

BACKGROUND

This MSN project explores and addresses the need for increased workplace lactation support for breastfeeding nurse employees and its effect on job satisfaction.

- Breastfeeding nurse employees face unique challenges, such as strenuous 12-hour shifts, discomfort in asking to step away from patients multiple times per shift, and many feel rushed and stressed during the pumping process (1).
- Organizations may have lactation policies and procedures, but breastfeeding nurse employees do not feel supported by their clinical leaders and colleagues (2).
- Many clinical leaders, staff, and breastfeeding nurse employees are unaware of workplace lactation rights, policies, and programs to support breastfeeding employees (3).
- Breastfeeding nurse employees who feel unsupported in their breastfeeding goals have decreased job satisfaction, leading to burnout, turnover, and poor patient outcomes (4).

METHODS

A literature search was conducted to identify current evidence, and the following three themes were identified:

- **Theme 1:** The unique challenges breastfeeding nurse employees face.
- **Theme 2:** Interventions the organization can implement to improve workplace breastfeeding support.
- **Theme 3:** How workplace lactation support affects job satisfaction.

Theoretical framework: The Johns Hopkins Nursing Evidence-Based Practice (JHNEBP) Model was chosen because of its role in evidence-based practice changes within nursing and the use of tools and rating systems to appraise non-research evidence.

REFERENCES

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IMPLEMENTATION/EVALUATION

Implementation Steps:

- **Step 1:** Form an interdisciplinary team, including the project lead, hospital administration, clinical nurse managers and management teams, HR representatives, IBCLC, charge nurse, and a breastfeeding nurse employee.
- **Step 2:** Create project deliverables, including the PowerPoint presentation for clinical unit leaders, lactation education resources for staff, and project surveys.
- **Step 3:** Project implementation, which includes the administration of pre-project surveys, presentation to clinical leaders and stakeholders, dissemination of lactation education resources, and the administration of post-project surveys.
- **Step 4:** Project evaluation via survey analysis.

Project Evaluation:

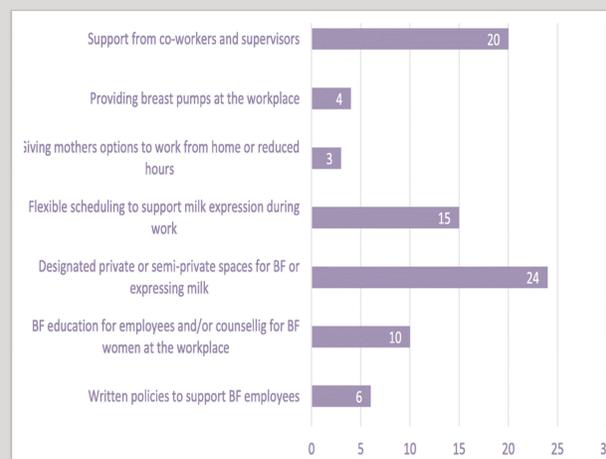
- Before project implementation, a pre-project survey examining job satisfaction and workplace lactation support will be administered.
- Pre-and post-presentation surveys will assess the effectiveness of the presentation and education provided to clinical leaders.
- A post-project survey examining job satisfaction and workplace lactation support will be administered six months following project implementation.
- The project lead will analyze the survey results, and the results will be disseminated to all project stakeholders.

DISCUSSION

- This MSN project benefits all nurses because improving workplace lactation support for nurse employees can increase all employees' job satisfaction (5). Increased job satisfaction leads to less nurse turnover and improved patient outcomes (4).
- The project's limitations include the sample size due to a limited time frame, equitable reception of workplace lactation education resources, and confounding factors to job satisfaction.
- Recommendations include investigating the multiple interventions to improve workplace lactation support and the need for further research on breastfeeding nurse employees.



The top workplace breastfeeding interventions breastfeeding employees are seeking; 1. Private spaces, 2. Support from co-workers and supervisors, 3. Flexible scheduling to support milk expression (6).



CONCLUSIONS

Improving workplace breastfeeding support for breastfeeding nurse employees will increase job satisfaction.

- This MSN project provides education and resources to clinical leaders, staff, and breastfeeding nurse employees.
- Clinical leaders and colleagues become more equipped to support breastfeeding nurse employees by understanding workplace lactation policy and techniques to improve interventions in the workplace.
- Breastfeeding nurse employees will also receive lactation education and resources to provide support balancing returning to work and breastfeeding.
- Improved workplace lactation support will increase job satisfaction and patient outcomes (3,4).

