

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:

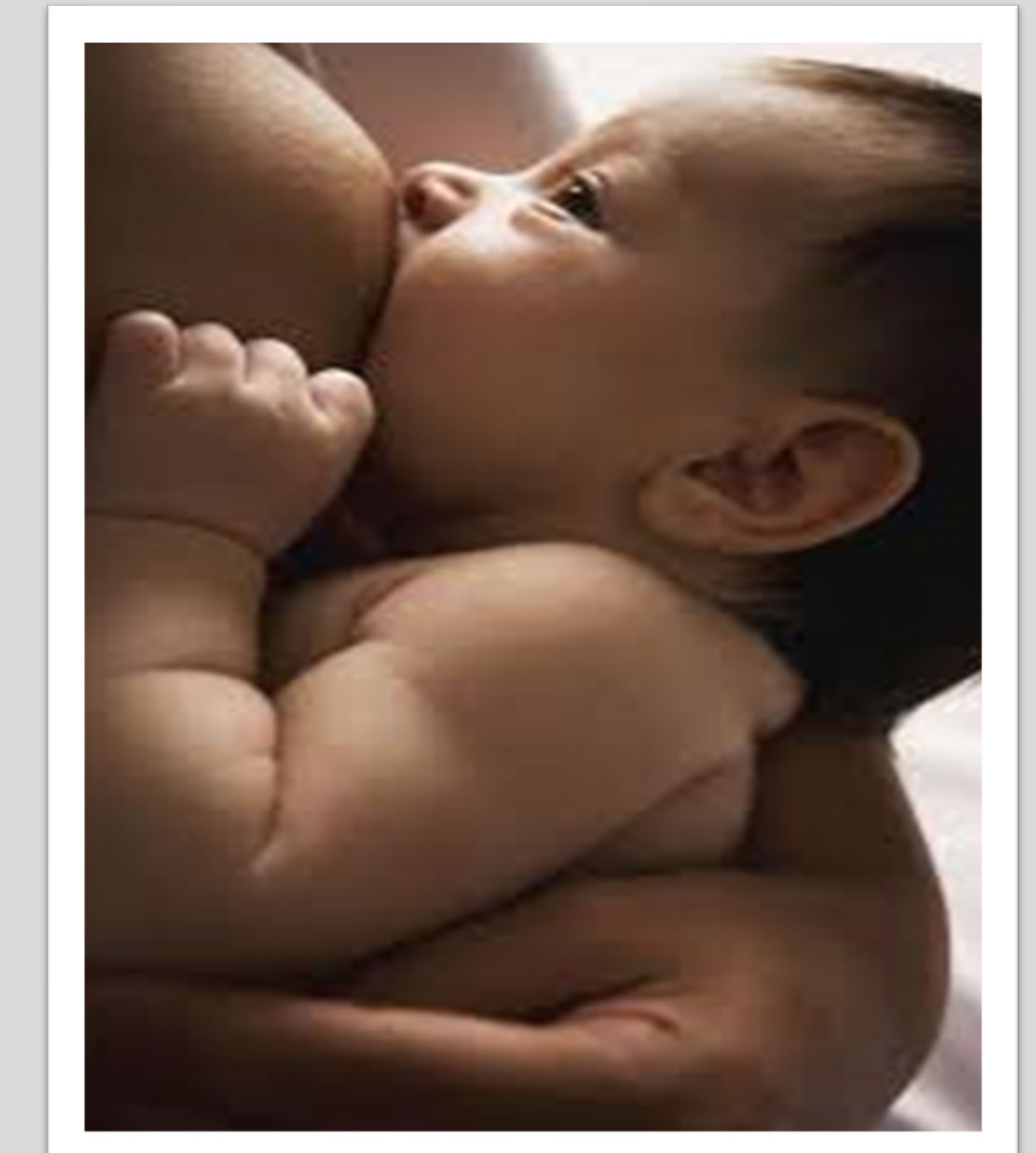
- **Step 1:** Form an interdisciplinary team, including the project lead, hospital administration, clinical nurse managers and management teams, HR representatives, IBCLC, charge nurse, and a breastfeeding nurse employee.
- **Step 2:** Create project deliverables, including the PowerPoint presentation 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:

