

Annotated Bibliography

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Mikiiiah Nixon

East Carolina University

Author's Note

This annotated bibliography was prepared for ENGL2201049201880 Summer Writing About the Disciplines, taught by Professor Pastor.

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1. Ball , Jane, et al. “The 12-Hour Shift: Friend or Foe?” *Nursing Times*, 30 Jan. 2015, www.nursingtimes.net/clinical-archive/patient-safety/the-12-hour-shift-friend-or-foe-30-01-2015/.

It has become more common for health employers to implement longer shifts. Twelve hour shifts can affect staff wellbeing and patient outcomes. This article outlines the benefits and concerns of working twelve hour shifts. It also includes practical advice to ensure nurses’ wellbeing and patient safety is considered. Research found that nurses prefer twelve hour shifts because of the amount of time off. This reduces work/home conflict. Long hours can have harmful outcomes for nurses. Many outcomes are fatigue related, but there’s also shift rotation, total number of hours worked per week/the total number of consecutive days worked, and extended shift times.

Nursing Times is a magazine that has been supporting nurses for over one hundred years. It first launched in 1905, and ever since has been helping nurses improve their practice, and kept them up to date with the latest news on nursing and healthcare policies and practices. This source is credible because the site contains a clinical archive of over five thousand double blind peer reviewed articles on the aspects of nursing. The Nursing Times content has won many national awards recently. This article includes sources to support the facts and research they’ve found. It’s well worded and understandable.

The content found in this article fits into my research because it includes quotes from nurses on the issue at hand. Good research evidence from studies and surveys is in the article as well. I’ll use the research and evidence displayed in this source to support and aid my argument.

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2. DAVID WAHLBERG dwahlberg@madisoncom, 608-252-6125. "IS YOUR NURSE ON HOUR 16? ; REGULATORS ARE STARTING TO CONSIDER A WAY TO REDUYCE FATIGUE, BANNING NURSES FROM WORKING MORE THAN 12 HOURS IN A ROW. Series: Medical Misconnections: Patient-Safety Problems and Solutions: [ALL Edition]." *Wisconsin State Journal*, Jun 27, 2007, pp. A1. *ProQuest*, <https://search.proquest.com/docview/391411371?accountid=10639>.

This newspaper article proffers that nurses shouldn't be able to work twelve hour shifts three nights in a row. The limit would make patient care safer and more efficient. It includes two examples of deadly, unfortunate incidents that happened when a nurse was overworked. A study from 2004 shows that nurses working more than twelve hours in a row are three times more likely to make mistakes than those working fewer hours.

Even though this source was published on June 27, 2007, it is very useful because of the incidents included in the article. These tragic incidents will help me shape my argument because it proves that overworking nurses can cause harm to patients, nurses, and people outside of hospitals. Using direct quotes and personal situations from nurses are added to show the importance of the topic. My other sources in my argument are more current and up to date, but this newspaper article gives valid examples.

3. Dempsey, Christina. "The Question of 12-Hour Shifts." *Press Ganey*, May 2016, <https://www.pressganey.com/docs/default-source/industry-edge/issue-4-may/the-question-of-12-hour-shifts.pdf?sfvrsn=2>

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The question of twelve hour shifts elimination or continuance is one of the most polarizing issues in healthcare today. In most hospitals, twelve hour shifts are typical. Only working three or four days a week appeals to many nurses. Hospital leaders believe that twelve hour shifts improve scheduling efficiency. Research has shown that extended nursing shifts are associated with an increase of burnout and job dissatisfaction, health consequences, and poor performance on safety and quality measures. Also, increase in the risks of making errors when shifts last longer than twelve and a half hours.

“The Question of 12-Hour Shifts” is a credible source because it incorporates study findings and associated references. The author, Christina Dempsey is an RN and Press Ganey Chief Nursing Officer. She includes evidence-based strategies for improving the nurse work environment and minimizing negative consequences of extended shifts. She also includes hyperlinks to other helpful information.

This article fits into my research because of the findings incorporated into this source. Listing the strategies health leaders could use to improve nurses’ work environments helps make my argument become evidence-based. Also, evaluating and questioning the so called “benefits” of working twelve hour shifts makes my audience suspicious.

4. Ericksen, Kristina. “The Nursing Debate: 8-Hour Shifts vs. 12-Hour Shifts.” The Nursing Debate: 8-Hour Shifts vs. 12-Hour Shifts | Rasmussen College, 8 Mar. 2016, www.rasmussen.edu/degrees/nursing/blog/nursing-debate-8-hour-shifts-vs-12-hour-shifts/.

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This source lists the benefits and risks of nurses clocking longer hours. In the past, nurses were able to work eight hour shifts, but the majority of nurses now work longer ones. Twelve hour shifts look great on a paystub, but can easily turn into thirteen hours depending on procedures and patient demand. Despite regulations on shift length and cumulative working hours, there are no national work hour policies for registered nurses.

