**WNA** | **ORGANIZATIONAL AFFILIATES**
WISCONSIN NURSES ASSOCIATION

# Priority: Vital; Supporting Nurses Well-being and Resources

## Summary

The WNA Organizational Affiliate Dialogue Forum on *Priority #2 Promote strategies that improve nurse well-being (physical and psychological* ", took place on Thursday, November 9, 2023 from 6:30 – 8:30 pm via Zoom.

The agenda item for the Dialogue Forum included discussion on Clarity of the Issue, What is Known About the Issue, and Identification of Ideas to support nurse well-being.

## Clarity of the Issue and what we know.

Nurse well-being can be influenced by various factors, and the causes of well-being issues among nurses are multifaceted. Some common contributing factors include:

- **What do we know about the status of nurse's well-being in Wisconsin?** 48% of Wisconsin's RN workforce reported that their mental and/or physical health was worse in 2022 as compared to before the COVID-19 pandemic. (wcn, 2022)
- **Workload and Staffing Issues**: High patient loads, long working hours, and inadequate staffing levels can lead to burnout and stress among nurses.
- **Emotional and Physical Demands**: Nursing often involves dealing with emotionally challenging situations, such as patient suffering or loss. The physical demands of the job, including lifting and long periods of standing, can also impact well-being.
- **Lack of Resources**: Insufficient access to necessary resources, including medical supplies and technology, can hinder a nurse's ability to provide quality care and increase frustration.
- **Inadequate Training and Support**: Lack of proper training and support systems can leave nurses feeling unprepared and overwhelmed, impacting their well-being.
- **Job Strain and Job Insecurity**: Job-related stress, uncertainty about job stability, and concerns about career advancement can negatively impact well-being.
- **Poor Work-Life Balance**: Irregular schedules, long hours, and demanding shifts can make it difficult for nurses to balance work and personal life, leading to fatigue and stress.
- **Bullying, Harassment & Workplace Violence:** Workplace mistreatment, bullying, harassment, and workplace violence create a toxic environment that adversely affects a nurse's well-being.

- **Lack of Recognition and Appreciation**: Not feeling valued or recognized for their contributions can contribute to feelings of dissatisfaction and low morale among nurses.
- **Organizational Culture**: The overall culture within a healthcare institution, including leadership style, communication, and support mechanisms, can significantly influence nurse well-being.
- **Trauma Exposure**: Nurses often witness traumatic events and may experience vicarious trauma, contributing to emotional distress and well-being issues.

### Ideas for addressing the well-being of nurses.

- Develop a repository of resources and post on website.
  - More comprehensive toolkit for further resources
  - Design for nurses in every setting.
- Social Media outreach
- Enhance WNA's Nurses Caring for Nurses website.
- Address minority nurse populations
- Support WISPAN on-line facilitated peer network.
- Promote transparency that impacts staff nurses.
- Engage nursing students.
- Support new graduates of nursing programs.
- Support workplace violence prevention standards.
- Support precepting and mentoring models for new nurses.