Efforts to Reduce Compassion Fatigue Among BMT Nurses: 2015 Update
Theresa Papa-Rodriguez, BSN, RN, OCN®

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Objectives
1. Describe interdisciplinary efforts to reduce compassion fatigue among BMT nurses.
2. Demonstrate outcomes using ProQOL5 survey of BMT nurses compassion fatigue over time.
Background
In 2010, staff of our BMT Unit began demonstrating severe compassion fatigue (CF)
--an increase in moral distress
--nurse turnover rate
--medical leave usage
--conflict among staff
--patients and families
--increased requests to Psychosocial Care for debriefing

Methods
• In 2011, the ProQOL5 survey, a valid CF assessment tool, was distributed to inpatient BMT nurses.

Interventions
• BMT Patient Experience Project
• Unit-based Supportive Care Committee development
• Partnership with Supportive Care Medicine
Outcomes

• Respite Room
• Code Lavender
• Bereavement Ceremonies on unit
• Vacancy rate increased, turnover decreased (transfers to Outpatient)
• Major illness leaves unchanged

Next Steps

• Building confidence in end-of-life care
• Tailor interview questions
• Continued development of formalized programming to help debrief during stressful times (staff meetings to include bereavement ceremonies)
Questions?

• For additional information:
  Theresa Papa-Rodriguez, BSN, RN, OCN®

  Theresa.PapaRodriguez@moffitt.org

References available upon request.