

Vernacare Hot Topics



Are We OK? A Conversation about Healthcare Provider Mental Health and Moral Distress

Presented by: Titus Wong at IPAC Canada
Conference
University of British Columbia

September 15, 2023 Loretta Erhardt, RN/BN, ICP



Saskatchewan
Health Authority

- discussed the mental health burden and moral distress that healthcare providers (including IPAC specialists) experience
- its impact on our patients and clients
- addressing this growing concern.



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Mental Health

Burnout and Moral Distress

Call to Action

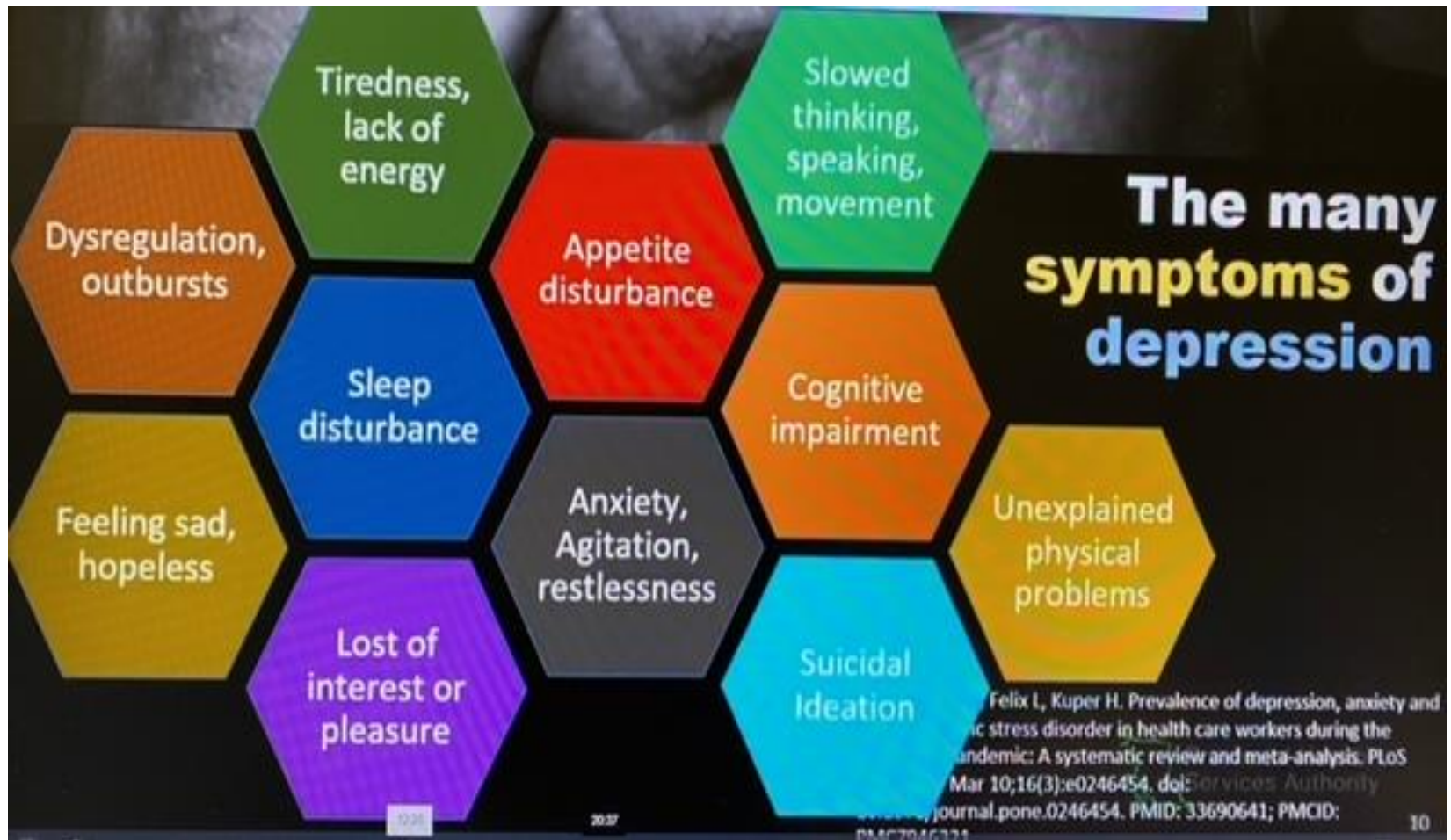
MENTAL
HEALTH
AWARENESS MONTH
— MAY —



What word best describes how you feel lately?



The many symptoms of depression



One in five healthcare workers have moderate depression

Li Y, Scherer N, Felix L, Kuper H. Prevalence of depression, anxiety and post-traumatic stress disorder in health care workers during the COVID-19 pandemic: A systematic review and meta-analysis. PLoS One. 2021 Mar 10;16(3):e0246454. doi:10.1371/journal.pone.0246454. PMID: 33690641; PMCID: PMC7946321.



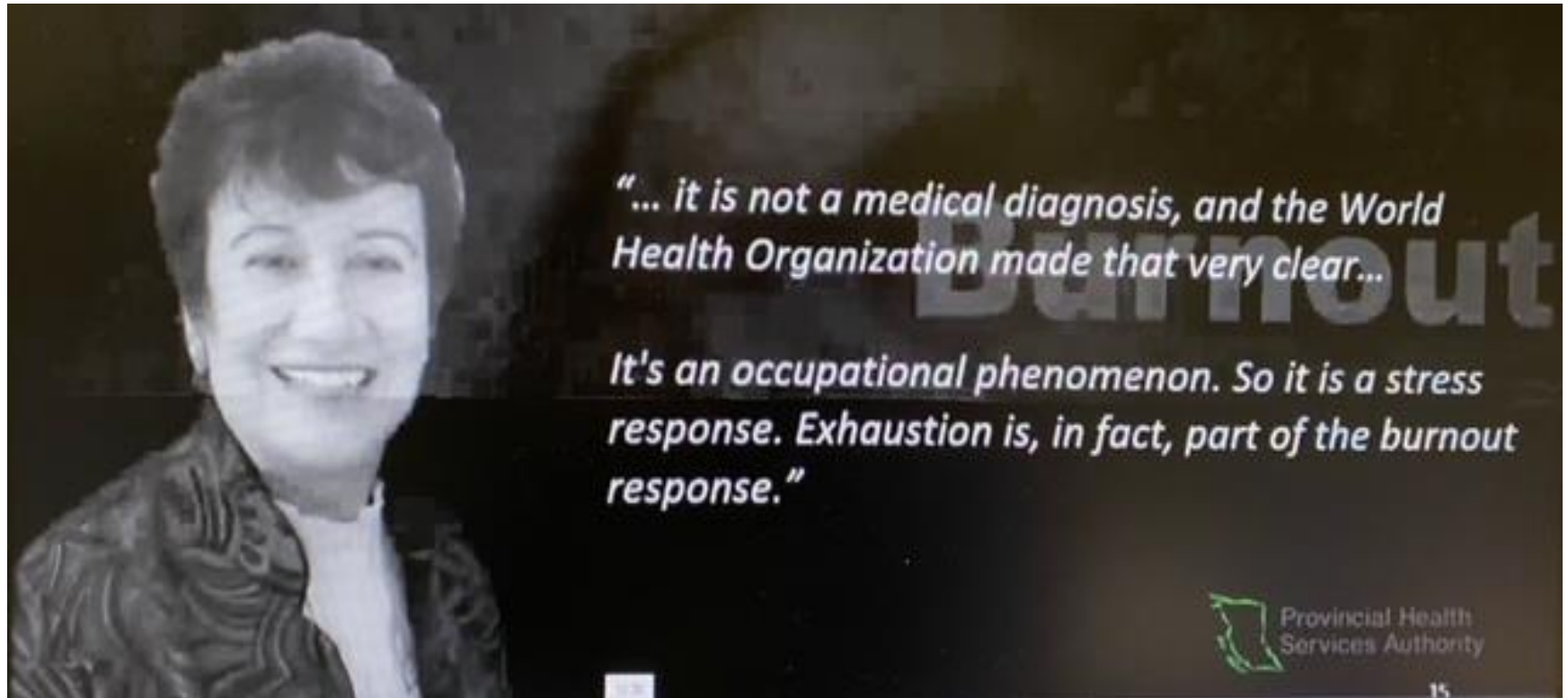
WHY??



