

**Addressing Health Worker Burnout:
*The U.S. Surgeon General's Advisory for
Building a Thriving Health Workforce***

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October 13, 2022



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U.S. Surgeon General**

*During the COVID-19 pandemic,
thousands of health workers lost their lives.
They put their own health and safety at risk so
they could heal and comfort others.*

**This call to action is dedicated
to their memory, and for their families**

"Health Workers"

all people engaged in work to protect and improve the health of individuals, communities, and populations, including those who assist in operating health care facilities.^{1, 2, 3}

"I just believe that we need to take good care of our health workers, so that they can take good care of other people."

-I.R., NYC, Psychiatry Resident

References: 1- World Health Organization. (2006). Working together for health: The World Health Report. 2- U.S. Centers for Disease Control and Prevention. (2019). Infection Control in Healthcare Personnel: Infrastructure and Routine Practices for Occupational Infection Prevention and Control Services, Appendix. 3- Center for Health Workforce Studies. (2016). What is the Health Workforce?

Let's take care of those who
are always there to care for us.

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on Building a Thriving Health Workforce

2022

 Office of the
U.S. Surgeon General

surgeongeneral.gov/burnout

Recommendations targeted for **stakeholders**:

- Health care delivery organizations
- Policymakers and government at all levels (federal, state, local and tribal)
- Payors
- Health technology and IT companies
- Training, educational and academic institutions and programs
- Researchers and Accreditation bodies
- Family members, friends, communities and health workers

Factors associated with burnout among health workers



Many longstanding challenges:

- Inadequate staffing
- Administrative burdens
- Wages, paid time off
- Barriers to mental health and substance use care and treatment
- “Hidden curriculum”

Visual reference: OSG.

(2022). <https://www.hhs.gov/surgeongeneral/priorities/health-worker-burnout/index.html>

We Must Take Action

- **Protect** the health, safety and well-being of all HWs
- **Transform** organizational cultures to prioritize HW well-being
- **Eliminate** punitive policies for seeking mental health and substance use care
- **Reduce** administrative burdens to enable HWs to have more time with patients, communities and colleagues
- **Prioritize** social connection and community as a core value of our health care system
- **Invest** in public health and our public health workforce

Thriving together: Solutions to health worker burnout



We must shift burnout from a “me” problem to a “we” problem.

