of Copper Spoon and Big Dogs Food Truck at night
• Exercise Facility Access
• Power Breaks: Stimulation & Relaxation rooms are available for staff to go either for quiet rest or stimulation through gaming, music, etc.

NIGHT SHIFT SOLUTIONS CLASSES

CONCLUSIONS
• Working the night shift can have many benefits, such as added income, less child care fees, and, at times, calmer unit environments while patients sleep or rest.
• Key to success is knowing the right self-cares and routines to survive some of the stressors and transitions that accompany circadian rhythm adjustments.
• Incentives, education and self-care opportunities improve staff satisfaction for working night shifts.

NIGHT SHIFT GOVERNANCE PROCESS
With representation from all the campus entities, different perspectives and processes can continuously be explored. As 3rd Shift PPC continues to develop and expand, more benefits will be realized as empowered night shift nurses contribute to improvements in nurse and patient safety.

HEALTH & WELL BEING RESOURCES

REFERENCES
• Morelock, Skip G. (2017). The Night, Follow the Evidence to Survive and Thrive, Nursing 2017 I Volume 47, Number 12, pg 46-51
• Pakieser-Reed, Katherine (2013). Night Shift Nursing, Savvy Solutions for a Healthy Lifestyle