



Commitment Statement on Clinician Well-Being

The Healthcare Leadership Council (HLC) is proud to state its commitment to clinician well-being and resilience, and applauds the National Academy of Medicine's (NAM) work on this important issue.

HLC is a coalition of chief executives from all disciplines within American healthcare. Our members – the nation's leading hospitals, academic health centers, health plans, pharmaceutical companies, medical device manufacturers, laboratories, biotech firms, health product distributors, pharmacies, post-acute care providers, and information technology companies – are committed to advancing a consumer-centered healthcare system that values innovation, accessibility, and affordability.

The United States requires a strong and stable healthcare workforce. A growing and aging population, expanded health insurance coverage, and initiatives to improve health outcomes have all led to rising patient demand for healthcare services. HLC believes that in order to meet this demand there needs to be a trained and highly skilled healthcare workforce that is ready and able to serve patients. Today's healthcare clinicians have undergone many years of study and training, and are able to provide this care.

At the same time, however, these clinicians are facing more pressures than ever before, including rising student loan costs, increasing demand from patients with complex healthcare needs, more performance measurement requirements, and other burdensome bureaucratic and regulatory demands. These pressures cause many clinicians to experience burnout. As NAM has reported, burnout is nearly two times more prevalent among physicians than other workers. This syndrome can cause clinicians to leave the healthcare profession, or in extreme cases, commit suicide.

HLC supports initiatives to lessen clinician burden. HLC has long been committed to employee wellness programs, and our member companies are at the forefront of developing and implementing these programs that give their employees access to the tools, resources, and incentives needed to promote wellness. For example, HLC members, the Mayo Clinic and Aetna, are also part of NAM's action collaborative, and their statements of support outline measures they are taking to improve clinicians' well-being. HLC is dedicated to working with Mayo, Aetna, and its other members on these goals, and looks forward to participating in NAM's efforts.