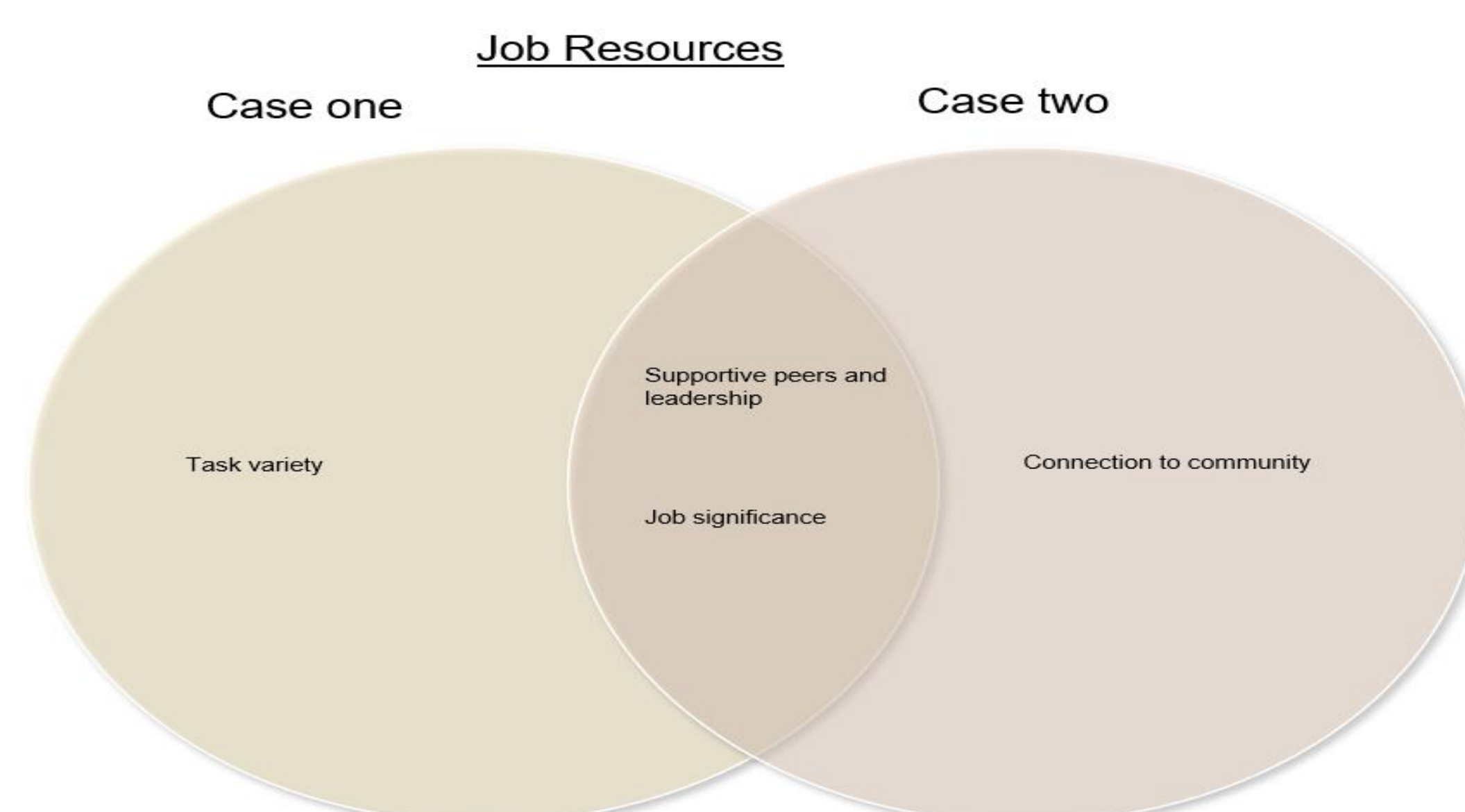


Introduction

Prior to this study, there were significant limitations to current research findings on the stressors experienced by cancer nurses resulting from specific job demands, and the job resources which may act to buffer these stressors.

In this study, the Job Demands Resources Model (JD-R model) is employed to better understand the work experiences of cancer nurses and identify aspects which mitigate burnout and stress.



Objectives/Aim

The aim of this study is to describe Victorian cancer nurses' experiences of work-related challenges, alongside positive job resources that may buffer the challenges inherent in their work, across different geographical locations, both prior to and during the COVID-19 pandemic

Implications for practice

Nursing management is the most impactful factor related to under-reporting of patient aggression, due to nurses' perceptions that the incident will not be investigated, or they will be blamed for the incident (Spencer et al., 2023).

Supportive leaders that create an environment of psychological safety are paramount in cancer care. Psychological safety in workplaces facilitates genuine, upward-directed communication (Edmondson & Bransby, 2016).

Previous strategies aimed at improving nurse wellbeing have ignored the underlying theoretical framework for burnout, which occurs because of an imbalance between job resources and demands (Keyko et al., 2016).

Clinical supervision has shown potential an important job resources for cancer nurses (Kenny et al., 2007), which need to be further investigated and advocated for.

Results

A two-phase qualitative study of 30 cancer nurses in Victorian metropolitan and regional public healthcare services was conducted over a two-year period, that coincided with the COVID-19 pandemic. Data included field notes and semi-structured interviews. A cross-case analysis of similarities and differences resulted in a case descriptor of the job demands affecting cancer nurses that could lead to burnout, and conversely, any positive job resources which may mitigate these.

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