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# Improving Well-being of Frontline Healthcare Practitioners in COVID-19 Scenario and Identification of Burnout for Managers Early Intervention

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## THE PROBLEM

The mental health crisis in the healthcare industry has been occurring for years. According to Dr. Victor Dzau, president of the National Academy of Medicine, before the pandemic, physicians were at twice the risk for burnout compared to the general population, presenting high depression, anxiety, and suicidal rates.







## THE PROBLEM

With the COVID-19 pandemic, this scenario has only become accentuated, and new research shows that healthcare practitioners are strongly suffering from mental health diseases and ill-being while engaging in the treatment and care of patients with COVID-19.



## LITERATURE REVIEW

Lai (2020) found significant numbers regarding mental health, with 50.4% of the participants expressing symptoms of depression, 44.6% of anxiety, 34.0% of insomnia and 71.5% of distress (p.04). The analysis also showed that frontline medical practitioners showed worse mental health outcomes in all dimensions evaluated (Lai et al., 2020, p. 08). This was also supported by Cai and colleagues (2020).



# Purpose

Our study has two main purposes: reducing the incidence of depression, anxiety and sleep disturbance in hospice practitioners and identifying the risk of hospice practitioner burnout for hospice administrators to support and promote their well-being during Covid-19 scenario.



# Model

## Method and Scales

The study method has two main components: validated surveys and wellness intervention program. The hospice practitioners will have measurements of anxiety, depression, sleep disturbance and burnout assessed at baseline, at 6-weeks, and 3-months of the intervention using validated tools. Friedman test will be chosen for the statistical analysis

**Depression** - Center for Epidemiologic Studies Depression Scale-Revised

**Burnout** - Burnout Self-Test Maslach Burnout Inventory (MBI-HSS) tool

**Sleep** - Insomnia Severity Index







# Participants

The participants will be hospice practitioners from Empath Health. Our optimal sample size is approximately 200 Covid-19 frontline hospice practitioners and 20 managers of the healthcare practitioners.

Hospice Practitioners

Sample Size = 481

20% attrition rate 96

50% response rate

N=192

Hospice Managers

Sample Size = 42

20% attrition rate 8

50% response rate

N=17



# Intervention

The study will evaluate the impact of a 6-week wellness training program consisting of virtual educational workshops on resilience training, complementary and alternative approaches to mental health, physical wellness, spiritual wellness, and stress management.

We hope the study findings will serve as a guide for hospice practitioner managers to better support their employee's well-being and mental health.







# Importance

Finding and targeting effective ways to support the mental health of physicians and nurses is an urgent need (Song et al., 2020; Xiang et al., 2020; Greenberg et al., 2020) that needs to be addressed to help the ones who sacrifice their own health to care for others.



## REFERENCES

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Thank You