

New York Presbyterian Commitment Statement on Clinician Well-Being

At NewYork-Presbyterian, we believe that clinicians who care for themselves provide better care for others. A culture that supports well-being is essential to providing the highest quality of care and education. We are committed to building a community in which all clinicians find joy, share sustaining professional relationships, and feel engaged and valued in the practice of medicine and patient care.

Recent studies show that approximately 50 percent of our nation's physician workforce admits to at least one symptom of burnout.

As a learning organization, we at NewYork-Presbyterian cultivate habits of practice that promote well-being and resilience for all clinicians. We study drivers of clinician burnout and distress and are dedicated to developing evidence-based interventions to promote clinician well-being and inspire engagement. We implement both departmental and institution-wide initiatives tailored to address the varied needs of clinicians across disciplines and professions. These programs include *NYPBeHealthy*, which offers tools and resources to foster employee health, Zero Employee Harm, helping to eliminate all preventable employee injuries, and the NewYork-Presbyterian Respect Credo, a hospital-wide initiative that highlights what we believe and how we will behave in order to create the best workplace and patient care environment.

We at NewYork-Presbyterian understand the importance of addressing both the individual and organizational factors that impact clinicians' practices, including work load and flow, work-life integration, a sense of community at work, and the meaning they find in their practice. NewYork-Presbyterian's leadership is committed to addressing these factors in key operational decisions and to holding ourselves accountable for assessing, supporting, and promoting clinician well-being.