Working eight hour shifts comes with its benefits. For example, shorter shifts can result in less burnout and an increase in patient satisfaction. Nursing is a very grueling career. The strains of working longer shifts can lead to multiple mistakes and injuries on the job. Nurses who consistently work long hours can expect for it to have a negative impact on their health as well. Working twelve hour shifts can have a prominent benefit in the decrease in handoffs. The less handoffs between nurses means less reports and less chances for miscommunication and errors. Nurses who work twelve hour shifts usually have a four day weekend instead of a few hours of down time each night and the traditional two day weekend. While the longer twelve hour shifts may appeal to nurses, they have their share of risks too. Benefits can easily turn into consequences.

When evaluating this source, I found it to be credible and reliable for several reasons. The source includes both benefits and risks of shift lengths for nurses. It is fun, well summarized, and bias free. Included was a brief summary about the author at the end. It was written by Kristina Eriksen, a digital writer at Collegis Education where she creates informative content on behalf of Rasmussen College. Studies have been conducted to confirm this information as well. This article includes hyperlinks that help the audience navigate to the studies. Including this offers

potential evidence for this controversial issue. The article was published in 2013, but has been updated to include information relevant to 2016.

5. Gaines, Kathleen. "The Pros And Cons To Working 'Only' 3 Days A Week." *Nurse.org*, 20 Dec. 2017, nurse.org/articles/nurses-three-days-a-week/.

This article discusses the advantages and disadvantages of working twelve hour shifts. Working twelve hours can easily turn into thirteen and fourteen hour shifts. The hours are long, but it's the work that's exhausting. Nurses always have to have a constant "on the go" mindset and mental preparation for any scenario. Working twelve hour shifts means you only work three days a week. The advantages of this are nurses get four days off and spend less hours on the road. Having four days off a week allows for enjoyment of their personal lives and spending quality time with family. Working three shifts a week sounds interesting, there are definitely drawbacks. Nurses are constantly exhausted and overly tired. On the days off they do have, they spend that time catching up on neglected housework, sleeping, or working. The shift can be damaging to nurses' health. Working long hours increases the risks of acquiring depression, anxiety, obesity, cardiovascular disease, and even cancer. Realizing the disadvantages and taking charge of their health and happiness is important in the health profession.

[Nurse.org](https://nurse.org) is a primary credible source because the writers of the articles are experienced.

They've worked with startups, advertising agencies, and in house marketing teams to develop pleasing content that informs and educates. Compared to other sources, the contributing writers are actual nurses from a variety of specialties. The author of this article, Kathleen Gaines, is a Neonatal Intensive Care Unit nurse at a Children's Hospital in Philadelphia. She's been a nurse

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for ten years and has worked in the NICU, PICU, and CICU as well as working as a Certified Breastfeeding Consultant. In the article, she includes examples of studies and disorders to support the disadvantages of working twelve hour shifts.

This source was helpful because it provided the point of view from an experienced nurse. The website offers a ton of advice and sources for aspiring nurses and current nurses. It shares news, educational tips, and stories about what's happening in the nursing world.

6. Han, Kihye, Alison M. Trinkoff, and Jeanne Geiger-Brown. "Factors Associated with Work-Related Fatigue and Recovery in Hospital Nurses Working 12-Hour Shifts." *Workplace Health & Safety*, vol. 62, no. 10, 2014, pp. 409-14. *ProQuest*, <https://search.proquest.com/docview/1606617947?accountid=10639>, doi:<http://dx.doi.org/10.3928/21650799-20140826-01>.

This scholarly journal source accesses the association between work and non work related factors with acute and chronic fatigue and intershift recovery among hospital nurses working twelve hour shifts. This study used survey data from eighty nurses who work full time providing direct patient care on medical-surgical and critical care units in large hospitals. The researchers found that psychological demands such as: workload and social support from supervisors and coworkers were remarkably related with acute and chronic fatigue and intershift recovery. Working rotating shifts is significantly related to acute fatigue. These findings imply the need for a thorough approach to fatigue management. Organizational support would also help to provide healthful work schedules and favorable environments for nurses.

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This source is reliable because it's a research study written by Kihye Han, Alison Trinkoff, Jeanna Geiger-Brown. Dr. Han is an assistant professor at Chung-Ang University Red Cross College of Nursing in Seoul, South Korea. Dr. Trinkoff is a professor and Dr. Geiger-Brown is an associate professor at the University of Maryland School of Nursing in Baltimore, Maryland. This journal is informative and its approach to presenting facts was well assembled. It gives a detailed description of the methods, study variables, and results the researchers found. In addition, they included areas where the study could've been better. Containing in text citations and a reference page shows the dependability of the source.