Burnout



Prof. Christina Maslach, PHD





The Drivers of Burnout are Multifactorial

Maslach C, Leiter MP. Understanding the burnout experience: recent research and its implications for psychiatry. *World Psychiatry*. 2016 Jun;15(2):103-11. doi: 10.1002/wps.20311. PMID: 27265691; PMCID: PMC4911781. Authority

Burnout Symptoms

Home feels as chaotic
as work

I am so, so tired

I am exhausted, absolutely
burnt out

I can't do everyone's job
for them

What's new? I got divorced

What are the execs doing for us?

I don't think anyone is
looking out for us

Everyone is burnt out

I don't want to do anything I need to take a stress leave

I cry and no one cares

Exhaustion

I really don't care anymore

I'm done with this

We worked so hard through
the pandemic and everyone's
forgotten about us

My inbox is always full. I
can never catch up

I hate my job

I used to care, I don't, anymore

I have trouble concentrating

There's not enough
nurses to manage all the
patients

Senior leadership is
just saying things and
nothing ever really
changes

Cynicism & Depersonali- zation

Reduced Productivity

I feel slow

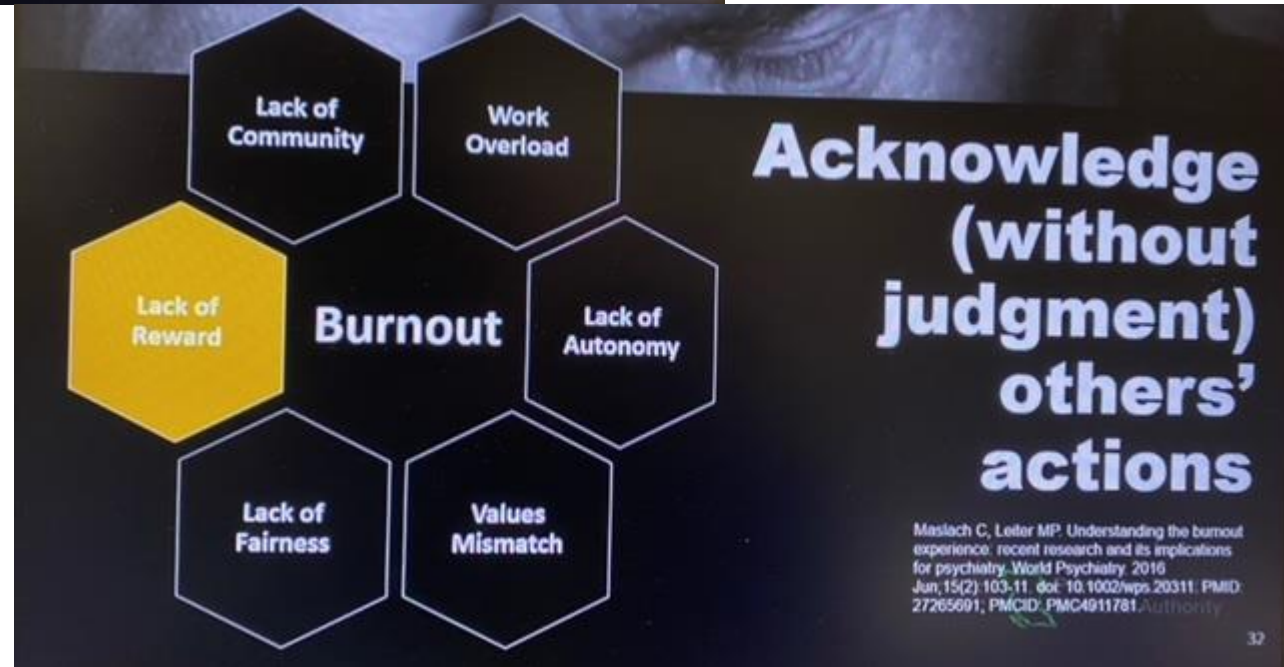
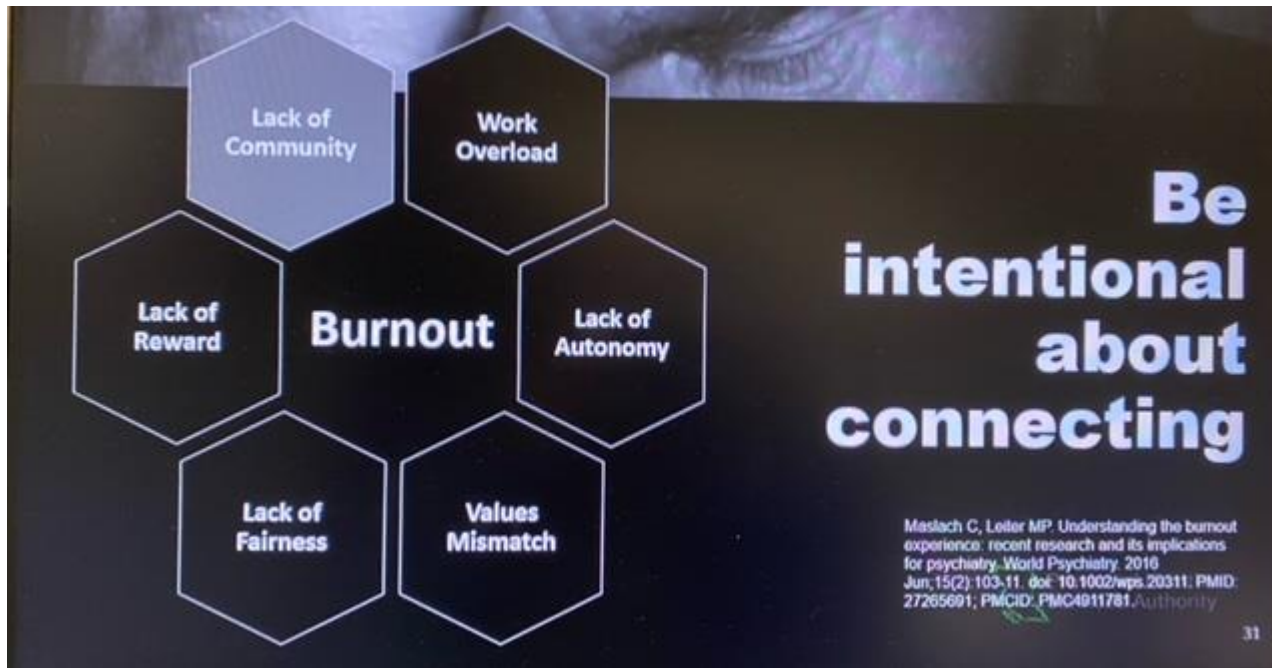
I can't ask my staff to do
more

