



The American Association of Critical-Care Nurses Statement of Commitment to Address Clinician Burnout and Promote Clinician Well-Being

The American Association of Critical-Care Nurses (AACN) is committed to continued efforts that promote positive workplace cultures, support clinician resilience and prevent burnout. The burnout crisis cannot be solved without an examination of all workplace factors that lead to it. This is why we have long been committed to the establishment of healthy clinical work environments, interprofessional collaboration, and research and education on the impact of these environments on clinician well-being and related topics.

Healthy Work Environments

The link between establishing healthy work environments and the alleviation of clinician suffering due to burnout is clear and direct. AACN is focused on the creation of work environments that sustain and foster excellence in patient care, diminish moral distress and support clinician well-being.

A significant result of this work is our publication of the *AACN Standards for Establishing and Sustaining Healthy Work Environments: A Journey to Excellence (HWE Standards)*, which is now in its second edition, <https://www.aacn.org/WD/HWE/Docs/HWEStandards.pdf>.

AACN's *HWE Standards* address six crucial components essential for optimal work environments. The following standards are necessary elements in any workplace that promotes clinician well-being:

- Skilled Communication
- True Collaboration
- Effective Decision Making
- Appropriate Staffing
- Meaningful Recognition
- Authentic Leadership

Interprofessional Collaboration

Studies show that a significant number of nurses, physicians and other clinicians are affected by burnout and AACN is dedicated to interprofessional efforts to support clinician well-being.

We seek to address the challenge of burnout as members of the Critical Care Societies Collaborative, which is composed of AACN, the Society of Critical Care Medicine, the American Thoracic Society and the American College of Chest Physicians (CHEST). In 2016, we co-published a joint statement with these partners titled, "Burnout Syndrome in Critical Care Health Care Professionals: A Call for Action." In 2017, we co-sponsored a national invitational summit of thought leaders to address the issue of burnout specifically in acute and critical care. We look forward to ongoing collaboration to help resolve the challenge of clinician burnout.

Research and Education

Our association publishes numerous research articles on burnout, resilience and healthy work environments in our three academic journals. In order to promote collaboration, many articles are open-access and easily accessible for education and sharing.

AACN's National Teaching Institute and Critical Care Exhibition is the premier educational conference for acute and critical care nurses. We continually use this platform as a forum for discussion and training on topics such as appropriate staffing, effective communication, resiliency and creating healthy work environments.

Our Promise

AACN's focus on eliminating the challenge of clinician burnout is longstanding. We will continue our commitment to promote clinician well-being and establish workplaces that foster health and healing for both patients and clinicians.

The American Association of Critical-Care Nurses (AACN) is the largest specialty nursing organization in the world. With more than 110,000 members, AACN promotes the interests of more than half a million acute and critical care nurses throughout the United States.