

## **Committee: New York City Society of Health-system Pharmacists**

**Topic:** Pharmacists support healthcare organizations in expanding and increasing access to high-quality mental health services, resources, and programs to protect healthcare workers' well-being and decrease burnout

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Whereas, employment in healthcare in 2021 was down by 450,000 jobs. A recent survey found that approximately 49% of healthcare workers reported leaving the workforce due to being burned out or overworked. <sup>1,2</sup>

Whereas, an increasing amount of evidence supports the assertion that healthcare workers are experiencing substantial work-related burnout and stress. <sup>3,4</sup>

Whereas, there are many factors that contribute to increased stress among healthcare workers, including high-paced work environments, heavy workloads, workplace bullying, administrative burdens, and a lack of social support. <sup>5</sup>

Whereas, the high-stress environment that healthcare workers face daily can affect their physical, emotional, and psychological well-being, leading to burnout, depression, and anxiety.

Whereas, decreased well-being in healthcare workers can adversely impact patient care, which has been demonstrated in studies revealing that significant medical errors were associated with worsening burnout and depressive symptoms. <sup>6</sup>

Whereas, studies have shown that healthcare workers are more likely to suffer in silence due to the perceived stigma associated with experiencing mental illness which can result in a decreased willingness to seek help, an over-reliance on self-treatment, and an increased risk of suicide. <sup>7</sup>

Whereas, a recent analysis of suicide rates amongst pharmacists suggests that pharmacists are also at higher risk for suicide and cites "job problems" as the most significant factor associated with suicides by pharmacists compared to non-pharmacists. <sup>8</sup>

Whereas, if not appropriately addressed, healthcare worker burnout will impede proper patient care, increase healthcare costs, worsen health disparities, and hinder the ability to prepare for the next public health emergency. <sup>9</sup>

Whereas, the implementation of evidence-based policies, programs, and solutions that identify, address, and help prevent burnout for healthcare workers may improve processes, workflow, organizational culture, and ultimately patient care. <sup>9</sup>

**Resolved That:**

The New York State Council of Health-system Pharmacists supports the expansion of mental health services, resources, and programs for healthcare workers to decrease the risk of work-related burnout, mental health illnesses, and suicide.

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By:



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