



The Sunshine Committee: Encouraging Staff Engagement to Increase Workplace Morale

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LEARNING OBJECTIVE

To examine the importance of staff engagement in social contexts to foster positive work relationships and increase staff morale.

BACKGROUND

Nursing satisfaction and workplace stress are topics that are of great concern to throughout the healthcare industry. Workplace stress and low morale often lead to high turnover and low retention rates. Happell et al. (2013) suggest that in addition to addressing unit based issues such as staffing and workload, the engagement of nurses in "non-ward-based initiatives" and "special events" can help decrease work place stress and improve satisfaction.

PAST EVENTS/ACTIVITIES

- Winter Holiday Party at The Hill NYC (off unit)
- Summer Kickoff Party at The Hill NYC (off unit)
- Valentine's Day Tea & Chocolate Party (both shifts)
- 4th of July Just Because Party (on unit, both shifts)
- March for Babies, fundraiser and walk (multi-unit)
- Holiday Secret Santa Gift Exchange
- Community Service Day at Holy Apostle's Soup Kitchen
- Labor Day Just Because Party (on unit, both shifts)
- Unit Birthday Board

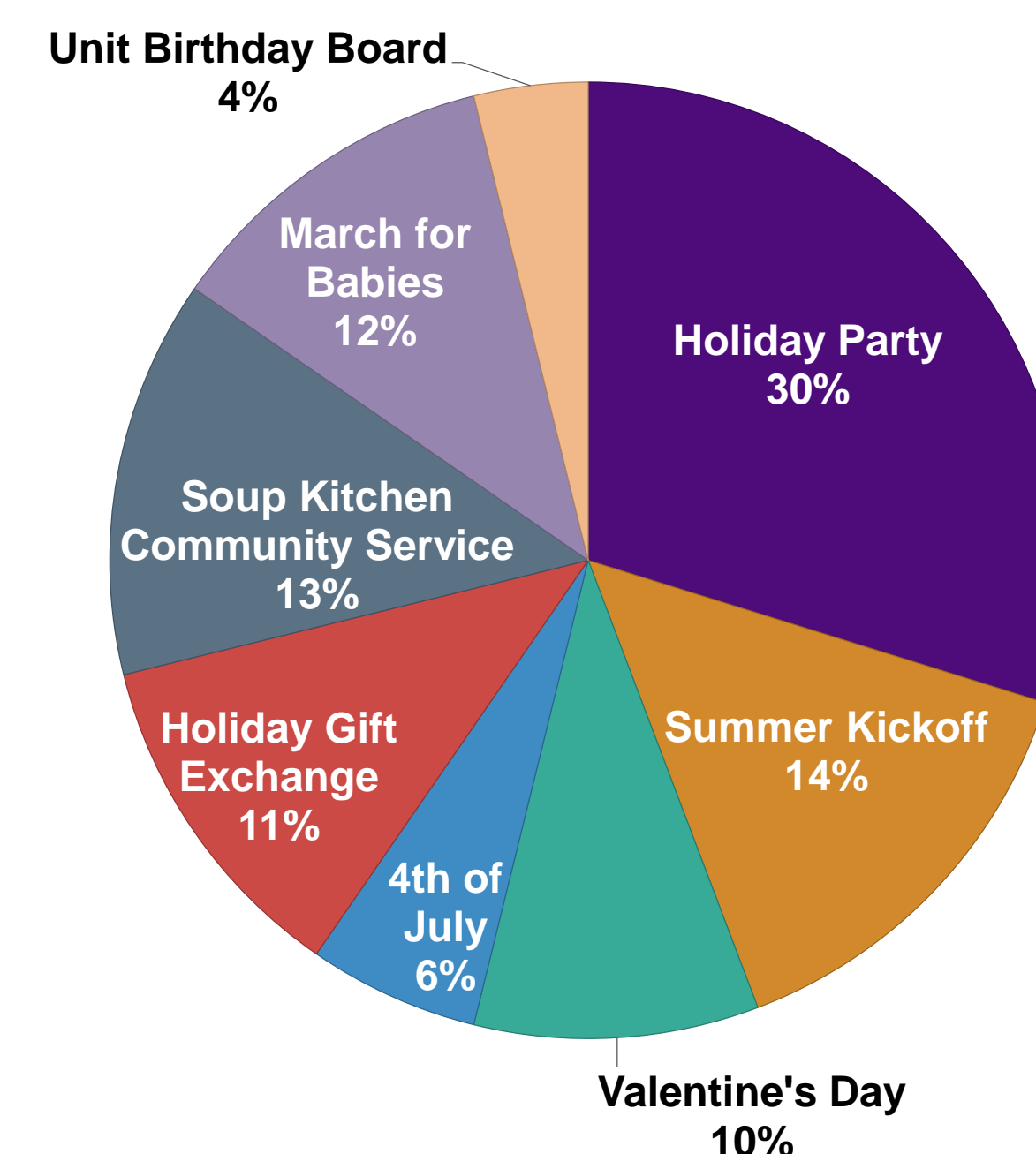
UPCOMING EVENTS/ACTIVITIES

- Halloween Party (multi-unit, off unit)
- Community Service Day- TBD (multi-unit)
- Breast Cancer Walk (multi-unit)
- Bowling Competition (multi-unit, off unit)
- Movie Night (multi-unit, off unit)

