

Sutter Health

Commitment Statement on Clinician Well-Being

Sutter Health's mission is to enhance the well-being of people in the communities we serve through a not-for-profit commitment to compassion and excellence in healthcare services.

To deliver on our mission, Sutter Health commits to fostering, nurturing and restoring the joy of caring for people to our clinician workforce. We recognize the well-being of our clinicians directly affects patient experience and patient care, but caring for our teams is also simply the right thing to do. We need to address and mitigate causes of clinician burnout and support clinician well-being to maintain a culture of health and safety.

As part of our organizational strategy, we will:

- **Create opportunities for ongoing physician/clinician leadership development, training and assessment.**
 - We commit to refine and standardize our approach to leadership development based on published evidence of the direct impact strong leadership has on burnout and clinician well-being.
- **Establish communication standards that drive engagement and encourage bi-directional feedback.**
 - We commit to create and solidify bi-directional communication channels giving front-line clinicians a mechanism for direct involvement and influence over decisions impacting their practice.
- **Provide wellness resources and support for clinicians.**
 - We commit to create a more integrated set of wellness resources by coordinating the work of well-being committees, Mental Health Service Line leaders, Employee Assistance Program leaders and others to address all levels of clinician needs.
- **Cultivate camaraderie and collaboration.**
 - We commit to collecting and disseminating internal and external best practices of innovative ways to connect clinicians to foster a sense of belonging.
- **Provide ongoing assessment and transparency.**
 - We commit to continually assess and publish our clinician burnout, engagement and well-being data to monitor progress and achieve our goals.