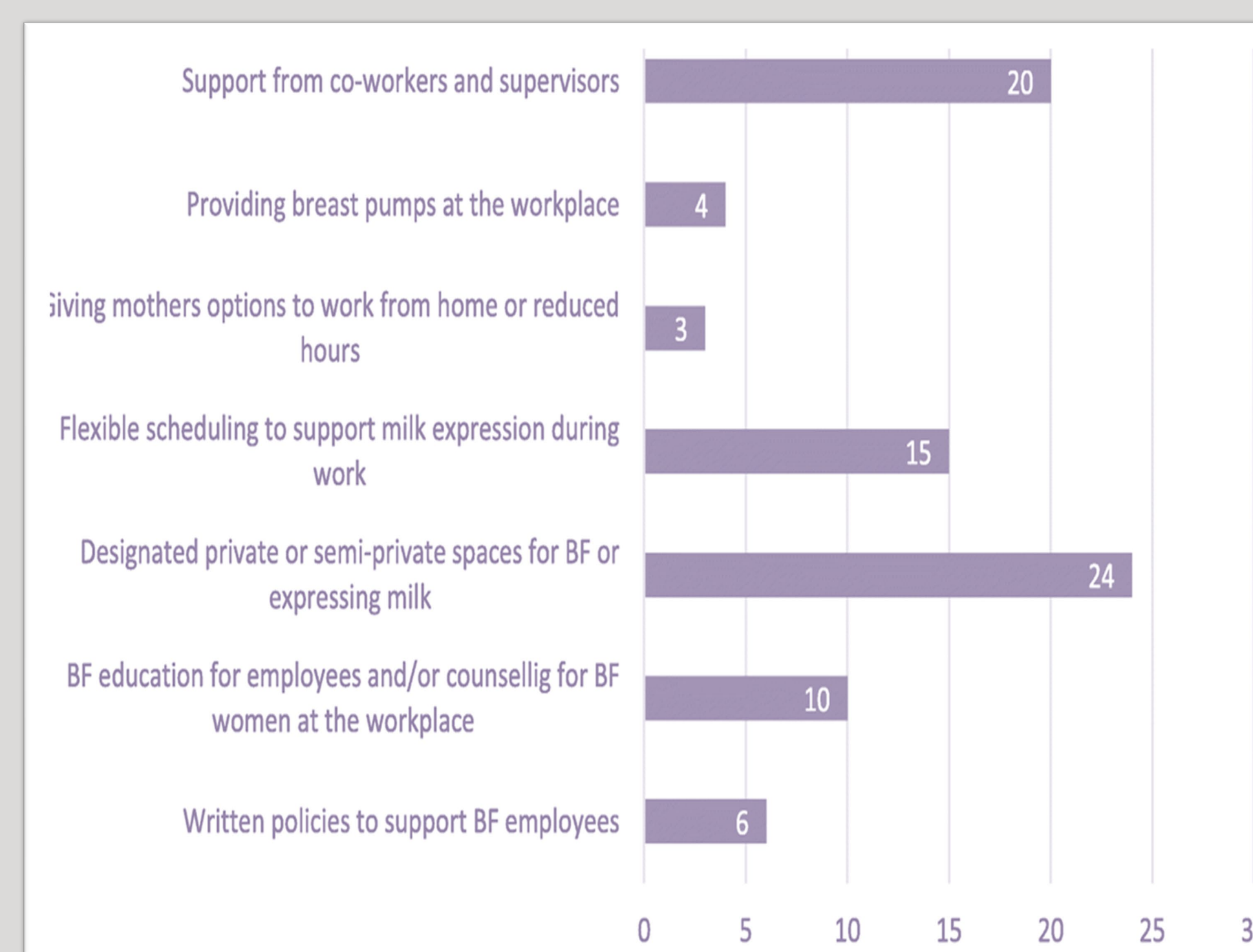
- Before project implementation, a pre-project survey examining job satisfaction and workplace lactation support will be administered.
- Pre-and post-presentation surveys will assess the effectiveness of the presentation and education provided to clinical leaders.
- A post-project survey examining job 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).

