



The Academy of Medical-Surgical Nurses (AMSUN) is strategically committed to healthy practice environments for medical-surgical nurses. AMSUN's first strategic goal is to support medical-surgical nurses in navigating the changing environment and enhancing their physical, psychological and emotional well-being. AMSUN is focused on education, research, strategic partnerships and advocacy to achieve this important goal.

Nursing is hard work, and as a result, nurses suffer from significant stress and stress-related illnesses and are at greater risk of professional burnout (Bao & Taliaferro, 2015; Boamah & Laschinger, 2014; Brunetto, Rodwell, Shacklock, Farr-Wharton, & Demir, 2016; Manzano-Garcia & Ayala, 2017; Rahimnia, Karimi Mazidi, & Mohammadzadeh, 2013; Schaufeli, Leiter, & Maslach, 2009). In fact, the nursing profession is one of the professions with the highest level of burnout (Manomenidis et al., 2017; Manzano-Garcia & Ayala, 2017).

Burnout affects nurses' physical health, memory, absenteeism and job satisfaction (Laschinger & Grau, 2012; Manomenidis et al., 2017; Sweet & Swayze, 2017) and costs institutions a significant amount of money in sick time and employee turnover, not to mention the financial and reputational costs associated with patient harm or medical errors (Laschinger & Grau, 2012). Furthermore, nurse burnout impacts their ability to provide safe patient care with optimal patient outcomes (Bao & Taliaferro, 2015; Laschinger & Grau, 2012; Manomenidis et al., 2017; Manzano-Garcia & Ayala, 2017; Sweet & Swayze, 2017). Therefore, the risks to the personal physical and mental health of the nursing workforce, patient well-being and institutional well-being because of burnout are significant.

AMSUN Position Statement on Healthy Practice Environments

AMSUN has drafted a position statement related to Healthy Practice Environments (HPEs). This position statement defines AMSUN's philosophy and stand on the obligations employers and nurses share in the well-being of medical-surgical nurses and can be found [here](#).

Education:

AMSUN provides education about well-being, self-care, resilience and the negative effects of burnout, lateral violence, nurse bullying, etc. at its annual convention. AMSUN continues to build education and professional resources for medical-surgical nurses to increase knowledge and the necessary skills and tools to combat these negative effects.

AMSUN is launching a bi-monthly podcast series, of which one regular topic will be self-care for the medical-surgical nurse. Through interviews with industry leaders and experts, AMSUN will provide subscribers/listeners with practical tools and skills to combat negative states such as burnout, moral injury, second victim syndrome, etc.

Research:

AMSUN is conducting a research study about medical-surgical nurses' perceptions of their work environment, using the Practice Environment Scale. AMSUN will disseminate the results and develop programs to address issues identified in the research results.

Advocacy:

AMSN actively advocates on behalf of the over 600,000 medical-surgical nurses in the United States about issues such as staffing, nurse education, workforce issues, and practice issues. We strongly support safe and effective staffing assignments that provide optimal patient care while also minimizing the negative effects of ineffective staffing, such as unfinished nursing care, burnout, stress and turnover intentions. AMSNs position statement on staffing can be found [here](#).

AMSN is committed to the well-being of the medical-surgical nurse and is happy to support the National Academy of Medicine Action Collaborative on Clinician Well-Being and Resilience. We have a strategic and long-term commitment to promoting healthy practice environments for medical-surgical nurses and would be pleased to share the action collaborative's work with our community of medical surgical nurses.

The Academy of Medical-Surgical Nurses (AMSN; amsn.org) is a vibrant community of medical-surgical nurses that represents the largest group of nurses practicing in the acute care environment today. AMSN promotes excellence in medical-surgical nursing by providing education, professional resources, and networking opportunities to its over 12,000 members. AMSN partners with other health care organizations and industries to improve the country's patient care.

Medical-surgical nurses apply high-level skills, as well as compassion and commitment, to care for patients in a broad range of settings, from hospitals to communities to battlefields. They care for patients who are being treated for cancer, heart disease, diabetes, and many other acute and chronic illnesses. Medical-surgical nurses are also influential advocates, leaders, educators, and researchers. Through multi-media platforms, AMSN helps give nurses a voice in making a positive impact on the health care industry. The organization also gives nurses the tools they need to apply evidence-based practice to achieve better patient outcomes.

Of the estimated 3.0 million practicing registered nurses in America, approximately 600,000 are medical-surgical specialists, making it the single largest nursing specialty in the country.

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