Reflecting on this source, I found that it fit into my research perfectly because it's a study about how the length of nurse shifts affects nurses' health and performance. It helps shape my argument by providing facts and other references I could use when conducting my research.

7. RegisteredNurseRN, director. *What Are 12-Hour Nursing Shifts Like?* . *YouTube*, 11 June 2015, youtu.be/9RTpnC4puQ4.

In this YouTube video Sarah talks about the details of twelve hour shifts and the benefits of working twelve hour shifts versus eight hour shifts. Shifts are usually three days a week is full time. Hours are typically from seven o'clock in the morning to seven o'clock in the evening or vice versa. When working twelve hour shifts, nurses rotate weekends and holidays. Full time nurses work two weekends in a month. Typically, nurses are supposed to have two breaks and a thirty minute lunch, but it's not always possible. Working twelve hours shifts depends on how

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that person can physically and emotionally handle them. She informs people of how it is working twelve hour shifts and the pros and cons while also providing tips.

After evaluating the source, I found that RegisteredNurseRN has 940,000 subscribers to their YouTube channel. Their YouTube channel includes videos on NCLEX tips, nursing skills and lectures, career help, and more. Sarah is a licensed registered nurse that graduated from nursing school with honors in 2009. In addition, as a nurse she's taken classes to become a preceptor for nursing students. During the video, Sarah speaks so viewers can understand. Compared to all of my other sources, this one is an instructive video.

8. Roy, Sree. *Nurses Get Under 7 Hours of Sleep before Work Shift*. Anthem Media Group, Los Angeles, 2019. *ProQuest*,
<https://search.proquest.com/docview/2328156913?accountid=10639>.

Published on December 19, 2019 this recent source offers recent study information by researchers at NYU Rory Meyers College of Nursing on how many hours of sleep nurses receive before a work shift and how this affects them. Nurses are sleeping less than recommended amounts, which can have an impact on their health and job performance. Witkoski Stimpfel and her colleagues studied sleep duration and work characteristics to determine if the two were associated. With the results found, the chances of nurses attempting to catch up on sleep is low.

I found this source reliable because of how recent it was. It was last published on December 18, 2019. Research details are incorporated into this article by the National Sleep Foundation. This information fits into my research by providing me with findings of how much sleep nurses get

before a shift. It'll also aid me in writing about what ways sleep deprivation can affect nurses performances.

9. "Time to do Away with 12-Hour Shifts?" *OR Manager*, vol. 26, no. 9, 2010, pp. 15-6.

ProQuest, <https://search.proquest.com/docview/751530533?accountid=10639>.

Extended work hours are a hazard to nurses and patients. This trade journal article explains that twelve hour shifts increase the risks of needlestick injuries, musculoskeletal disorders, errors, and drowsy driving. Hospitals see twelve hour shifts as nurses have more time off and fewer commutes. It discusses the consequences of fatigue and strategies managers can use to alleviate the risks of working twelve hour shifts. This article includes statistics and an analysis of logs kept by three hundred ninety three nurses. Professional guidelines explain the importance of nurses and employers being aware of their work schedules and confirming that they provide nurses with adequate rest and recuperation.

Providing tips on what can managers do to decrease the risks of nurses getting fatigue makes this journal helpful. This article is easy to read and includes enough valuable information to assist me with my research and findings. It includes references from another source I used from Dr. Trinkoff and Geiger-Brown to make their points broad and clear. This source helps me construct my argument and talk over the benefits and risks of nurses working twelve hour shifts.

10. Writers, RegisteredNursing.org Staff. "12-Hour Shifts Vs. 10-Hour Shifts for Nurses."

Registered Nursing.org, RegisteredNursing.org, 24 May 2020,
www.registerednursing.org/12-hour-shifts-vs-10-hour-shifts/.

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Many nurses can work various shifts and hours. Patient care does not always end at five o'clock. Advantages of working longer shifts include continuity of care, reducing communication related errors, and a shorter work week. Rather than patients having three nurses, they'll have two: a day nurse and a night nurse. Reducing communication related errors is important during handoff. Miscommunication can lead to medical errors. When only two nurses transfer information, the risk for miscommunication is reduced. Working twelve hour shifts means more days off during the week and more time to spend at home with family and doing hobbies or recreational activities.

RegisteredNursing.org is a credible source because it has several experienced nurse contributors. On their website they offer you their address to mail them letters as well. This source was last updated on May 24, 2020 which means it's current and reliable. Their goal is to educate aspiring and current nurses of the pros and cons of working twelve hour shifts.

This source was obliging by giving facts about the advantages and disadvantages of nurses working long shifts. RegisteredNursing.org has several nurse contributors that assist with the information they're providing. Using this information in my essay will not only supply accuracy, but also give the facts of the nursing profession from nurse perspectives.