

AANA Commitment Statement on Clinician Well-Being and Resilience

The American Association of Nurse Anesthetists (AANA) is committed to supporting the physical and mental well-being of nurse anesthetists with resources and skills to be well for personal, team and patient safety. Wellness is the foundation of practice. Stress, fatigue and burnout in anesthesia and healthcare globally may be ignored or accepted as the norm due to persistent, high-intensity work demands and expectations. Workplace culture should support each healthcare professional to care for themselves and colleagues to foster well-being and resilience in a challenging environment. A healthy workforce supports improved patient safety, employee satisfaction and organizational performance.

Dedicated Committees and Staff

The AANA Health & Wellness, Peer Assistance Advisors and Practice Committees develop resources, publications, as well as live and enduring education programs to support the overall well-being and resilience of nurse anesthetists. The committees, state associations and staff foster and assist nurse anesthetists to actively build a framework for a balanced professional and personal life to enjoy when things are good and to be prepared to respond to challenges with resilience to seek peer or professional support when needed. In addition, the Peer Assistance Advisors provide resources and confidential assistance to nurse anesthetists, universities, employers, and the public to identify the symptoms of substance use, how to enter treatment and consider next steps for a life of sobriety. Another important consideration for well-being and resilience to avoid burnout is addressing an adverse event for the patient, yourself and the team through peer support and quality improvement programs.

Specific Initiatives

- Online and peer support resources to facilitate recovery from adverse events, stress, burnout, sleep hygiene, substance use disorder, emotional wellbeing, bullying, and many more related topics. These resources are available at www.aanawellness.com.
- Council of Accreditation of Nurse Anesthesia Education Programs requirement for wellness and substance use disorder education content.
- Live continuing education presentations and activities (e.g., 5k walk/runs, yoga, meditation) at national and state association conferences.
- Professional Practice Documents, www.aana.com/practicemanual
 - Code of Ethics for the Certified Registered Nurse Anesthetist
 - Guidelines for Critical Incident Stress Management
 - Addressing Substance Use Disorder for Anesthesia Professionals
 - Diversity, Inclusion and Equity
 - Promoting a Culture of Safety and Healthy Work Environment
 - Patient Safety: Fatigue, Sleep, and Work Schedule Effects
- AANA Publications, many on stress, burnout and peer assistance
 - AANA *NewsBulletin* articles: www.aana.com/wellnessmilestones and www.aana.com/pan
 - AANA Journal articles: www.aana.com/publications/aana-journal
- Peer Assistance Helpline (800-654-5167) and network of State Peer Advisors available to nurse anesthetists and student nurse anesthetists struggling with addiction and/or an adverse event.

The AANA believes that each healthcare provider plays an instrumental role to promote resilience and contribute to the lifelong well-being and healthy work culture through trust, vigilance, active communication and learning for improvement to optimize personal and patient safety.