



## A Cancer Workforce in Crisis

### Repository on Best Practices and Innovations

#### WELLBEING AND JOB SATISFACTION

**Intro:** In the demanding field of oncology, prioritizing the wellbeing and job satisfaction of healthcare professionals is not just compassionate but pivotal. Fostering wellbeing and job satisfaction not only enhances the resilience of the oncology workforce but contributes significantly to the quality of patient care, creating a harmonious and fulfilling professional experience.

**Title:** Creating a Blueprint of Well-Being in Oncology: An Approach for Addressing Burnout From ASCO's Clinician Well-Being Taskforce

**Publication date:** PubMed 2021

**Link:** <https://pubmed.ncbi.nlm.nih.gov/34061565/>

**Example:** Establishing a comprehensive framework for the optimization of Nurse Practitioners (NPs) and Physician Assistants (PAs) roles in oncology involves several key strategies. Structured training and support are foundational, encompassing tailored programs that adequately equip NPs and PAs for their expanded responsibilities. Soliciting feedback from participating NPs, PAs, and oncologists, and regularly evaluating the outcomes, ensures the effectiveness and efficiency of these expanded roles, directly impacting patient care and clinician well-being. Efficient care processes are introduced, streamlining tasks traditionally within the physician's domain and contributing positively to patient care quality. Aligning roles with the training and expertise of NPs and PAs promotes work engagement, creating an environment that enhances fulfillment in their professional endeavors. The overarching goal extends beyond practice efficiency and cost-effectiveness to prioritize clinician well-being, aiming to restore joy in their work. This approach includes role optimization and collaboration, ensuring that NPs and PAs practice to the full extent of their



license, degree, and training. Collaborative efforts with oncologists and team members delineate clear role expectations and strategically minimize administrative burdens, mitigating stress and burnout. Further, expanding roles to align with their training, such as modifying chemotherapy orders, is accompanied by a robust educational, training, and privileging process, facilitating seamless integration of these enhanced responsibilities.

**Title:** The management of healthcare employees' job satisfaction: optimization model and empirical evidence

**Publication date:** BMC 2023

**Link:** <https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-023-09426-3>

**Example:** Optimization analyses reveal that improving the planning of activities and tasks in the unit, a sense of being part of a team, and supervisor's managerial competences correlate with a higher satisfaction to work for one's unit. Improving how managers do their job tend to be associated with more satisfaction to work for the organization.

**Title:** Effects of effort-reward imbalance, job satisfaction, and work engagement on self-rated health among healthcare workers

**Publication date:** BMC 2021

**Link:** <https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-023-09426-3>

**Example:** The promotion of work engagement and overall well-being among healthcare workers is crucial for both individual and organizational success. Studies indicate a positive association between work engagement and self-rated health, highlighting the importance of recognizing and appreciating the dedication of healthcare professionals. Fostering a sense of purpose and meaning in their work, coupled with opportunities for skill development and advancement, contributes to higher levels of work engagement. Equally critical is the role of health managers in creating a positive work environment. Training them to understand the unique challenges faced by healthcare workers and providing necessary support, including addressing issues related to stress, burnout, and mental health, is essential.



Long-term career planning and support for professional development emerge as significant factors in healthcare workers' well-being. Tailored strategies for career advancement and skill enhancement contribute to overall job satisfaction. Acknowledging the stressful nature of healthcare work, organizations should prioritize training on stress management and resilience. This can include workshops, counseling services, and accessible mental health support, recognizing the importance of addressing the unique challenges faced by healthcare professionals.

Creating a supportive organizational culture is a cornerstone in enhancing job well-being. Promoting a culture of support, teamwork, and recognition within healthcare organizations significantly impacts the overall work environment. Recognizing and rewarding contributions, fostering a sense of belonging, and addressing workplace conflicts are integral components of cultivating a positive and supportive organizational culture that ultimately benefits the well-being of healthcare workers.

**Title:** Examining the Effects of a Structured Mentorship Program on the Nurse Mentor: A Pilot Study Engaging Oncology Nurses

**Publication date:** PubMed – 2022

**Link:** <https://pubmed.ncbi.nlm.nih.gov/35073292/#full-view-affiliation-1>

**Example:** Oncology nurses are in a precarious situation, given the predicted nursing shortage. Interventions to improve the retention of experienced nurses could include efforts to improve job satisfaction and create a cohesive work environment. In this study, data from the ProQOL survey tool suggests a structured mentorship program may reduce compassion fatigue and burnout for mentors. Mentors who participated in this program reported a sense of enhanced professional growth, burnout reduction, and confidence they make a difference. Integration of a structured mentorship program in an oncology hospital is a feasible intervention that has innumerable benefits for experienced nurses, which may result in improved nurse retention.