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Commitment Statement by the American Nurses Association to the NAM Action Collaborative on Clinician Well-Being and Resilience

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ANA has led efforts to improve the health and well-being of nurses for more than a century. With extensive programs focused on creating and maintaining healthy and ethical work environments, and a grand challenge under way to improve the health of nurses, ANA is committed to helping nurses and other healthcare team members promote well-being, prevent burnout and moral distress, leading to more meaningful and professionally satisfying work.

To that end, ANA has committed to:

- The Healthy Nurse, Healthy Nation™ Grand Challenge, a social movement to improve the health of nurses to improve the health of the nation. Emphasis is on physical activity, nutrition, rest, quality of life, and safety.
- Supporting nurses' practice to address ethics and human rights issues through the work of ANA's Center for Ethics and Human Rights which safeguards and upholds the ethics of the profession by promoting the *Code of Ethics for Nurses with Interpretive Statements*.
- Actively engaging nurses, health care stakeholders, and consumers to systematically reduce incidences of violence and abuse within health care through strengthening zero tolerance policies, leveraging our collective voice, and promoting the reporting of violent or abusive incidences. Additionally promoting a culture that supports civility and respect in the workplace.
- Promoting moral resilience as part of a culture of ethical practice on the part of all clinicians, organizations, and systems. This is addressed through education, resources, and tools designed to diminish burnout and cultivate resilience in all stakeholders.
- Relentless pursuit of safe staffing, without which nurses continually experience moral distress, physical stress, resulting from undermining their ability to provide safe, person-centered nursing care essential to the treatment, recovery, and health maintenance patients require.
- Promulgation of standards of excellence reflecting healthy, ethical, and safe work environment that also support effective team practices and collegial relationships to achieve the best patient outcomes. The Magnet® Recognition and Pathways to Excellence® programs guide organizations world-wide to achieve organizational excellence which promotes evidence based practice and demonstrates improved patient outcomes, nurse retention, and staffing, which in turn lessen the impact of drivers of burnout.

Information about these programs is available at www.NursingWorld.org