THE SUNSHINE COMMITTEE

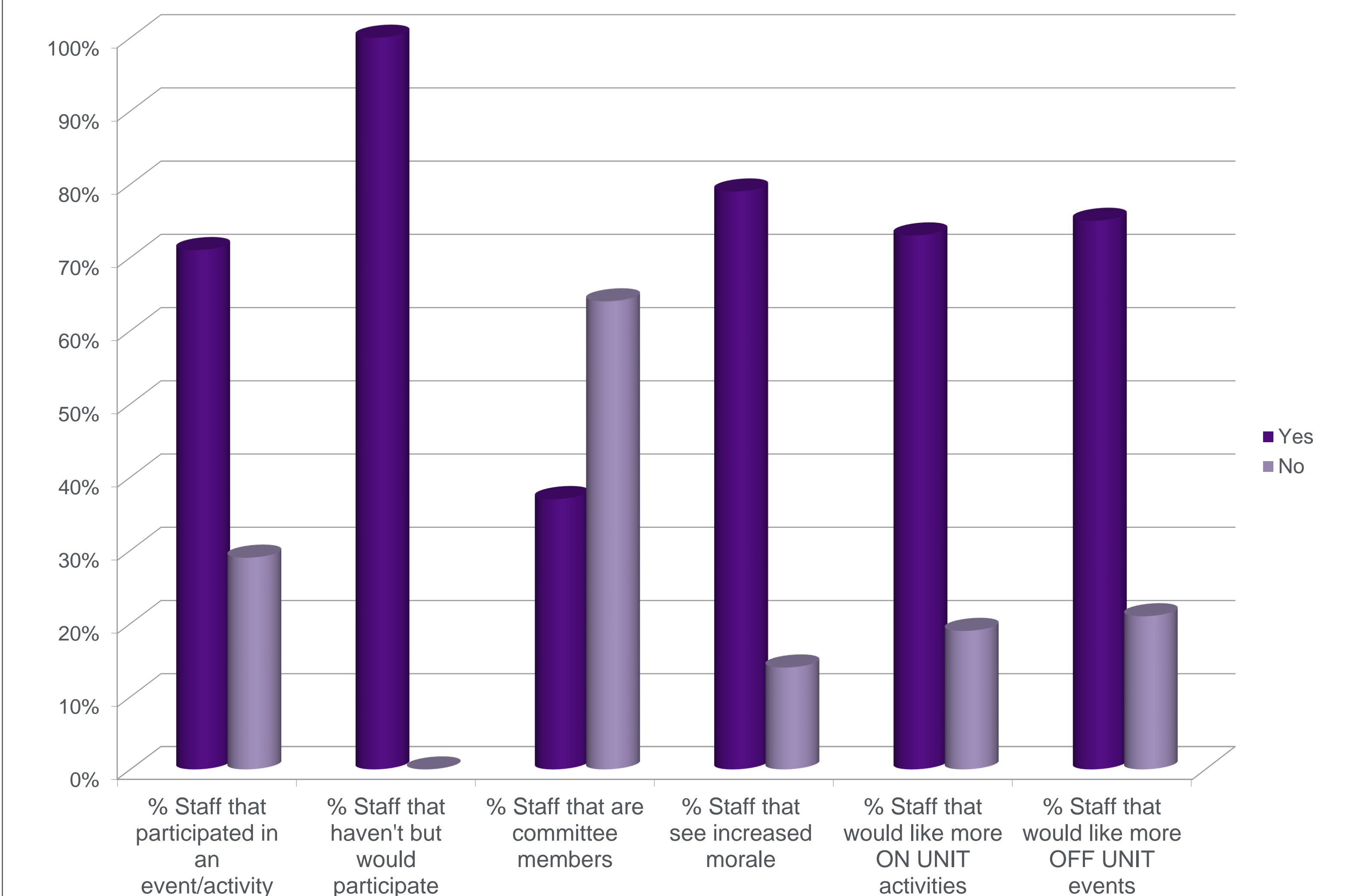
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STAFF'S FAVORITE EVENTS/ACTIVITIES



RN PERCEPTIONS

Staff RNs were asked to complete a survey on their perceptions of the Sunshine Committee and their efforts to improve the staff engagement and moral.



REFERENCES

Happell, B., Dwyer, T., Reid-Searl, K., Burke, K., Caperchione, C., & Gaskin, C. (2013). Nurses and stress: recognizing causes and seeking solutions. *Journal of Nursing Management, 21(4)*, 638-647.