

ADDRESSING NURSE BURNOUT AMIDST THE COVID-19 PANDEMIC

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**NURSE BURNOUT SIGNALS
PROBLEMS FOR PATIENT
CARE** - *Health Affairs, 2012*

**MAKE THE CLINICIAN
BURNOUT EPIDEMIC A
NATIONAL PRIORITY**
- *Health Affairs, 2016*

**CALL TO ACTION ON
CLINICIAN WELL-BEING BY
THE NATIONAL ACADEMY OF
MEDICINE**- *NAM 2017*

**BURNOUT IS A PUBLIC
HEALTH CRISIS**
- *Boston Globe, 2019*

**A CRISIS IN HEALTH CARE: A
CALL TO ACTION ON
BURNOUT**
- *Harvard Global Health Institute, Harvard School of Public
Health, Massachusetts Medical Society, Massachusetts
Health & Hospital Association, 2019*

**PROVIDER BURNOUT
URGENTLY DEMANDS
ACTION**

- *Harvard School of Public Health, 2019*



WHAT EXACTLY IS BURNOUT?

World Health Organization Intl. Classification of Diseases (ICD)

ICD-11 (2019): Burn-out: an *occupational* phenomenon resulting from chronic workplace stress that “should not be applied to describe experiences in other areas of life”

A job-related phenomenon fundamentally characterized by high emotional exhaustion that exists as a feature of the work environment, manifesting both within and outside of individuals who are burned out.

BACKGROUND & NEED

- Background: Nurse Burnout has widespread consequences.

There are many consequences of burnout:

CLINICIANS AND LEARNERS	HEALTH CARE ORGANIZATIONS
<ul style="list-style-type: none">▪ Occupational injury▪ Problematic alcohol use▪ Risk of depression and suicide▪ Career regret▪ Suboptimal professional development	<ul style="list-style-type: none">▪ Fewer available staff (absenteeism and turnover)▪ Lower morale and productivity▪ Presenteeism (working while sick)▪ Threat to organizational reputation

\$4.6 BILLION

Estimated societal costs attributable to burnout in the United States each year.

BURNOUT LOWERS PATIENT CARE QUALITY:

- Resulting staffing challenges decrease patients' access to care.
- High workloads, administrative burdens, and poorly designed technologies divert clinicians' time away from patient care.
- Workplace ethical dilemmas can erode clinician professionalism.
- Barriers to patient-clinician communication adversely affect patient satisfaction and health outcomes.
- Safety incidents, medical errors, and malpractice claims are more likely.

(NAM Clinician Wellbeing, 2020)

- Need: Research is needed to develop, implement, and evaluate system-level interventions to prevent and reduce nurse burnout.

PURPOSE

The purpose of this concept is to provide opportunities for researchers to develop, implement, and/or evaluate effective system-level interventions to prevent and reduce nurse burnout, which has been greatly exacerbated by the COVID-19 pandemic.



Let's build a better system to help clinicians thrive.

OBJECTIVES

- Expand research on the development, implementation, and evaluation of system-level interventions to prevent and reduce nurse burnout.
- Encourage research in healthcare systems that deliver care to underserved populations who were hit the hardest by COVID-19:
 - Including safety net providers, public hospitals, FQHCs, rural health centers, and community-based settings such as long-term care, home health, nursing homes, and justice settings.
 - This concept expands on ongoing NIH research initiatives looking at the social, behavioral, and economic COVID-19 impacts in underserved and vulnerable populations.

CONCLUSION

