The purpose of this article is to describe approaches used to alleviate nurse moral distress on a surgical oncology unit and challenges faced when addressing the complex factors that contributed to that moral distress. Moral distress clinical unit survey results identified two themes contributing to nurse staff distress: inadequate staffing (either unsafe staffing ratios or incompetent nursing or physician staff) and physician-ordered patient care that was inappropriate or ineffective for patients (e.g., inadequate pain management). A complete discussion of the problem of nurse moral distress on this surgical oncology unit and the subsequent unit survey can be found in Bohnenkamp, Pelton, Reed, Rishel, & Larson (2007).

After assessing the results of the unit survey, a group that included the unit manager, clinical leaders, chief nursing officer, clinical nurse specialist, and an attending physician investigated relevant nursing literature to determine appropriate courses of action. Although ample discussion of moral distress has taken place, relatively few studies have outlined effective interventions (Hammric, 2012). Group members then met to discuss approaches to decrease moral distress. Based on the results of the survey, members of this group planned methods to improve team member communication. During the retreat, participants deliberated about key words to communicate a nurse’s discomfort with a physician’s plan of care. A “time out” would be called when anyone said the key word, and a care conference would be initiated. The physicians also presented information about decision making with various disease processes, which helped unit nurses to more fully appreciate physician knowledge and steps in the process and to discuss how they, as nurses, could contribute their knowledge and experience. In addition, participants worked in interprofessional groups to discuss and develop solutions to common stressors on the unit. The open forum allowed the team to begin establishing interprofessional bonding and to open new channels of communication.

Self-Care Management

Self-care is a pivotal strategy used by individuals to effectively alleviate moral distress. If oncology nurses are to remain healthy and able to care for patients and families, implementing effective self-care strategies is a must. These strategies include recognizing personal signs of moral distress, searching for appropriate interventions, and maintaining a balance between work and life (Sirilla, 2014). An expert in self-care was recruited to...