

Healthcare Workers on a Rotating Schedule Experiencing Burnout

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Abstract

In addressing the burnout symptoms seen in a healthcare workers and how their shift time intensifies those symptoms, we ask the following evidence-based PICOT question: In (P) healthcare workers within the first five years of employment, is there evidence that suggests (I) rotating between night and day shifts compared to (C) a fixed schedule impacts the (O) presence of burnout symptoms? Healthcare professionals work shifts to cover the full 24 hours of care required for patients. The majority of workers will work 12 hour shifts in either the day or night hours. In workers that rotate between the shifts it is shown to cause harmful effects on the body's circadian rhythm. Misalignment of the circadian rhythm has been shown to negatively impact physical and mental health which leads to increased risk of burnout in healthcare workers. Research articles were searched for within Pubmed and CINAHL using the key phrases "healthcare burnout", "rotating schedule", and "fixed schedule". The search criteria required all articles to be published from 2017-2022 and to use the key phrases in the search. Articles that did not discuss nursing burnout and different schedules were excluded. Ten articles were chosen that fell within the search criteria. Research suggests that healthcare workers who work a rotating schedule experience more health issues, job dissatisfaction, decreased cognition and increased burnout symptoms within the first five years, compared to those who work a fixed day or night schedule.

Key phrases: Healthcare burnout, rotating schedule, fixed schedule, burnout syndrome

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