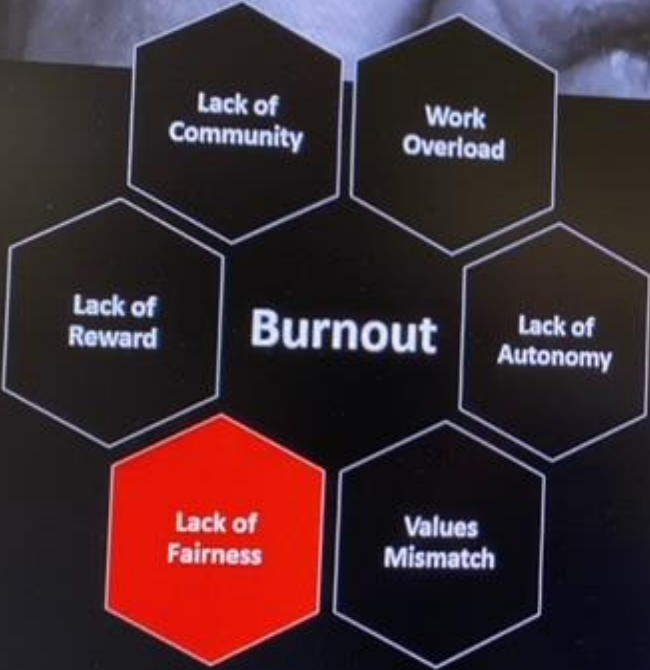
It's just a job

It doesn't matter how hard I try,
nothing changes here

I can't finish my work,
and it keeps coming

If I go on vacation, I'll have a
mountain of work to return
to



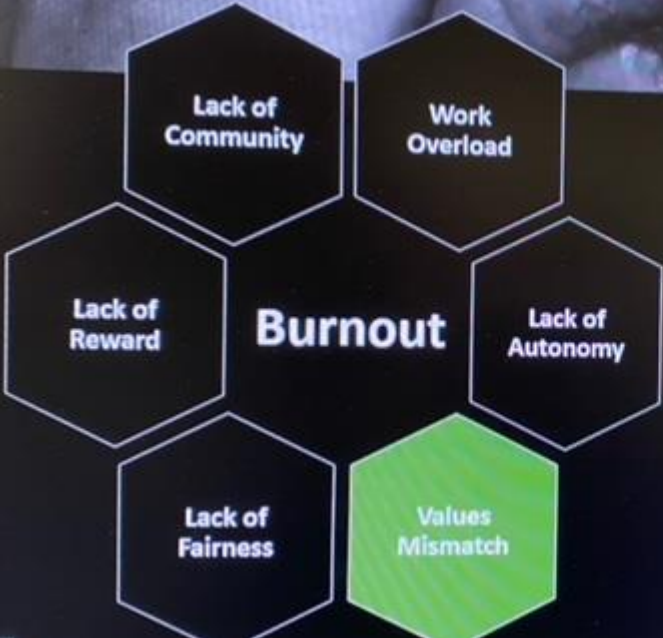


A diagram illustrating the components of Burnout. The word "Burnout" is in the center. It is surrounded by six hexagons: "Lack of Community" (top-left), "Work Overload" (top-right), "Lack of Reward" (middle-left), "Lack of Autonomy" (middle-right), "Lack of Fairness" (bottom-left, highlighted in red), and "Values Mismatch" (bottom-right).

**Be open,
honest,
consistent and
be fair in
relationships**

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33



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**Respect others
Be transparent
Follow through**

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34

Lack of Autonomy

Message to the Leaders

- Value and Protect Healthcare workers' physical and psychological wellbeing
- Promote initiatives to allow clinicians to practice at the top of their specialty
- Increase access to counseling and mental health care
- Strengthen investment in the healthcare workforce
- Strengthen organizational commitment to a culture of wellbeing, make it a priority, make the issue visible at the executive level

 Provincial Health
Services Authority

40



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Always end the day
with a positive thought.
No matter how hard
things were, tomorrow's
a fresh opportunity
to make it better.

~Unknown

Thank you to SASKPIC for the opportunity to attend the 2023 IPAC Canada Conference

