



HOPA

Hematology/Oncology
Pharmacy Association

HOPA EXECUTIVE SUMMARY: Resources to Address Wellness and Burnout in Hematology/Oncology Pharmacy

Resources

For Organizations⁸⁻¹²

- [Development and implementation of pharmacy department and pharmacy resident well-being programs](#)
- [The Business Case for Investing in Physician Well-being](#)
- [Organizational Strategies to Promote Engagement and Reduce Burnout](#)
- [A Systems Approach to Professional Well-Being](#)
- [2019 National Consensus Conference Recommendations for Pharmacist Workforce Well-Being and Resilience](#)
- [National Academy of Medicine - Organizational Strategies for Clinician Well-Being](#)

For Pharmacists

- [HOPA - Well-Being at HOPA](#)
- [ASCO - Recognizing Burnout & Promoting Well-Being](#)
- [APhA - Well-Being Resilience Report](#)
- [ASHP - Well-Being Resources](#)
- [AMA - How to Address Physician Burnout and Well-Being](#)
- [ACP - Individual Physician Wellness and Burnout Tools](#)
- [NAM - Clinician Well-Being Knowledge Hub](#)

Purpose

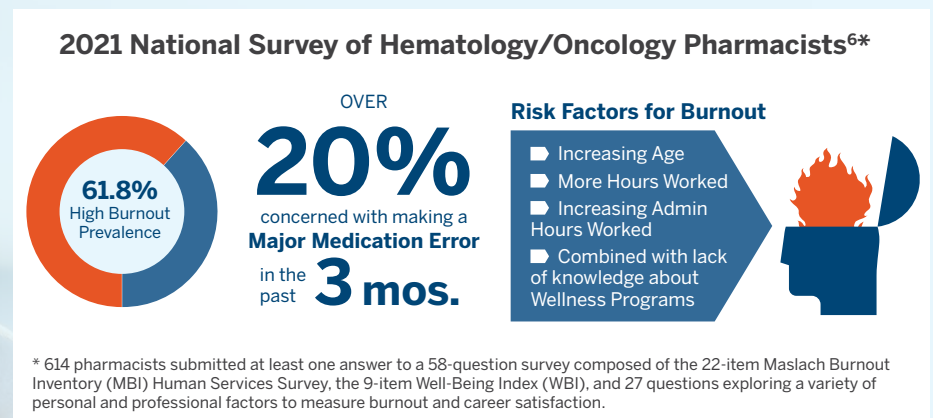
At HOPA, we recognize the need to take action on wellness. Based on feedback from the HOPA membership at the Town Hall centered on wellness in January 2023, the HOPA Wellness Advisory Group developed an executive summary including the most pertinent resources for HOPA members to provide to management within institutions.

Background

Burnout is an occupational-related syndrome characterized by exhaustion, cynicism and depersonalization, and low sense of accomplishment.

- Detrimental effects of burnout include decreased quality of care and patient safety, as well as increased provider/patient dissatisfaction.¹⁻⁵
- Estimated burnout-associated costs of approximately \$4.6 billion annually are attributed to physician burnout, related to both turnover and reduced clinical hours, in the United States.⁴

An Oncology Pharmacy Workforce Survey in 2021 showed the need to advocate, recognize and support pharmacists from an institutional and organizational level to engage and retain the workforce.⁷



HOPA released a Wellness and Burnout statement in 2022 to acknowledge the critical need to mitigate risk factors of burnout and created the Wellness and Burnout Task Force to support hematology/oncology pharmacy well-being.

The HOPA Wellness Advisory Group (formerly the Task Force) actively collaborates with other HOPA Committees and Advisory Groups, as well as several pharmacy organizations to support and develop well-being initiatives.

Actionable Next Steps

STRATEGY	EXAMPLES
Acknowledge and assess the problem	<ul style="list-style-type: none"> Use town halls, radio broadcasts, letters, interviews, and face-to-face meetings to have open/candid dialogue Assess well-being routinely – results should be used by leadership as a key measure of organizational performance
Harness the power of leadership	<ul style="list-style-type: none"> Select and develop leaders who listen and engage Utilize individuals to assess the performance of their leaders Identify motivators for meaningful work
Develop/implement targeted work unit interventions	<ul style="list-style-type: none"> Conduct focus groups based on high opportunity units using external benchmarks
Cultivate community at work	<ul style="list-style-type: none"> Dedicate space or time for colleagues to connect
Use rewards and incentives wisely	<ul style="list-style-type: none"> Balance compensation methods (productivity, flexibility, protected time) to facilitate long-term sustainability
Align values and strengthen culture	<ul style="list-style-type: none"> Survey staff periodically to determine whether actions and values are aligned Communicate guiding principles to establish a common goal
Promote flexibility and work-life integration	<ul style="list-style-type: none"> Adjust/tailor work professional work effort where possible
Provide resources to promote resilience and self-care	<ul style="list-style-type: none"> Offer individual strategies that align as part of a broader strategy on an organizational level
Facilitate and fund organizational science	<ul style="list-style-type: none"> Develop analytics and research studies to provide evidence/support for interventions

Summary

Well-being initiatives beyond individual needs are necessary for a sustainable workforce and to combat the high prevalence of burnout among hematology/oncology pharmacists. It is critical that institutions understand the negative impact of burnout on patient care and support the implementation of well-being initiatives to address burnout in the hematology/oncology pharmacy workforce.

References

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