



AMERICAN ACADEMY OF
HOSPICE AND PALLIATIVE MEDICINE

AAHPM Statement on Commitment to Clinician Well-being and Resilience

The American Academy of Hospice and Palliative Medicine (AAHPM) is the professional organization for physicians practicing Hospice and Palliative Medicine (HPM). AAHPM's over 5,000 members also include nurses and other health and spiritual care providers who are committed to improving the quality of life of people living with serious illness and those who care for them. For close to 30 years, AAHPM has been dedicated to expanding access to high-quality palliative care and advancing the discipline of HPM through professional education and training, development of a specialist workforce, support for clinical practice standards, research, and public policy.

AAHPM's strategic plan includes an objective to support workforce and career development by identifying ways to increase resiliency and career sustainability. A recent study of clinicians practicing HPM revealed that 62% reported symptoms of burnout¹. AAHPM is committed to enhancing the well-being of HPM clinicians by participating in national multi-organizational collaborative initiatives and offering resources to foster resilience.

AAHPM's chief medical officer serves as the co-chair of the Council of Medical Specialty Societies Burnout and Resilience Workgroup and is a representative to the National Academy of Medicine Action Collaborative on Clinician Well-being and Resilience. The AAHPM 2017 Ascend leadership development seminar focused on the theme of *Leading and Sustaining a Resilient Team*. The 2018 Annual Assembly of Hospice and Palliative Care featured many offerings to support clinician well-being, including:

- *Critical Conversations: Challenges to Clinician Well-being and Resilience in Hospice and Palliative Care*– A Town Hall with AAHPM, HPNA and NHPCO
- *A Morning at the Museum: Using Art to Find Meaning and Enhance Teaching*
- *Solace: The Art of Asking the Beautiful Question*, with poet David Whyte
- *Evolving from Individual Wellness to Departmental Wellbeing: How to Achieve Resilience and Longevity in Palliative Medicine*
- Mindfulness Meditation
- Quiet Space with Labyrinth
- Career Coaching
- Service of Remembrance and Celebration
- Community Service Project
- Live music and pet therapy in common areas

AAHPM recognizes the *quadruple aim*, particularly that “care of the patient requires care of the provider”². We are committed to working with other national stakeholders to improve clinician workflow, foster joy in practice and strengthen personal resilience.

¹ Kamal, A. H., Bull, J. H., Wolf, S. P., Swetz, K. M., Shanafelt, T. D., Ast, K., . . . Abernethy, A. P. (2016). Prevalence and Predictors of Burnout Among Hospice and Palliative Care Clinicians in the U.S. *Journal of Pain and Symptom Management*, 51(4), 690-696. doi:10.1016/j.jpainsymman.2015.10.020

² Bodenheimer, T., & Sinsky, C. (2014). From Triple to Quadruple Aim: Care of the Patient Requires Care of the Provider. *The Annals of Family Medicine*, 12(6), 573-576. doi:10.1370/afm.1713