



Commitment Statement by the Hospice and Palliative Nurses Association in Support of the National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience

As the leading membership organization for hospice and palliative nurses, with 11,500, the Hospice and Palliative Nurses Association (HPNA) is deeply committed to preventing nurse burnout and supporting the promotion of positive workplace environments. The HPNA's mission is *to advance expert care in serious illness* and vision is *to transform the care and culture of serious illness*—neither of which can be achieved if the concerning trend of nurse burnout continues to worsen. Although few studies exist on burnout specifically in hospice and palliative care nurses, a link exists between a healthy work environment and staff and the level of quality care provided to patients.

The HPNA believes that a strong interdisciplinary team is essential for quality palliative care. Across care settings, it is vital that all members of the interdisciplinary team—from nursing assistants to advanced practice registered nurses—feel important, valued, and indispensable to support a dynamic, successful workforce.

In support of the National Academy of Medicine's (NAM) Action Collaborative on Clinician Well-Being and Resilience, HPNA strives to promote overall well-being for our members and certificants. Therefore, HPNA is committed to:

Organization

- Endorsing NAM Action Collaborative publicly and widely disseminate information regarding any actions to our membership.
- Supporting and sharing any material pertaining to burnout and overall well-being to our membership.

Education

- Providing e-learning courses, currently available or in development, for membership as free educational offerings:
 - Self-Care and Collegial Support
 - Incorporating Strategies for Self-Care and Stress Management into Practice
 - Moral Distress
 - Grief Care
 - Impact of Loss-Experience on Nursing Self-Care

Conferences

- Ensuring plenary and concurrent sessions include wellness and resiliency representation at annual conferences including:
 - Clinical Practice Forum—HPNA's annual clinical conference

- Leadership Weekend—HPNA's annual leadership conference
- The Annual Assembly (hosted by the American Academy of Hospice and Palliative Medicine [AAHPM] and HPNA)
- The Virtual Conference (hosted by the National Hospice and Palliative Care Organization, HPNA, and AAHPM)—examples:
 - The Art of Asking the Beautiful Question
 - Conversations That Matter: A Deeper Dive Through Head, Heart, and Action
 - Finding Words That Matter: Rekindling Our Purpose in Health Care Through Poem-Making
 - The Invisible Transitions Inside the Labyrinth of Caregiving

Member Outreach

- Developing quarterly journal-based live event:
 - Live webinar series—Self-Healing and Self-Care for Nurses
- Discussing/sharing plans of action to reverse clinician burnout and promote clinician well-being through our special interest groups.

Publications

- Ongoing support for article submission/publications in our associated journals:
 - Journal of Hospice and Palliative Nursing—examples:
 - *Caring in Palliative Care: A Phenomenological Study of Nurses' Lived Experiences*
 - *Effects of a Technology-Assisted Meditation Program on Healthcare Providers' Interoceptive Awareness, Compassion Fatigue, and Burnout*
 - Journal of Palliative Medicine—example:
 - *Self-Care in Palliative Care Nursing and Medical Professionals: A Cross-Sectional Survey*